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GUILD REPORTER

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300 jam N.Y. session on VDT safety

By BARBARA YUNCKER
Post Unit, New York Guild

New York — More than 300 concerned workers jammed a conference on VDT-CRT safety here Jan. 19 and scores more had to be turned away for lack of room.

The meeting aired frustrations and concerns over the new technology and closed with a proposal for another conference soon on how to work through grievance procedures and contract bargaining to combat the dehumanization and job downgrading that participants agreed all to often tend to accompany the electronic equipment.

The day-long educational session, sponsored by the New York Committee for Occupational Safety and Health (NYCOSH), was endorsed by five unions, including the New York Guild.

Two TNG staffers—David J. Eisen, director of Research & Information, and Robert Dudnick, associate R&I director—were among conference panelists and workshop leaders.

Members from 13 unions were present with 16 Guild members the third largest delegation. More than a quarter of the participants were not union members.

Beyond the continuing concern about the possibility of radiation emissions, the main theme of the conference was ergonomics—a new word and a new concept for most of those attending. As described by Dudnick, ergonomics is "the science of how people get along with their machines and in their work places. It is partly engineering, partly physiology, partly psychology."

On the issue of radiation, the experts agreed that no equipment tested so far has exceeded federal minimum standards. But it was pointed out that there still is no firm information on long-term effects of low doses of either ionizing radiation (x-rays) or nonionizing radiation (such as microwaves).

Dr. Michael Smith, chief of motivation and stress research for the National Institute for Occupational Safety & Health (NIOSH), agreed that "much more research on radiation is needed."

Meanwhile, he said, zero radiation is an achievable goal with present equipment if proper metal shielding is used.

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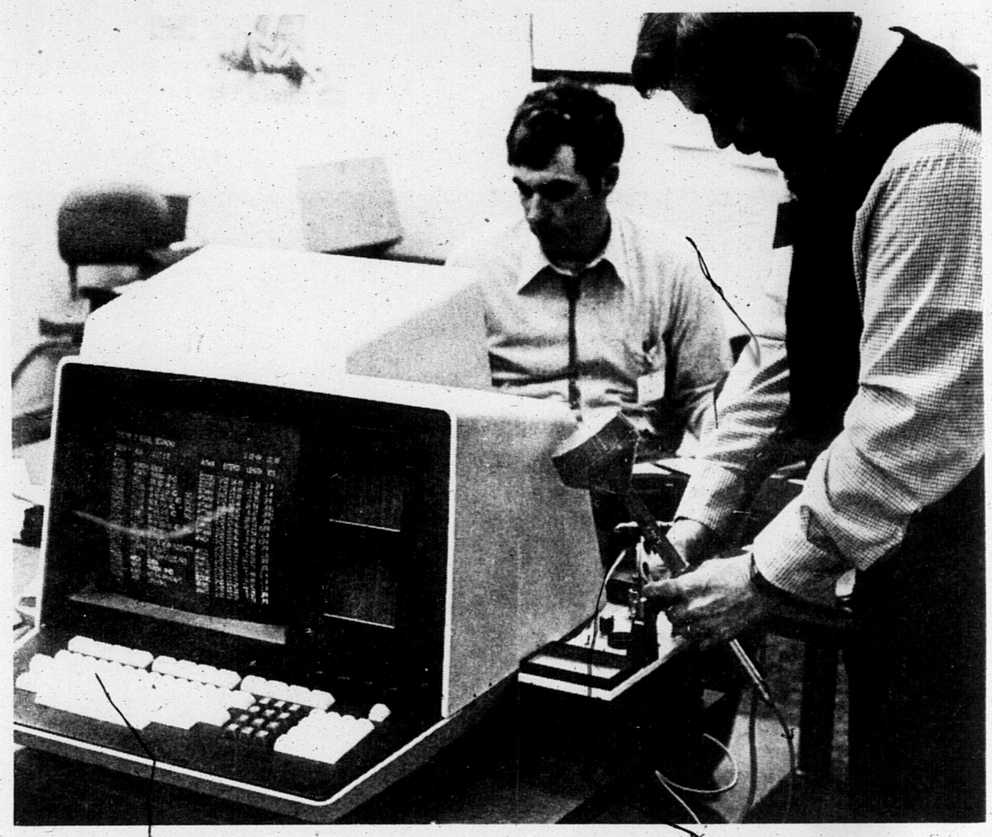

Floyd Tucker/Oakland Unit/San Francisco-Oakland Guild

Testing . . . NIOSH in Oakland

National Institute for Occupational Safety & Health experts C. Eugene Moss, seated center, and William Murray prepare to test VDTs in the newsroom of the Oakland Tribune. They and other NIOSH investigators conducted an extensive study of the devices and their operators' work environments at the Tribune and at the San Francisco Chronicle and Examiner the weeks of Jan. 14 and 21. [Guild Reporter, Jan. 11.] It was the first such comprehensive study conducted in North America. A report is expected in several months.

Outside classified, DMs raised $102 in Albany contract

Albany, N.Y.—A new Albany Guild contract with Hearst's Knickerbocker News and Times-Union increases minimums by as much as $102 a week, gives experienced district managers and outside classified salespersons parity with reporters and display salespeople and upgrades minimums for some other jobs by up to $160 a week.

It also improves security for part-time employees, creates 18 more full-time driver positions, improves holiday pay, sets up posting of promotion opportunities with preference for employees with qualifications equal to outside applicants and provides an eye examination for regular VDT users.

A Guild representative said the settlement's cost is at least $2.9 million over the contract's 39-month term and will provide members more additional "dollars in pocket" than any Albany settlement within memory.

Guild members at the papers ratified the pact Jan. 20 by a 3-to-2 margin.

The lower of two classifications for reporters and display salespersons is eliminated, raising the top minimum for both to $382 a week for the contract's final three months.

Top minimum for those already in the higher classification is increased a total of $80, in increments of $20.50 retroactive to May 2, $2.40 from Jan. 2, $24.60 on June 2, $26.55 on July 2, 1981, and $5.95 on May 2, 1982.

Elimination of the lower-paid classification means a $102 a week raise over the term for any who were at its top minimum,

(Continued on Page 6)

$854 top set in 3-year pact at S&P

New York—A new, three-year New York Guild contract with Standard & Poor's Corp., the financial reporting firm, raises top minimums by as much as $191.50 a week and could produce even greater increases for persons paid more than the contract's highest minimum rate.

The $191.50 increase goes to the top minimum for senior analysts and associate managers, putting those with more than three years' experience at $854.75 a week on Jan. 1, 1982, the beginning of the contract's third year. The $854.75 is believed to be the highest minimum listed in any Guild contract.

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Thomson's buying F.P. breaks patterns

Pre-Thomson pact at Globe raises tops by $113 .... Page 4

Toronto—When Kenneth R. Thomson's North American newspaper company won a bidding war Jan. 11 and gained control of F.P. Publications, Ltd., it brought two major changes to the Thomson chain's patterns of operation and acquisition.

It put Thomson into the business of publishing papers with sizeable circulations in larger cities and brought the chain its first papers in North America in head-to-head competition with other dailies publishing in the same cities as Thomson papers.

Heretofore, the Thomson chain had faithfully followed the formula established by its founder, Roy Thomson, Kenneth's father, of buying and operating small-circulation papers without direct competition in the modest sized communities where they are located.

In gaining control of the eight-daily F.P. chain—on a bid that would total $164.7 million if it drew all voting, nonvoting and preferred shares outstanding—Thomson picked up papers like the Toronto Globe and Mail (285,000 circulation), the Vancouver Sun (219,000) and the Winnipeg Free Press (141,000).

Four of the F.P. papers also have direct commercial competi-

(Continued on Page 4)

Merger units meet, set session 15

Colorado Springs — The merger committees of TNG and the International Typographical Union will meet again Feb. 25-29 to continue the effort to complete a full proposal for merger of the two unions.

The meeting was set at the conclusion of the 14th joint meeting of the unions' committees here Jan. 18-20.

TNG President Charles A. Perlik, Jr., reported that while progress towards the committees' goal continued, "more remains to be done."

A "summit" committee of Perlik, ITU President Joe Bingel, TNG Secretary-Treasurer Charles Dale, TNG Field Operations Director J. William Blatz, ITU 2nd Vice President Robert L. Wartinger and ITU 3rd Vice President Allan J. Heritage is to meet several days before the full committees, as it did before the com-

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1980 Convention moved to Toronto

Washington—TNG's 1980 Convention will be held in Toronto June 23-27, rather than in Montreal June 30-July 4 as previously scheduled.

The Montreal Guild asked TNG to seek a different location and host local after the F.P. chain's closure of the Montreal Star last Fall put about 70 percent of the local's membership out of their jobs.

The Southern Ontario Guild (Toronto) subsequently offered to host the meeting and arrangements were concluded Jan. 23 for delegate and meeting rooms at the Hotel Toronto. Full details will be sent to all locals, said TNG President Charles A. Perlik, Jr.

300 jam N.Y. conference on VDT safety

(Continued from Page 1)

TNG's Eisen told the conference that of the Guild's 220 contracts, about a dozen now require radiation monitoring. In addition, a dozen (with some overlap) call for eye examinations. Vision problems are one of the chief complaints about VDTs.

The degree to which VDTs have revolutionized health and safety concerns in the Guild was stressed by Eisen. "Ten years ago the only occupational hazard in our jurisdiction, aside from alcoholism, was the copy desk spike on which news copy and an occasional hand were impaled. The advent of VDTs has changed all that. From 155 machines in use at daily papers in 1971 there has been an average annual doubling," Eisen said, with 15,800 counted in a 1978 industry report. He estimated 30,000 to 35,000 in use now.

In all U.S. industry estimates of terminals in use range from three million to ten million.

Dehumanization was a major theme throughout the day. Conference chairperson Gwen Wells, research director for the Office & Professional Employees' Union, said in her opening remarks that "we must deal with how clerical employees are treated as machines, as appendages to their machines—their jobs de-skilled, routinized and boring."

During a "speak-out" period, Barbara Adams of the Guild's Standard & Poor Unit showed how solving one problem can create another.

In designing a new office, S&P responded to Guild input on how to meet visual problems, but anti-glare panels were placed so that "many people cannot see another human being. We're going to have to have another conference on CRTs and loneliness," she said.

Many practical suggestions, some very simple, emerged from the plenary session and the eight afternoon workshops.

✓ Machines should not be plopped atop ordinary desks, suggested Nancy Ellish of the Women's Occupational Health Resource Center. It makes the keyboards too high for comfort. For operating ease, elbows should be at right angles and feet resting easily flat on the floor.

✓ Machines should not face windows or brightly painted walls and lights should not be too high. The contrast with the darkened screen is too great and eyestrain results from the effort to accommodate. The green and yellow screen and character combination is easiest to read but tends to create long lasting afterimages.

✓ VDT workers may need special glasses just for the job. This is because the positions of the screen and of material being worked on or from are usually not at the distances professionals assume when they prescribe reading glasses. These professionals need to be educated to the realities of VDT impacts.

Yuncker has covered science, medicine and health care for the New York Post for two decades and is a former chairperson of the Guild unit at the paper. She received the New York Women in Communications' 1979 Matrix Award for newspaper work.

✓ Rest breaks are important but there is no agreement on just what the needs are. Smith pointed out that NIOSH had found that when workers are offered 15-minute breaks with the option of leaving 15 minutes early instead, they almost invariably have chosen to work through and take the option.

✓ Exercises which can be done sitting or standing in place can significantly lessen the fatiguing impact of VDT work. Particularly useful are those which roll the spine, hunch and relax the shoulders and shake out the arms and upper torso, as dancer Susan Griss proved in leading an exercise break midway through the conference.

✓ Keyboards separated from machines and adjustable chairs can help eliminate discomfort, said NYCOSH's Tobi Bergman. Workers should be involved in selection of equipment. They should not have to fit their bodies to bad machines' designs. A bad back is not part of the bargain a worker makes when taking a job.

✓ Every unit of every union should have a health and safety committee, with women encouraged to take prominent roles since more of them than men operate the machines. Such committees should do organized surveys of VDT problems.

✓ A person going on VDTs should have an eye exam to establish there is no problem that the equipment might aggravate and to provide a base for evaluating any changes that may occur.

✓ Because of after-images and temporary loss of visual acutness, work should be organized if possible to take workers off terminals half an hour to one hour before quitting time, particularly if they drive to work.

✓ Machines need to be monitored for radiation, but there is no agreement on how often. "There is no known standard," said Harvey Siegel, safety director of the New York Times.

Following Guild grievances and an arbitration, the Times does annual tests. "I think we are the only paper doing that and NIOSH has asked us to share our data," Siegel said. "No one knows yet what changes in radiation may occur over a long period of continued use."

Eisen pointed out, however, that at least two Guild contracts provide for monthly radiation tests.

On VDTs and radiation, "there is a strong current of scientific opinion that there is no problem," said Dudnick of the Guild. "TNG does not say there is one, we say we have not found out yet."

The conference took no formal actions, but its consensus was expressed by Bergman, who credited the Guild with taking the lead in coming to grips with the VDT problem.

"The electronic terminal is the new center of the modern office. It is replacing both the typewriters and the file cabinets. The VDT is the symbol that office work is changing. This conference is the symbol that office workers are changing," he said.

"Not having the final answers from research is no consolation for the discomfort and health effects which people are suffering. The way people are harmed on the job has always been 40 years ahead of the research that explains why it happens. We don't have to know all of the scientific answers before we take action.

"It is not just death," he added. "It's not just disability. What we are concerned with is how you enjoy your life."

Bargaining beats law, NIOSH unit chief says

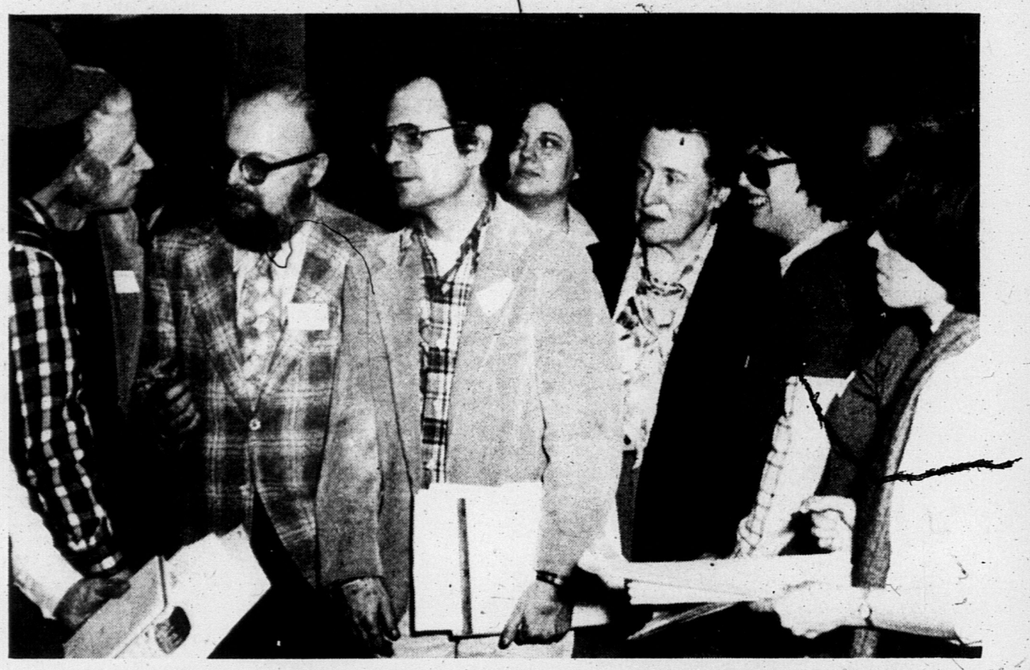
New York—Participants in a workshop on federal law as protection against health hazards that VDT operators may face were startled when the expert in attendance suggested at the outset that they were in the wrong place.

"You people shouldn't be here. You should be in the workshop on collective bargaining," Dr. Michael Smith, chief of motivation and stress research for NIOSH, told the group attending the Jan. 19 conference on VDT operators' health.

Government standards already exist on radiation exposure, but he said he sees the chances of getting standards on other hazards enacted as "very slim."

He pointed to a lack of authoritative information in such areas as vision, stress, fatigue and other problems and said he feels virtually certain that any federal regulations that might be issued would be thrown out in court.

The chance of gaining protection through bargaining is much better, he said. "If you write into your contracts that 'all keyboards should be removable from the tube,' you'd get every manufacturer in the coutry to start building them that way."



SOME FROM THE GUILD TALK IT OVER AT NEW YORK VDT CONFERENCE
Second, third from left: TNG's David J. Eisen and Robert Dudnick, conference speakers

Errata

The name of Jane Blanksteen, one of the members of the New New Wind Quintet pictured on Page 3 of the Jan. 11 Guild Reporter, was spelled incorrectly. She is the flute player.

The Oakland (Calif.) Tribune was incorrectly identified in the Jan. 11 story reporting that U.S. occupational health investigators were about to undertake a close study of possible hazards involved with working on VDTs at the principal dailies in the San Francisco Bay Area.

Sick pay cutoff for strike is held unfair

Washington — The National Labor Relations Board has ruled by 3-to-1 that employers may not terminate disability benefits for workers who are on sick leave when a strike begins.

Such a practice violates the National Labor Relations Act, the board concluded in abandoning its former policy that permitted the terminaiton of benefits without any showing that the sick employees actively supported the strike.

NLRB Chairman John H. Fanning and Members John C. Truesdale and Howard Jenkins, Jr. declared that employees have a right under the law to refrain from declaring their position on a strike while they are medically excused from work.

The board ordered the E. L. Wiegand division of the Emerson Electric Co. to pay disability benefits to 23 employees who were on sick leave when a strike began at the company's Pittsburgh plant on Nov. 1, 1977. The strike, involving some 1,100 members of the Auto Workers, lasted until Feb. 28, 1978.

Member John A. Penello, dissenting, would have continued the position taken by the NLRB in a 1975 case. Then the board majority held that an employer may lawfully presume that employees on sick leave support the strike activities of their fellow workers if the strike is effective and the employees are union members.

The board expressly overruled the 1975 case in its finding against Wiegand, observing that "an employer may no longer require its disabled employees to disavow strike action during their sick leave in order to receive disability benefits." It added:

"To allow the termination of such benefits to certain employees as a result solely of the strike activities is to penalize the employees who have not yet acted in support of the strike."

Fanning and Truesdale pointed out, however, that an employee receiving sick-leave benefits may forfeit his right to such payments if he pickets or engages in other affirmative support of the strike. Jenkins differed with them on this point, noting that "this board has consistently refused to find that the category of picket is identical to that of striker or that picketing is mutually inconsistent with otherwise being an active employee."

Small business unit probing chains

Washington—The House Committee on Small Business is launching hearings on the effects of concentration of ownership of newspapers and other parts of the information industry on small businesses.

First day's testimony Jan. 21 was by officials of the General Accounting Office, Federal Trade Commission, Justice Dept., Federal Communications Commission, Small Business Administration and National Telecommunications and Information Administration.

Subsequent sessions, as yet unscheduled, are to deal with the extent of cross-ownership, the dimensions of ownership concentration and trends in key parts of the newspaper and broadcasting industries.

Committee Chairperson John J. LaFalce (D-N.Y.) said he is concerned over the adverse effects concentration of ownership may be having on small businesses that rely on advertis- to draw customers.

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Media curbs supported, poll reveals

Philadelphia—Curbs placed on the news media should be stricter, U.S. citizens by a 2-to-1 margain have told a special Gallup Poll.

Results of the poll were disclosed by George Gallup, Jr., at a First Amendment Congress here Jan. 17.

The congress brought together journalists and members of other groups to discuss what many said they see as an assault on the First Amendment.

Gallup also reported that 75 percent of respondents didn't know what the First Amendment is.

Two other pollsters, however, reported that on a local level most people are satisfied with their papers, even though many think they are biased.

Gallup said 34 percent of those his people polled think papers don't get the facts straight.

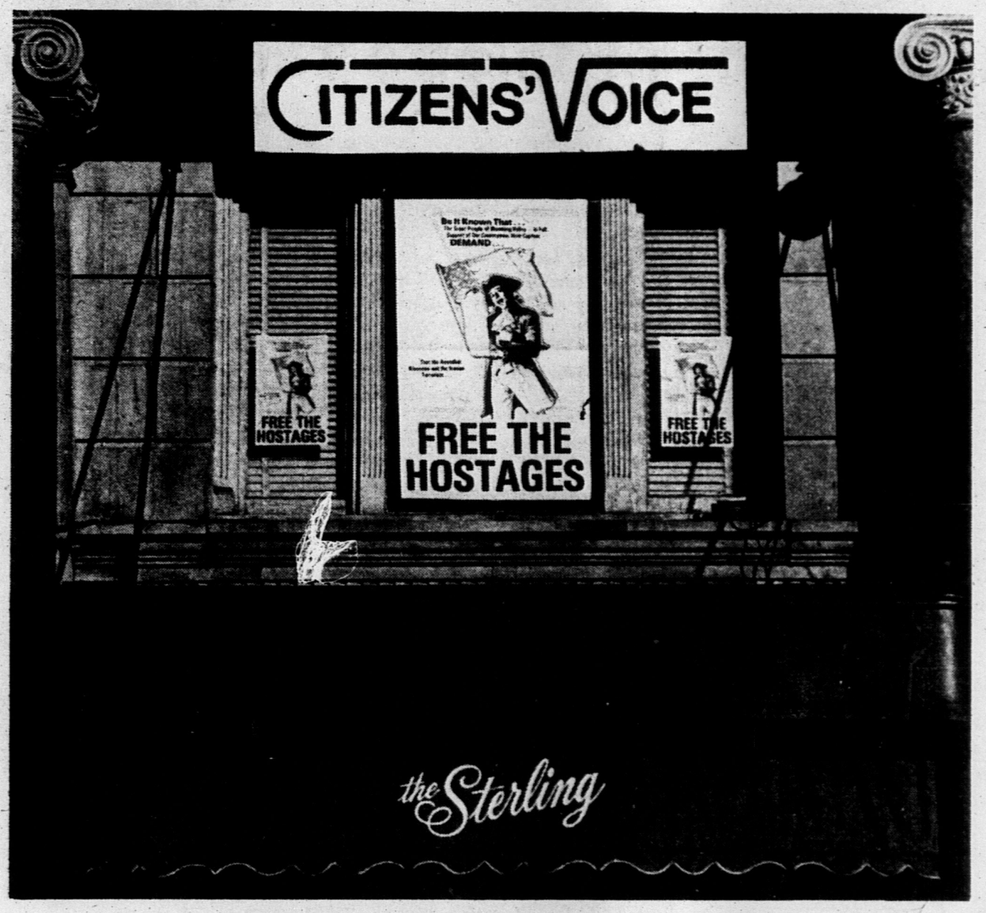
He also found that 69 percent think reporters should have the right to withhold identities of sources.

Most delegates and speakers seemed to agree that the First Amendment should be seen as the property of the public at large, not of the press alone.

Keynote speaker Dan Rather of CBS-TV said the press is doing a poor job of getting across the idea that the First Amendment is not a press right but a citizens' right.

The press, he said, is an additional cog in the wheel of checks and balances that make up the American system.

Other speakers, however, warned that the press should not be thought of as part of the governmental system.



'All over the Wyoming Valley'

Citizens' Voice, interim tabloid daily of Wilkes-Barre's striking newspaper unions, displays blow-up of three-color poster it ran across the center-fold of its Jan. 11 issue calling for freedom for hostages in Iran. As suggested by the Citizens' Voice, residents removed the poster from their papers and displayed them in front windows "all over the Wyoming Valley," a Guild representative reported. The poster features the demand that the "Ayatollah Khomeini and the Iranian terrorists . . . free our countrymen held captive."

Anthony Lewis of the New York Times said he felt that the press in any event is freer today than at any other time and that most court losses have come in areas in which the press sought to expand its rights, such as the right of its reporters to refuse to testify to grand juries.

Lewis also said that the lineup is not so much one of good vs. evil but of competing values that come before the courts.

Ray Bowie of the National Right to Work Legal Defense Fund charged from the congress's floor that the union shop is an attack on the First Amendment.

Robert Dudnick, TNG's associate research and information director, however, pointed out that Guild contracts commonly prohibit discrimination in hiring by publishers as well as discrimination in admittance to membership by the Guild and that TNG's Constitution prohibits discipline against a member for anything she or he writes for publication.

The congress will reconvene in March in Williamsburg, Va.

Strike ends, Journal says it won't close

Philadelphia — Teamster drivers and the Philadelphia Journal reached agreement on a new contract late Jan. 23 to end a three-day-old strike and bring withdrawl of the threat by the Montreal-based Quebecor chain that it would close the two-year-old tabloid permanently.

The paper was expected to resume publication Jan. 25.

A representative of Quebecor President Pierre Peladeau said, however, that there would be personnel reductions in all departments of the paper, including the editorial department where a petition for Guild representation is pending before the National Labor Relations Board.

All the paper's 50-plus editorial employees had received notices that their jobs were terminated on the strike's second day. Peladeau had announced the paper's suspension as soon as the Teamsters struck.

Teamster represented outside ad salespersons, as well as the drivers, struck the Journal in the first few minutes of Jan. 21.

A first contract for the seven or eight ad people was "close," but not part of the strike settlement.

The drivers' settlement, based on a Teamster proposal on the strike's second day, provides $66 in wage increases and $30 for health and welfare improvements over three years, essentially the package reached earlier at other area papers but with the distribution aranged differently.

Wages are increased $13 the first year, $25 the second and $18 the third while the benefit money comes in portions of $6, $5 and $19.

The Philadelphia Council of Newspaper Unions, which includes the Guild, had endorsed the strike.

When the strike began, the National Labor Relations Board postponed until Feb. 12 the beginning of hearings on a Guild representation petition filed Nov. 28. The hearings were to have opened Jan. 21.

In announcing the paper's closure at the strike's outset, Peladeau promised jobs for any newsroom employees who wanted them on other papers he was planning to start, including one ticketed for Boston, Detroit or Chicago.

Cold's only thing new in Canadian races

By JOE HANAFIN
Editor, The Canadian Machinist

Montreal — Canadians will elect a new national government on Feb. 18—the second in less than one year.

The election was forced after the minority Conservative government of Joe Clark was defeated in the House of Commons Dec. 13 over budget proposals that would have levied an 18-cent-a-gallon excise tax on gasoline and home heating oil.

A motion expressing nonconfidence in the Tories was presented by the New Democratic Party and supported by the Liberals. The five-member caucus of the Social Credit Party abstained from the vote and assured defeat for Conservatives.

To date, the winter election campaign has been less than stimulating with much name-calling and blaming of each other for having an election at all.

Polls taken just prior to and since the government's defeat indicate that the Liberal Party—with Pierre Trudeau at the helm—will regain the power it lost on May 22 last.

Trudeau had resigned as leader of the Liberals early in December but changed his mind when Gallup put him 20 points ahead of Clark.

The same polls show the NDP increasing its popular support across the country and indicate that the social democrats will take at least six more Commons seats (up from 27) in this election.

At dissolution, other party standings in the House of Commons were: 136 members for the Conservatives, 114 for the Liberals and five for the Social Credit Party.

The personalities of the parties' leaders, usually of secondary importance in the Canadian Parliamentary system, have played a major role in this campaign so far with the Liberals portraying Clark as an inept leader and the Tories painting Trudeau as a worn-out has-been who really doesn't want to be Prime Minister again.

The NDP's Ed Broadbent consistently comes out ahead in this game if for no other reason than the old-line leaders invariably leave him out of their vitriol in their rush to get at each others throats.

Issues abound but differ little from last year's campaign. The economy (consumer price increases are pushing the double-digit level while unemployment hovers around eight percent), and energy (especially domestic control of vast Canadian oil resources) top the list.

Both the Liberal and Conservative platforms call for increasing the price for domestic crude to world levels while the NDP favors public control of the resource industry and retailing domestic oil at lower than world prices.

Canada already has a publicly owned oil exploration company—PetroCan—which has become a focus for the NDP in selling its plans for control of Canadian resources and resource revenue.

The Conservatives want to sell PetroCan to the private sector while the Liberals support its continued existence, but with limited powers to operate and compete with the multi-nationals in the market place.

Because of the abominable weather during Canadian winters the media has taken on an especially important role in the campaign. The major parties are reportedly spending record millions of dollars on television and radio advertising.

More than ever, the one or two daily campaign events are staged and timed to assure at least a 30 second clip on the national TV networks' nightly news.

The labor movement's efforts on behalf of the NDP take on added significance for the same reason. The NDP is known for its door-to-door canvassing technique (calling on each voter at least three times and as many as five during a campaign) but has had to switch tactics because of the bitter cold weather.

Most affiliates of the 2.3-million-member Canadian Labour Congress are participating in a massive "on the job" canvas using material especially designed for working people.

Hanafin helped organize the editorial department of the Montreal Star while working as a reporter for the paper and later worked two years as a servicing representative for a Guild servicing-organizing program in Eastern Canada. He has been with the Machinists union since 1975. In November he was elected a vice president of the International Labor Press Assn.

FOI bill down with government

Ottawa — A freedom-of-information bill introduced by the Clark government last fall had not been enacted by the House of Commons when the government lost a confidence vote in December and died with the government.

There is speculation, however, that a new bill will be introduced by the new government, whatever its stripe, since leaders of all three parties had endorsed at least the concept of the Clark government's measure.

DAY BOOK

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, March 1-2, Holiday Inn-Scope, Norfolk.

New England District Council, winter meeting, Feb. 16-17, Sheraton Wayfarer Inn, Bedford, N.H.

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

TNG Special Merger Committee and ITU Merger Negotiating Committee, 15th joint meeting, Feb. 25-29, Washington.

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

David S. Schick Memorial Award Contest for local Guild publications, entries deadline, TNG headquarters, Washington, April 1.

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

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

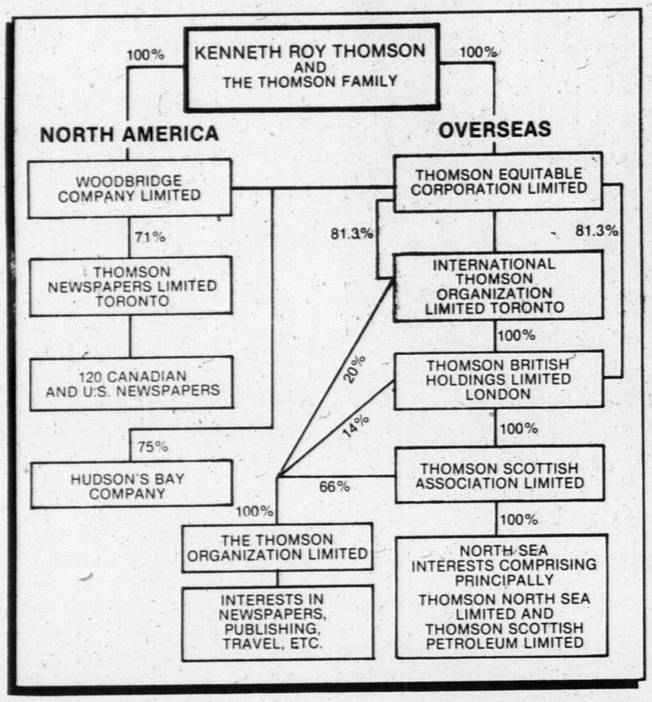
47th Annual TNG Convention, June 23-27, Hotel Toronto, Toronto.

Pre-Thomson pact at Globe raises tops $113

Toronto — Minimums are increased by as much as $113.47 a week, with the top for reporters and photographers going to $510.47, in three-year Toronto Guild contracts with the Globe and Mail.

The contracts were ratified in mid-December and signed four days before the Thomson chain bought the Globe and the seven other F.P. dailies.

The settlements, retroactive to the July 1 expiry of the previous Globe and Mail contracts, were reached hard on the heels of a nine-day by-line "strike" that saw the Guild take a multi-column ad in the Globe to explain the action and ask for community support for "a reasonable agreement."



Adapted from the Toronto Star

Through the end of November, the Globe had been holding tight to an offer of five percent increases in each of three years. The settlement provides 28.6 percent over its term for most.

In the last days of bargaining Guild members wore buttons showing an employee carrying a globe on his back with great difficulty. Pressmen at the paper also began wearing the buttons.

The Guild has separate contracts at the Globe covering the delivery, editorial and inside circulation department employees.

The $113.47 a week increases go to electricians, machinists, editorial writers, columnists and copy editors as well as reporters and photographers, and others.

The first portion, $23.82, is retroactive to July 1, with $16.83 effective from Jan. 7, $35.01 on July 1, 1980, and $37.81 on July 1, 1981.

The flat minimum for electricians and machinists goes to $494.47 a week, that for the editorial writers' group to $545.47, for the columnists' group to $530.47 and the top minimum for copy editors goes to $520.47.

Starting minimum for reporters and photographers goes up by $69.17 a week, to $311.19, over the contract term.

Other increases and resulting top minimums include:

Darkroom technicians and **assistant librarians**—Up $94.99, to $427.31.

GUILD BARGAINING BUTTONS AT THE GLOBE (AND MAIL)
Guild members, Pressmen, too, sported them in November

Editorial clerks—Up $58.38, to $262.63.

Stenographers—Up $61.69, to $277.50.

Intermediate clerks — Up $65.06, to $292.65.

Flat minimum for **highway truck drivers** is raised by $80.36, to $361.47, while that for **city truck drivers** goes up by $77.44, to $348.36.

Service time for four weeks' vacation is cut a year, to seven; for five weeks' vacation it's cut two years, to 18.

A requirement for posting job vacancies before they are advertised is added.

A provision for paid time off for service on the Guild-Globe health and safety committee also is added.

Thomson's purchase of F.P. chain breaks patterns

(Continued from Page 1)

tion from other papers: the Ottawa Journal and Calgary Albertan as well as the Globe and the Free Press. In Vancouver the Sun is in a joint publishing venture with Southam's Province, while the Victoria Colonist and Times and the Lethbridge Herald are the only papers in those cities.

Thomson called the purchase "a change of strategy" and "a change of opportunity," adding that "you take the opportunities as they come."

One Canadian newspaper industry analyst pointed out, however, that "the old formula works only so long as you can buy little papers cheaply" and that "the available universe is getting smaller and smaller and the prices are gettting higher and higher."

Thomson was one of three bidders who vied for control of the F.P. chain from late November through mid-January.

First, Conrad Black, 35-year-old financeer and industrialist, and three partners, including John Bassett, former publisher of the former Toronto Telegram, offered $102 million, upon an invitation from F.P. shareholders.

Then in mid-December, R. Howard Webster, multimillionaire Montreal businessman and chairman of the Globe and Mail, offered $109 million for all F.P.'s shares.

On Dec. 31, Black raised his bid to $119 million as Webster's offer expired.

Thomson's first bid — $139 million — came on Jan. 2.

Webster countered a week later with $149 million.

Thomson raised him $10 million, to $159 million, on Jan. 10.

The next day, Webster bid $163.3 million twenty minutes before Thomson's offer was to expire, but Thomson raised him by $1.4 million and the shareholders accepted—at least those with enough shares to give Thomson control.

As late as Jan. 18, 46 percent of the voting shares and 20.6 percent of the nonvoting equity stock was not being proffered to Thomson.

Webster announced that he would hold on to his 22.5 percent of the voting stock and his nonvoting stock, too, because he expected Thomson to increase F. P.'s profitability considerably.

June Sifton, widow of a member of the Sifton newspaper family, secured a court order forbidding sale of the 23.5 percent of F. P.'s voting stock held in trust for her son, Victor, 15, and was seeking to prevent the sale of 32 percent of the equity stock controlled by trustees as well.

Without the Sifton voting stock and Webster's shares, Thomson would have to put out $31.3 million less than the $164.7 million he bid when his purchase offer expires Jan. 31.

Without any of the Webster and Sifton shares, nonvoting or voting, Thomson's outlay would be reduced by $81.5 million.

Thomson said he would pay for the stock with internal cash and some borrowed funds.

An inserter's views from the VIP's 'mail room'

By NORMAN MELNICK
Examiner Unit
San Francisco-Oakland Guild

This is reprinted, slightly abridged, from the January issue of the Bay Guild News, publication of the San Francisco-Oakland Guild. Members of the local's Vallejo unit along with the Typographical, Mailers', Pressmen's and Graphic Arts unions have been striking Donrey's Times-Herald since June, 1978. Since August, 1978, they have been publishing the VIP.

"Overtime, overtime, how I miss that overtime," Marion Ricks sang.

Chorus: "Yeah-h-h-h."

The scene was a converted garage on Vallejo's north side where four times a week now the presses whir, the inserter rattles, and the conversation ranges from what was to what is to "Hell, we're doing okay."

Bravado? With advertising continually picking up, the strikers' newspaper VIP (for Vallejo Independent Press) is a going proposition and a threat—no exaggeration—to the scab-operated Donrey Times-Herald.

This particular Saturday my son Gary and I spent the afternoon inserting advertising supplements in the Sunday edition of VIP. In all we did 1,150 papers. Gary, a 1979 Berkeley grad, managed somehow to read a book at the same time. On several previous occasions, he had picketed.

"Father," he said, "you're an anachronism. You belong to the thirties when unionism was fashionable."

"I don't suppose there are too many June grads doing what you're doing either," I said.

Around us were people like the bearded Ricks, a mailer; Wes Gibson, a photographer, and Rudy Gomez, also a mailer and the man who knows how to keep the $15,000 Toronto-bought inserter running. Our hand production helped relieve the stress on that unsteady machine.

There were many others in that garage on Commercial Street: some tying bundles, some counting papers, some working at the inserter, some stacking bundles. I didn't get their names. One goes to a strike-originated newspaper to work.

But as I watched, I felt the bonds. The good-natured joshing, the accomplishments against the stiffest odds, the shared experience of a strike that goes back to August of 1978—these were muted, not a big deal, but felt.

The most amazing part is that 58 of the original 88 strikers are still in tow, still taking their turn on the picket line. Now they're also producing a newspaper that is dropped on every Vallejo door-step four times a week, that produces revenue to help the strikers keep body and soul together and contributes to the nearly $1,000 rent for the converted garage and the editorial and business offices a few doors away from the Donrey plant.

Examiner reporter Don Lattin described these offices in an abandoned grocery store as "between a sagging ceiling and a patchwork of dirty linoleum." But the pace of the VIP people, he added, was "frantic."

Moreover, it's downright socialistic—everyone on the paper draws $150 a week in salary.

"What do you do on $150 a week?" advertising manager [and Guild Unit chairperson] Roger Warnock asked, answering: "Not very much. You put things off. You drive around on near bald tires. Your car gets pushed in, it stays pushed in."

Warnock said these were strikers whose average age was maybe 55. "So most of the kids are grown. The house is paid for. Another person under the roof is probably working, which helps. Still, it's not easy."

Unlike some strike-started papers, the VIP is filled with ads. The big Payless chain came aboard a year ago. It provides an insert every Wednesday. Long's followed in January of this year. Mervyn's and Breuner's in the spring. Bank of America, Color Tile, Ernie's Liquor and Macy's also are major space buyers.

When Mervyn's popped a four-color ad Dec. 2 the rival paper was aced out. VIP ad people attributed this deliciously satisfying moment to "a very good rapport" with the local Mervyn's manager.

As one insert blurred into another on our benchwork, we saw what seemed an endless stream of people come to the garage and take away bundles of papers. In another day, they were called newsdealers. Now they were the same people who put out the paper who were taking it to the carrier boys who get 2 cents a delivered copy.

"We work until we get every job done," editor Don Gleason said.

S.F. antitrust trial ends in jury split

San Francisco — Disagreement over whether the Hearst chain could have made the San Francisco Examiner financially healthy without entering a joint publishing arrangement with the Chronicle has resulted in a split jury and a mistrial in the first phase of a complex civil antitrust suit against the two papers.

The Chronicle reported that the case will be retried at an undetermined date.

A Marin county weekly, the Pacific Sun, the Berkeley Barb and four employment agencies are charging that the business merger of the Chronicle and Examiner in 1965 and the simultaneous closure of Hearst's News-Call Bulletin was illegal.

More than 300 Guild and 200-plus Typographical Union members lost their jobs in the closure and merger.

Ad rates under the joint publishing operation were so high that advertisers had no money left to buy space in its San Francisco edition, the Sun alleges. Its city edition failed.

The profit-pooling, price fixing and market splitting inherent in joint publishing operations were exempted retroactively from federal antitrust laws by the Newspaper Preservation Act of 1970 in cases involving no more than one "financially sound" paper and one or more not "likely to remain or become" financially sound.

The mistrial on the portion of the suit contesting the legality of the 1965 combination came when the six-person jury said Jan. 7 it was split after four days' deliberations. The trial had covered six weeks.

The Chronicle and Examiner reported that the jurors were agreed that the Chronicle was financially sound in 1965 and the the News-Call Bulletin was not.

Half the jurors, however, were not convinced by the papers' arguments that the Hearst chain could not have made the Examiner financially healthy by investing in more modern equipment.

The papers maintain that without the joint operation the Examiner would have failed, leaving San Francisco with only one editorial voice, the Chronicle.

During the trial attorneys for the Sun and the Barb pointed to letters from Charles Gould, then Examiner publisher, to Hearst executives stating that the Examiner could be made profitable if the company would invest $10 million or more in plant and equipment and allow the Examiner to enter a circulation price war with the Chronicle. Other testimony showed that the Chronicle had been selling below cost.

Harrison A. Mitnick, Hearst Corp. treasurer-controller, testified that the Examiner's losses in the nine years before the Examiner-Chronicle business merger totalled $9.6 million, with $2.6 million in 1961 the highest for any one of those years.

John Malone, a newspaper consultant, testified for the Sun that a new plant could have cut losses by $2.1 million a year.

James Rosse, Stanford University economics professor who testified for the defense, said that in the first nine years of the joint operation the Examiner and Chronicle each made $1.6 million before taxes. Under their joint operating agreement, the papers divide profits evenly.

Randolph A. Hearst, Hearst Corp, chairman and Examiner president, testified that under joint operation the Examiner became the chain's most profitable daily but that he would "much prefer to be in the morning field and make $1 million than in an agency agreement and make $4 million."

The Examiner, founded by Hearst's father, moved from morning to afternoon publication under the joint operation.

Because the antitrust suit against the papers was broken into phases, there was no indication during the trial of how much in damages the Sun, the Barb and the other plaintiffs are claiming.

In a similar suit in 1975 by the bi-weekly Bay Guardian, the Chronicle and Examiner settled out of court for $300,000-$500,000.

Initial pact ends paint firm strike

Hato Rey, Puerto Rico—The strike by 80-plus members of the Puerto Rico Guild against the Superior Paint factory here ended after three months Jan. 21 with an initial, three-year contract raising wages by nearly 40 percent over strikers' average pre-strike pay.

Some strikers began returning to work almost immediately with all scheduled to do so during the next few weeks.

Increases for the contract's first year are 45 cents an hour, for the second year, 35 cents an hour, and for the third year, 40 cents an hour. Wages before the strike ranged from $2.95 to $4 an hour.

The unit of production, maintenance and transport workers struck the company Oct. 23. They voted for Guild representation on June 22.

Dudnick quits TNG staff

Washington—Robert Dudnick, associate editor of the Guild Reporter and associate director of TNG's Research & Information Dept., has resigned from TNG's staff.

He was scheduled to join the communications staff of the California State Employees' Assn. on Jan. 28, a week after the effective date of his resignation from TNG. For the CSEA he will work out of his native Los Angeles.

Dudnick joined TNG's staff in May, 1976, as assistant editor and assistant R & I director, moving to the associate positions later that year.

He is a former president and secretary-treasurer of the San Jose Guild. He also served that local as convention delegate, grievance chairperson and in several other committee posts.

Before coming to TNG he had been founding editor of a statewide newspaper for the American Federation of State, County & Municipal Employees in California while serving for five months as AFSCME's California public affairs director.

ERA march on Richmond

Guild members from at least five locals plus TNG officers and staffers who live in Virginia are part of 8,000 who rallied in Richmond to urge ratification of the Equal Rights Amendment to the U.S. Constitution. Three more states must ratify the measure before it becomes effective. Jan. 13 march, sponsored by the Labor for Equal Rights coalition drew more than twice the number in a similar demonstration two years ago. Guild members participated from the Peninsula (Newport News), Hampton Roads (Norfolk), Washington-Baltimore, New York and Detroit locals. Speakers included Joseph F. Lowery, Southern Christian Leadership Conference president. Rally later by ERA foes drew about 1,000 participants.

Plea sent revolutions' councils

Washington—Citing the United Nations Declaration on the Media, TNG President Charles A. Perlik, Jr., has called upon the governments of Iran and Afghanistan to immediately readmit U.S. reporters to their countries "without qualification or intimidation" and to protect them fully in their work.

In messages sent to the countries' embassies Jan. 18, Perlik said that the reporters' expulsion "confirms not that they have misrepresented events in those countries but that they have reported them all to accurately."

He also charged that the two nations' revolutionary councils had misrepresented the role of the press and slandered reporters who had been seeking "only the truth of events" there.

Perlik pointed to the UN's call for "a free flow and a wider and better balanced dissemination of information" and for journalists to have "fullest possible" access to information in order to stretngthen international understanding and counter incitement to war.

The International Federation of Journalists also wired Iran its "strong protest" against U.S. journalists' expulsion and "threats against other foreign correspondents" there.

Wilkes-Barre reports $27,500 contributions

Wilkes-Barre, Pa. — The Wilkes-Barre Council of Newspaper Unions received contributions totalling $27,570.71 from Guild groups across the U.S. and Canada from the start of the four-union strike against the Times Leader on Oct. 6, 1978, through the end of 1979, the Wilkes-Barre Guild has reported.

It listed the following totals of contributions during the period from district councils and other Guild locals:

Akron	$ 250.00
Albany	125.00
Boston	400.00
Brockton	400.00
Buffalo	1,050.00
Canadian Wire Service	1,800.00
Central California	225.00
Chicago	250.00
Cincinnati	100.00
Cleveland	1,000.00
Columbus	75.00
Denver	500.00
Detroit	300.00
Erie	350.00
Gary	50.00
Harrisburg	1,975.00
Hawaii	600.00
Hazleton	100.00
Hudson County (Jersey City)	75.00
Kingston	100.00
Los Angeles	225.00
Manchester	450.00
Memphis	100.00
Ottawa	350.00
Pacific Northwest	1,357.45
Pawtucket	300.00
Peoria	25.00
Philadelphia	2,250.00
Pittsburgh	150.00
Portland	1,075.00
Providence	250.00
Pueblo	200.00
Rochester	50.00
Rockford	150.00
Salem	65.00
San Diego	600.00
San Francisco-Oakland	900.00
San Jose	1,300.00
Scranton	2,327.00
Terre Haute	175.00
Toledo	750.00
Toronto	500.00
Twin Cities	100.00
Vancouver-New Westminster	1,050.00
Victoria	507.46
Winnipeg	200.00
Washington-Baltimore	75.00
Wire Service (U.S.)	83.00
York	500.00
New England District Council	500.00
Southern District Council	100.00
Midwest District Council	150.00

In addition, delegates to TNG's 1979 Convention contributed $1,024 in a floor collection.

Notices sent on jobs meet

Washington—U.S. locals have been urged to bring Howard University's 9th Annual Communications Conference to their members' publishers' attention as offering "an excellent opportunity for them to meet prospective minority-group job candidates."

The conference will be held on the university's main campus here Feb. 15-18.

TNG Human Rights Co-ordinator Hannah Jo Rayl also asked locals to advise TNG of the publishers' responses to having the conference drawn to their attention.

Montreal names Dunham as administrative officer

Montreal — Fred Dunham, a member of the Montreal Guild since it was organized in 1961 and holder of nearly every office in the local since, has been named the local's administrative officer.

He replaces George Light, who had been the local's executive director the last five years as well as its president. Light resigned effective Jan. 1 following the abrupt closure of the Montreal Star by the F.P. chain in September. The closure cost more than 500 local members their jobs.

Dunham, a former driver for the Star, was appointed to replace Light by the local's new executive committee when it took office at the beginning of the year. All the new officers are from its units at the Southam chain's Gazette where it has contracts covering editorial and outside circulation employees.

Dunham, after helping organize the Montreal Guild, served it variously as shop steward, secretary, vice president, first vice president, president and for the last four years as secretary-treasurer. He also has been a delegate of the local to numerous TNG conventions, most recently in 1979.

Albany DMs to get $102, parity at top

(Continued from Page 1)

with $42.50 retroactive to May 2.

Upgrading district managers and classified outside salespersons to reporter-display sales parity also increases top minimums for those jobs by $102 a week, with $42.50 also retroactive to May 2.

Starting minimum for reporters and display sales is increased to $252.75 a week—by $54.95, or 27.7 percent, over that in the old higher classification and by $67.55, or 36.5 percent, over that in the old lower classification.

Other reclassifications include:

✓ Senior and voucher clerks and computer operators, with their top minimum increasing by $50.30 a week, to $255.55.

✓ Dispatch processing clerks, with their top minimum going up by $74.35 a week, to $255.55.

✓ Advertising makeup persons, with their top minimum going up $160.60—$80.60 retroactive to May 2—to $382 a week.

✓ Assistant to the cashier, with top minimum going up by $137.05, to $318.25 a week.

✓ Head cashier top minimum goes up by $126.45, to $382.

✓ Head librarian top minimum is increased by $122.50, to $402.50 a week.

Top minimum for classified inside solicitors is increased a total of $53.15, to $269.80 a week, in increments of $16.45 retroactive to May 2, $17.70 on June 2 and $19 on July 2, 1981.

The 18 addifional full-time circulation driver positions are to be created by consolidating work that has been performed by part-time employees. In the process, a voluntary split-shift schedule is to be set up with those working the schedule to be paid a $37.50-a-week ($12.50 per split shift) premium with up to $12 more in night differential.

Top minimum for drivers working a regular shift is increased by $65, to $282.50 a week, over the contract's term.

All part-time employees now are eligible for severance pay, on a pro-rata basis, and regular part-timers' hours are not to be reduced more than 20 percent from a six-month average without two weeks notice. Increases and reductions in hours are to be by seniority, where practical.

Safety guidelines for use of VDTs are to be posted.

TNG International Representative William M. Brown assisted local bargainers.

Joliet top up $87, to $436

Joliet, Ill.—Top minimum for reporters and photographers at the Joliet Herald-News is increased by $87.90, to $436.90 a week, in a three-year Chicago Guild contract with the Copley paper.

Other improvements include a new, employer-paid dental plan, a fifth week's vacation for those with more than 25-years' service and a provision covering demands for disclosure of notes, films and sources.

The top minimum for reporters and photographers increases a total of 25.2 percent over the contract's term: $23.90 retroactive to July 1, 1979, $31 this July 1 and $33 July 1, 1981. The starting minimum increases a total of $54.50, to $270.88 a week.

Top minimum for editorial clerks and typists is increased by $43.95 ($12.95 plus $15.50 plus $15.50), to $218.95 a week.

The new "privilege" provision guarantees against loss of pay or other benefits as a result of any action against a newsperson who follows the advice of the publisher's attorney.

Merger units set joint meeting 15

(Continued from Page 1)

mittees' latest joint session.

After the committees' 11th meeting early in November, Perlik and Bingel said progress at the session gave them "every reason to believe" that a full merger proposal was in sight and called it "realistic to anticipate" the requisite votes on it within each union during 1980.

Within the Guild, a merger proposal would require approval by the International Executive Board, a convention and the general membership, in that order, before it could be effectuated.

The largest grower

Farm Workers' boycott of the largest California lettuce grower still to settle with the union comes to Cleveland via a sign held by Patricio Rodriguez. "Red Coach" is marketing label of the Bruce Church Co., which employes about 1,200 farm workers.

NUJ eyes talks on merger

London—The National Union of Journalists' National Executive Committee has voted by 17 to 0 to press ahead with informal approaches to printing crafts unions on the possibilities of exploring merger.

The action represents a rejection of advice from NUJ General Secretary Ken Ashton that the climate for such an undertaking was not ripe, reported the NUJ's publication, the Journalist.

The last NUJ convention voted to seek talks with appropriate other unions about moving toward a single news industry union, the Journalist added.

One NEC member said that unless the NUJ initiated such talks there was a clear danger that the craft unions would unite and the NUJ would become "an isolated wee brother."

$854 top set in 3-year pact at S&P

(Continued from Page 1)

The settlement, reached Dec. 29 and ratified Jan. 9-10, increases all minimum and over-minimum wages by 9.5 percent from Jan. 1, by 9 percent on Jan. 1, 1981 and by 8 percent on Jan. 1, 1982.

The settlement also provides for dental and long-term disability insurance for the first time and reduces employees' payments for medical and hospitalization insurance by 60 cents and $1.45 a week, to 90 cents for individual coverage and $2.55 for family coverage, while increasing maximum coverage by $100,000, to $250,000.

The $191.50 increase for senior analysts and associate managers comes in increments of $63, to $726.25, from Jan. 1; $65.25, to $791.50, on Jan. 1, 1981, and $63.25 on Jan. 1, 1982, to $854.75.

Other increases and resulting top minimums under the settlement include:

Rating specialists—Up $166.50 ($54.75, $56.75 and $55), to $743.50 a week.

Associate editors—Up $147.75 ($48.50, $50.50 and $48.75), to $658.50 a week.

Analysts—Up $138.50 ($45.50, $47.25 and $45.75), to $618.50.

Library assistants—Up $77.27 ($25.50, $26.25 and $25.50), to $344.75 a week.

Maintenance workers—Up $72 ($23.75, $24.50 and $23.75), to $320.75 a week.

Clerks—Up $62.25 ($20.50, $21.25 and $20.50), to $277.50.

None of several retrogressions demanded by management in the negotiations is included in the settlement. Among them were demands that minimums be frozen, with increases to come from a merit pool, the imposition of limits on leaves for Guild business and weakenings in the contract's full Guild shop provisions.

The U.S. price elevator

The table below records the ascent of the Consumer Price Index in the United States over a 24-month period following a 1.9-point rise in the index in November to 227.6, up 25.8 points from November, 1978, and 42.2 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 increase over November, 1977. The Urban Wage-Earners' and Clerical Workers' Index is the source.

		Percentage over	
	Index*	Same month prior year	Nov. 1977†
December, 1978	202.9	9.0	9.4
January, 1979	204.7	9.4	10.4
February	207.1	9.9	11.7
March	209.3	10.3	12.9
April	211.8	10.7	14.2
May	214.3	10.9	15.6
June	216.9	11.1	17.0
July	219.4	11.5	18.3
August	221.5	12.0	19.5
September	223.7	12.4	20.7
October	225.6	12.4	21.7
November	227.6	12.8	22.8

*1967 = 100 †Index = 185.4

IT SEEMS TO US

'Skepticism' greets report of merger 'breakthrough'

BERKELEY, CALIF.

Editor:

One is entitled to respond with a bit of skepticism to the report of an ITU-TNG merger "breakthrough" in the Nov. 23 edition of the Guild Reporter.

It seems that the incumbents have been taken care of, but not the constituents. To all appearances, several years of extremely costly merger talks have resulted only in an understanding that pie card tenure has been assured. I did not know until now that this was the meaning of trade union unity.

Now, perhaps, having evolved a ludicrous game of musical chairs to be played in Colorado Springs and Washington, some consideration can be given to the issues which concern the real interests of some Guild members.

Are retired members of the new merged union to have the vote in electing officers, deciding on strikes and on strike settlements?

Are Guild members to be responsible on a share-and-share-alike basis for the long-term obligations of the ITU?

Will job-shop members of the merged union have a say in newspaper contract negotiations?

Will the adopted goal of job placement from hiring halls become a strike issue in units where only editorial workers are unionized?

RALPH CRAIB
Chronicle Unit
San Francisco-Oakland Guild

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

Editor's note: In a word, no.

TNG President Charles A. Perlik, Jr., reports:

Neither the ITU nor TNG has proposed, let alone "adopted," any kind of hiring hall as a goal.

Only active members in a bargaining (contract) unit would vote on strikes, settlements and other bargaining matters, not retired members. Job shop members would vote on job shop contracts; newspaper members on newspaper contracts. Only active members would vote in international elections.

Neither the Guild nor the ITU would bring "long term obligations" of any kind to the new union.

Why Dec. 14 on Jan. 10? That's a good question

SACRAMENTO, CALIF.

Editor:

Why is it the Dec. 14 Guild Reporter came in the Jan. 10 mail?

DAN VIERRIA
Sacramento Bee Unit
Central California Guild

Editor's note: All copies of the issue came off the press the night of Dec. 14 and those for West Coast members were flown to San Francisco where they entered the U.S. postal system on Dec. 17. From thence . . . . . ? ? ?

MANY, BUT LITTLE FANFARE

A peek at a local's grievance file

Reprinted from the Bay Guild News

What does a local union do when it's not bargaining for a new contract or arbitrating application of a provision in an existing one? This article, reprinted with permission from the San Francisco-Oakland Guild's October Bay Guild News, describes part of what that local does day to day for it members.

A free lance wangled a feature-story assignment from a Chronicle editor who should have known better. Guild intervention got her put on the payroll for a full day, at Guild pay and with company payments to the pension and welfare funds.

A Guild letter to the Examiner resulted in a cleaner men's bathroom after a shop steward reported its condition to the Guild.

A discharged clerk at the San Francisco Newspaper Agency not only was reinstated in a Guild grievance—she was promised a trial promotion when the Guild showed she was overqualified for the job she'd been fired from.

The Guild filed a grievance at the [Oakland] Tribune over the curt treatment of an employee by her boss. The company apologized.

These are among many recent Guild grievance actions. Most come and go without fanfare, but handling them is a major part of the work of Guild officers at all levels, paid and unpaid.

Here are other recent examples:

The printing agency asked the Guild to agree to extend the temporary status of a clerk-typist already on the payroll for six months. The Guild checked records, found a number of clerk-typists had been hired as regular (i.e. permanent) employees while this employee remained a temporary. The Guild demanded to know why the company didn't make him a regular. Printco then made him regular. (This last practice occurs with some frequency.)

Management fired a clerk for excessive absenteeism—but withheld pay for the two-week notice period on grounds that, being off ill, she was on "an unpaid, unauthorized leave status." The Guild labeled this a "lame invention," demanded the company pay for the two weeks. The company paid.

A branch office supervisor cut employees down to ten-minute coffee breaks, referring to state regulations requiring only ten-minute rest periods twice a day. The Guild challenged the cut, pointing to established company practice of two 15-minute breaks a day. The company canceled the boss's order, restored 15-minute breaks.

A department head turned down an employee's request for an emergency leave to visit a critically ill parent—saying the employee could only have a leave after five years of service. The Guild angrily called higher management. Leave granted. (This, too, has happened several times in the past year.)

A brand new employee was fired for allegedly sleeping on duty. The Guild filed a grievance, leading to medical evidence showing she was under treatment for an ailment which could cause sleepiness. The employee was reinstated to her job.

The Guild complained that Printco notices of job openings were too vague for employees to know what the job was. The company changed the notice forms to identify the vacant job by its most recent occupant.

A female employee complained of being assigned occasionally to an otherwise all-male work area where the language was a strong blue, some of it deliberately aimed at her. The Guild demanded and got a company promise that she would not be sent there again except in a true emergency.

The Guild office staff also recently helped some retired members straighten out registration problems with Medicare, acted on behalf of a half dozen different members in getting lethargic claims paid by Blue Cross and cut through a bureaucratic jungle in handling a hospital bill for a member retired on disability. One member was helped in pursuing a dental bill involving replacement of a crown.

'03 report on hygene

Washington—The first federal report on industrial hygene in the United States was published in 1903 and titled "Factory Sanitation and Labor Protection," the Dept. of Labor reports in its booklet on "Labor First in America."

Guild Milestones

- 1933—U.S. wage-hour code opposed by publishers; newsworkers, led by columnist Heywood Broun, organize the Guild.
- 1934—Guild signs first contract, with Phila. Record, adopts code of ethics.
- 1936—Guild affiliates with AFL.
- 1937—Guild affiliates with CIO, extends membership to commercial department employes. U.S. Supreme Court rules Guild membership does not impairp'ess's freedom, says publisher "has no special immunity from . . . feneral laws."
- 1938—Guild signs first nationwide contract, with United Press; holds first convention in Canada, at Toronto.
- 1941—Heywood Broun Award established for journalistic achievement.

TNG Constitution 'blipped'

TNG's new constitution booklets, containing amendments enacted by the 1979 Convention, were delayed on their way to locals when a surge, or drop, in power to the computer storing the document resulted in the typographical errors on the back cover circled above and several pages of the index being dropped. After checking the rest of the document for similar snafus and finding none, the booklets were "made whole" and shipped to locals where they are available to members.

Part-time is not forever, Monterey arbiter holds

Monterey, Calif.—The Monterey Peninsula Herald cannot deny full vacation pay to two employees who once worked part-time, an arbitrator has ruled in upholding the San Jose Guild.

The Herald had paid the employees only part of their pay for the fourth week of their vacation, proceeding under a contract article covering part-time employees.

It provides that benefits depend on length of employment "and not according to the actual hours worked." But it also says that "length of service benefits shall be on a pro-rata basis."

Francis Richard Walsh, the arbitrator, ruled that since the employees had worked full time for nearly seven years, the article covering part time employees could not apply to them.

He also found that the vacation article contained no pro-rata formula applicable to the grievants.

Walsh said the company did not fulfill the burden of proof in demonstrating that bargaining history was contrary to the written language as interpreted by the Guild.

He ordered retroactive pay for the grievants.

'Cub' reporter average: $246

AVERAGE minimum for beginning reporters on daily newspapers and major wire services under Guild contracts in the United States, Canada and Puerto Rico as of Dec. 1 was $246.04 a week, according to data from TNG's Collective Bargaining Dept.

Starting U.S. reporter minimum average under 115 daily newspaper and three wire-service contracts was $245.24 a week; under 11 daily newspaper and three wire-service contracts in Canada it was $252.89 a week, and in Puerto Rico, under three contracts with dailies, the average was $229.

Listed here are the starting minimums — those guaranteed persons who go to work as reporters with no creditable experience—in effect at daily newspapers and the six significant wire services as of Dec. 1. The table does not include the results of settlements since then nor deferred increases effective in the interim.

The tabulation shows 110 minimums at or above $200 a week; 52 at or above $250 a week, and 13 at or above $300.

New York Times[1]	$528.67
Reuters (U.S.)	490.12
New York Post	456.25
New York News[2]	398.79
Honolulu Advertiser	361.25
Honolulu Star-Bulletin	357.75
Chicago Sun-Times	337.00
Hilo: Hawaii Tribune-Herald	318.96
St. Louis Post-Dispatch	312.68
Eugene Register-Guard	303.25
St. Louis Globe-Democrat	302.68
Seattle Post-Intelligencer	302.25
Seattle Times	302.25
Mt. Clemens: Macomb Daily	299.60
Malden News, Medford Mercury and Melrose News	295.30
Victory Colonist and Times	294.60
Winnipeg Tribune	293.00
Royal Oak Tribune	292.17
Montreal Gazette	289.00
Toronto Star	286.53
Sacramento Union	286.29
Sacramento Bee	285.85
Richmond/Berkeley Independent & Gazette	285.53
Detroit News	283.82
Detroit Free Press	282.57
Fresno Bee	281.05
Stockton Record	280.97
Oakland Tribune	280.53
San Francisco Chronicle and Examiner	280.53
San Mateo Times	280.53
Santa Rosa Press Democrat	280.53
Modesto Bee	278.48
Reuters (Canada)	273.00
Canadian Press	272.22
Vancouver Sun and Province	272.20
San Jose Mercury and News	272.10
Waltham News-Tribune	272.10
Ottawa Citizen	270.84
Tacoma News-Tribune and Tribune & Ledger	268.35
Washington Post	266.25
Minneapolis Star and Tribune	265.25
Denver Post	264.00
Toledo Blade	263.09
Providence Journal and Bulletin	260.85
Philadelphia Inquirer and News	260.85
Denver Rocky Mountain News	259.00
Portland Press Herald, Express and Telegram	258.94
Cleveland Plain Dealer	258.28
St. Paul Dispatch and Pioneer Press	258.24
Cleveland Press	255.28
Pittsburgh Post-Gazette	255.00
Washington Star[3]	253.83
Woodbridge (N.J.) Tribune	249.62
Bay City Times	249.00
Associated Press	248.35
York Dispatch	247.91
Yakima Herald-Republic	246.50
Gary Post-Tribune	245.00
Toronto Globe & Mail	242.02
Kenosha News	242.00
Wilkes-Barre Times Leader[4]	241.20
Wilkes-Barre Sunday Independent	241.15
New Brunswick Home News	241.00
Jersey City: Jersey Journal	239.91
Monterey Peninsula Herald	239.00
Waterbury Republican and American	238.87
Sheboygan Press	238.75
Long Beach Independent and Press-Telegram	237.65
New Westminster Columbian	236.61
York Daily Record	235.75
United Press Int'l	235.54
San Juan: El Vocero	235.00
Chester: Delaware County Times	233.15
San Diego Union and Tribune	232.56
Akron Beacon Journal	232.00
San Juan Star	232.00
Memphis Commercial Appeal and Press-Scimitar	231.85
Vallejo Times-Herald[4]	226.74
Waukegan News-Sun	226.05
Harrisburg Patriot and News	225.60
UP-Canada	225.53
Great Falls Tribune	225.00
Salem (Mass.) News	224.64
Youngstown Vindictor	224.50
Manchester Union Leader and New Hampshire Sunday News	222.50
Lynn Item	220.20
San Juan: El Mundo	220.00
Bakersfield Californian	219.72
Baltimore Sun and Evening Sun	219.00
Sioux City Journal	218.55
Indianapolis Star	216.75
Joliet Herald-News	216.38
Columbus Citizen-Journal	215.25
Rockford Register Star	214.05
Cincinnati and Ky Post	212.51
Pawtucket Times	211.40
Buffalo Courier-Express	211.19
Buffalo News	211.05
Erie Times and News	210.75
Fall River Herald News	210.57
Duluth News Tribune and Herald	209.25
Knoxville News-Sentinel	207.35
Pottstown Mercury	207.06
Brantford Expositor	203.23
Canton Repository	201.76
Tonawanda News	201.16
Kingston Daily Freeman	201.08
Peoria Journal Star	201.00
Lowell Sun	200.77
Norfolk Virginian-Pilot	200.00
Allentown Call and Chronicle	198.80
Elizabeth Daily Journal[4]	197.69
Sudbury Star	197.45
Brockton Enterprise	192.20
Scranton Tribune and Scrantonian	189.29
Woonsocket Call	188.75
Rochester Democrat & Chronicle and Times-Union	186.06
Scranton Times	185.55
Albany Times-Union and Knickerbocker News	185.29
Oshawa Times	184.28
Hazelton Standard Speaker	183.00
Lansing State Journal	179.20
Morgantown Reporter and Dominion-Post	178.50
Chattanooga Times	178.27
Utica Observer Dispatch and Press	176.50
Massillon Independent	170.29
Lexington Herald and Leader	170.00
Pueblo Star-Journal and Chieftain	168.67
Terre Haute Tribune and Star	165.00
Battle Creek Enquirer and News	164.00
San Antonio Light	163.28
Monessen Valley Independent[4]	135.00

[1]Applies to hires before 1/1/79. For those hired thereafter, the former minimum of $457.27 a week is applicable until 4/28/80.

[2]Applies to hires before Jan. 1, 1979. For those hired thereafter, the former minimum of $388.73 applies.

[3]Applies to hires after 12/31/78.

[4]Paper struck. Minimum listed is that in effect under contract expired before strike began.

Teen's options: reporter, driver . . .

Washington—The storied "romance" of it all may no longer be enough to keep alive young people's interest in becoming reporters, if "a few basic questions" from a high school junior in Elizabeth, N.J., to TNG are any indication.

After asking about job openings and opportunities for advancement, he wrote:

"Does the job pay good money? I would require at least being paid $300 a week and bringing home at least $250 to make it a worthwhile position. Or else I can become a driver for United Parcel Service and earn $400 a week or a history professor in some exclusive college."

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:

BLANKETS & CARPETS
Contender
Gulistan
Merryweather
Tastemaker
Forstmann
Utica

TABLE LINEN
Simtex

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

TOWELS
Fine Arts
Utica
Testemaker
Snoopy (comic strip character)

By William A. Schroeder
Vice President
Graphic Arts International Union

George Meany's lifelong quest was 'to help the workers get a better deal.' George Meany is part of the living tradition of American labor. We in TNG are as proud to have walked with him as we are sorry to lose him.

—TNG President Charles A. Perlik, Jr., and International Chairperson Harry S. Culver in a joint statement the day after Meany's death.

As they put it

'The best there was'

"The whole earth is the sepulchre of illustrious men."

So it was said on such an occasion in a golden age many centuries ago. And so it is now with George Meany.

There were no boundaries to his mind and spirit, save those of his own constant principles.

There is a Book here which tells us that wheresoever men are in chains, we are bound with them. George Meany endeavored to live by the full scope of that Writ.

Strangers did come and try to teach him their ways. Some, indeed, scorned him just for being what he was. But they came and went and George Meany abided.

Certainly he was not of the right. Surely he was not of the left, nor was he anchored in the center. He stood above such transient categories in resistance to all power directed against the rights of man and woman, and in affirmation of the role and the interests of plain people.

And it is to the honor and the credit of this trade union movement that we clung to his leadership as long as we could; that we kept him as long as the Lord would let us, for he was, to his last day, the best there was.

For many years he presided with a gavel and a wooden block made and given him by the Carpenters' Brotherhood. His last light tap of that gavel, before he yielded it, split that old battered block apart—a sign, perhaps, of the honorable completion of his apprenticeship here and of an impending summons to a higher call.

That call came 63 years to the day of his admission to membership in the United Association [the Plumbers' Union] that was his pride.

Now he is young and strong again, free of pain, blessed with the rich store of grace, starting over with the steadying—and, when needs be, humbling—force of Gena at his side. [Mrs. Meany, Eugenia, died last March 5.]

And we now have faith that better days lie ahead for the working people of America, and of the world, because George Meany is up there, negotiating the matter with God.

Now we take our last leave of what remains of him here.

Good-bye, George. Fare thee well.

—AFL-CIO President Lane Kirkland's tribute to George Meany during the funeral for Meany Jan. 15 at St. Matthew's Cathedral in Washington. TNG was represented at the funeral by Vice President Carlos J. Sutton of Washington-Baltimore, designated by President Charles A. Perlik, Jr., and Secretary-Treasurer Charles Dale when they were unable to ~~return from~~ International Typographical Union headquarters in Colorado. Guild Reporter Editor James M. Cesnik attended also as representative of the Internataional Labor Press Assn. Meany died Jan. 10. He was 85.

Working man and women around the world will mourn his loss. Pope John Paul II put it best at the White House just three months ago when he clasped George Meany's hands and said simply: "You do good work for your people." We were all George Meany's people . . .

—From a statement by Presi

'A GREAT, UNSUNG FRIEND'

Meany made a difference—quietly

By BAYARD RUSTIN
A. Philip Randolph Institute

IN HIS YOUTH, George Meany must have been deeply impressed by the New Testament lesson about hollow self-praise for good works performed: "Be careful not to parade your good deeds before men to attract their notice. . . . [as] the hypocrites do."

In his long career, George Meany did many good things, not only for workers and union members, but for the civil rights movement as well. The fact that many people regarded Meany as something of a redneck and conservative demonstrates that he did indeed take the words of the New Testament seriously. Had he made a great deal of noise about his civil rights record, the popular image of him would have been quite different. But he choose the quite route, and molded the labor movement into a powerful and indispensable supporter of civil rights.

Meany's approach is best illustrated by an incident involving A. Philip Randolph. Back in the mid-1940s, Randolph and his close friend Milton Webster arrived in Houston for a convention of the American Federation of Labor. These two black men were delegates from the Brotherhood of Sleeping Car Porters. There was, however, an immediate obstacle: the manager of the Rice Hotel turned the black delegates away, stating that he only offered accommodations to white people.

Rather than simply skip the convention, Randolph and Webster went to Meany, who at the time was secretary-treasurer of the AFL. He heard their grievance and he and the two black unionists walked into the hotel manager's office. Standing shoulder to shoulder with Randolph and Webster, Meany looked at the manager and said:

"These two gentlemen are here as members of the American Federation of Labor. They are going to attend our convention, and stay in the Rice Hotel, or else the convention is pulling out of the Rice Hotel, beginning two minutes from now."

The frightened manager promptly surrendered, and Randolph and Webster were given rooms immediately.

This story captures so many of the vital qualities possessed by George Meany, a blunt man who never relished pompous words or needlessly complex rationales. He did not lecture the hotel manager about the inherent equality of all human beings. He did not seek to change the man's attitudes about black people. Instead, Meany sized up the problem and took quick, meaningful action that achieved the desired result.

MEANY followed this same strategy in dealing with unions which barred blacks from membership. And one by one, these organizations dropped their color bars and began to accept black workers as equals. It required time and patience, but Meany triumphed. His small and usually unnoticed victories were frequently undramatic, but their cumulative effect was the defeat of racism within the ranks of labor.

George Meany was indeed one of the truly great and unsung friends of the civil rights movement. He always offered substantive support rather than pious proclamations. We who knew him and worked with him for so long will most certainly miss him. But we will also be grateful that we had him for a friend, a friend who in his own quiet way made a difference in America.

Clip & Mail

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The Guild Repor

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JAMES M. CESNIK
Editor

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