U.S. will probe VDT operators' eyes

Baltimore—Federal occupational health and safety investigators will undertake a major study at the Baltimore Sunpapers of the possibility of adverse effects on vision from working full time on video display terminals.

The study, by the National Institute of Occupational Safety & Health, is seen as supplemental to NIOSH tests in January on VDTs and their operators at the dailies in San Francisco and Oakland, Calif. Those tests did not attempt to deal with possible ophthalmological effects of VDT operation. (A report on the West Coast tests is expected next month.)

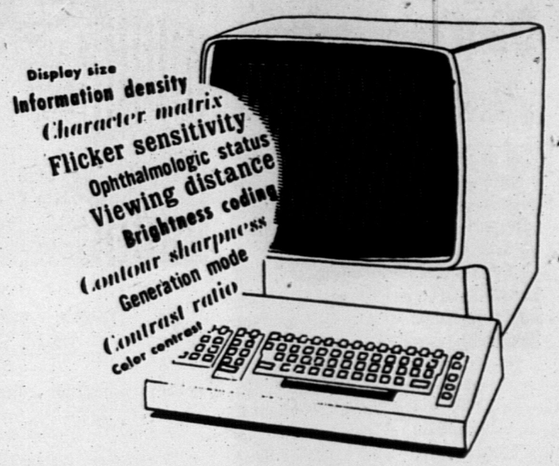
The ophthalmological study here will seek to determine if VDT operators experience more damage to, deterioration of, or strain on their eyes than persons doing the same kinds of work by pre-VDT methods, and if so what steps might be taken to rectify the situation.

The study is expected to get under way early in 1981, according to NIOSH officials at the agency's headquarters in Cincinnati. Logistics of preparation —including completion of arrangements with the ophthalmologists who will conduct the tests and setting up the elaborate testing instruments to be used—are expected to take until then, according to NIOSH's Dr. Shiro Tanaka, who is in charge of the study.

NIOSH is completing arrangements to have the eye examinations performed by a team of doctors from the Massachusetts Eye and Ear Hospital, who would come to Baltimore. David J. Eisen, TNG director of Research & Information, participated in consultations that led to NIOSH contacting the team.

Tanaka and others from NIOSH did a "walk through" survey of the Sunpapers' plant early in January after the agency was contacted about the possibility of studying the papers' VDTs by Mary Knudson, chairperson of the Health and Technology Committee of the Sunpapers Unit of the Washington-Baltimore Guild. She pointed to "a high rate of

(Continued on Page 4)



Radiation shield urged after tests

Washington—In the face of conflicting reports on radiation emissions from Teleram 2277 video display terminals, TNG has recommended that locals with members working on that model VDT "insist" that managements have metal shields installed on them "as a necessary safety precaution."

"Meanwhile, to be on the safe side, members should be warned against resting their hands or arms on the tops" of the 2277s, locals were advised in a Feb. 28 letter from David J. Eisen, TNG's director of Research & Information.

The recommendations were part of a report by Eisen on a series of tests of the Teleram model 2277 by private and government scientists.

Tests at two newspapers during the previous eight months "have raised the possibility" that some of the desk-model 2277s "may be emitting radiofrequency radiation in excess of U.S. government standards," Eisen said.

The tests were at Newsday, last July 5, and at the New York Times, on Nov. 29, Eisen reported.

Subsequently both Newsday and the Times have installed metal shields inside all their Telegram 2277s. The shields cut back the radiation sharply, Eisen said.

Teleram has informed TNG that it is making the shields available to all 2277 owners for $40 per machine and at least one other paper, the Minneapolis Tribune, has announced that it is installing them, meanwhile warning employees not to rest their hands or arms on the 2277 terminals' tops while the 2277s are turned on.

The Newsday test, by a private consultant, produced readings

(Continued on Page 4)

THE GUILD
REPORTER
OFFICIAL PUBLICATION OF THE NEWSPAPER GUILD (AFL-CIO, CLC)
Vol. XLVII, No. 4 Washington, D.C. March 14, 1980

Optimist is their target

Members of Vancouver-New Westminister Guild seeking their first contract at the Delta Optimist, 8,000 circulation weekly, pass out leaflets under banner across the street from Optimist offices in Ladner, B.C. Leaflets explain that publisher has blocked all bargaining efforts since Guild was certified in October. Banner and leaflets have been supplemented by unfair practices charges before the B.C. Labor Relations Board.

Merger finance not solved, but progress is reported

Washington—TNG and International Typographical Union merger committees still have not resolved all the problems of financing general fund operations of a merged union, although substantial progress has been made in that direction, TNG President Charles A. Perlik, Jr., reported after committee meetings here Feb. 20-29.

Meanwhile, Perlik said, resolution of other unresolved merger questions is being delayed.

Members of the merger "summit" committee, which includes Perlik and ITU President Joe Bingel, have scheduled further meetings at ITU headquarters in Colorado Springs beginning

(Continued on Page 2)

An 'electrified lady' gives way to Michelangelo

MICHELANGELO'S DAVID
Compare the covers . . . Page 6

Monterey, Calif.—How does a photo of Michelangelo's nude sculpture, David, stack up alongside an advertising artist's profile portrait of a faceless woman in transparent short skirt and diaphanous sweater striding in front of a circle filled with consumer items?

As a cover on the Newspaper Advertising Bureau's 1980 Newspaper Advertising Planbook, that is.

David's way out in front, according to Laura Sansom, vice chairperson of the San Jose Guild's Monterey Unit and an ad salesperson for the Peninsula Herald. He's a true work of art and beautiful.

She finds the "electrified lady wearing an out-of-date miniskirt, tight sweater and glass slippers" sexist and repulsive, "like a picture out of a '50s Esquire magazine—a dumb blonde secretary appealing to men."

And — after she substituted David's picture for the ad bureau's cover—it appears that more people agree with Sansom than not, ranging from her advertising sales clients to many of her coworkers in the Peninsula Herald ad department and from the women's committee at the Courier-Journal and Times in Louisville, Ky., to a woman who is advertising director for a daily in the Pacific Northwest. And,

(Continued on Page 6)

International ad award to Sansom

Dallas—Top prize for design of automotive advertising in newspapers in 1979 was awarded to Laura Sansom of the Monterey Peninsula Herald at the International Newspaper Advertising Executives convention here Jan. 22.

Sansom won for a 17-week series for an auto dealership in cartoon style. More than 1,000 newspapers submitted entries in one or more of the contest's 13 categories.

LAURA SANSOM
International ad-design winner

Unity talks March 30, Perlik says

(Continued from Page 1)

March 30, with the summit committee to be joined by other merger committee members later in the week.

Perlik said that, while it is still possible, it now appears increasingly unlikely that a full merger proposal can be completed in time for action by TNG's International Executive Board at its spring meeting April 28-May 2 and, assuming IEB approval, by TNG's Convention June 23-27.

"If we don't succeed in meeting that timetable," Perlik said, "I am prepared to recommend that the convention reaffirm its previous mandates that we continue to pursue negotiations for a merger agreement.

"I assume that the ITU is prepared to do likewise."

The merger summit committee, which also includes 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, met Feb. 20-23. The full merger committees met Feb. 25-29 with virtually the entire nine days devoted to discussions of general fund finances, Perlik reported.

Perlik and Blatz, reported to the IEB at its most recent meeting, in late January, that the general fund financial formula agreed to 14 months previously might not stand up under changes that have occurred since then, principally mounting costs and a continuing decline in the ITU's working membership.

Thus, he told the IEB, the merger committees might find it necessary to revise the formula, effect economies, or both.

TNG-ITU MERGER 'SUMMIT' COMMITTEE MEETS DURING FEBRUARY'S FINAL DAYS

TNG's J. William Blatz and Secretary-Treasurer Charles Dale, ITU President Joe Bingel, TNG President Charles A. Perlik, Jr., Robert L. Wartinger and Allan J. Heritage, respectively 2nd and 3rd vice presidents of the ITU.

'Union free' consultants compare roles to doctors'

By DAVID L. PERLMAN
AFL-CIO Unit
Washington-Baltimore Guild

Washington—Please don't call them union-busters; it hurts their feelings.

The management consultant firms that hire out to companies that don't want to have to deal with unions are offended by the term. In their own eyes, they are "marriage counselors" or, perhaps, "doctors."

Take Modern Management Methods, Inc., sometimes called 3-M for the initials of its principal partners. With 92 professionals on its staff, it claims to be the largest firm in its field.

Board Chairman Herbert G. Melnick told the House Subcommittee on Labor-Management Relations Feb. 26 that the companies that use his services are merely interested in "promoting harmony in the workplace."

Earlier witnesses before the subcommittee had a different impression. They had identified as a characteristic of campaigns using 3-M consultants intense pressure and harassment of supervisors to keep workers in their departments out of the union camp.

But Melnick insisted that his consulting firm sees its function as that of "a marriage counselor between employees and employers . . . to help people talk and listen to one another."

[Modern Management was one of two firms employed by the Bloomington (Ill.) Pantagraph late last year after the Guild petitioned the NLRB for bargaining rights for about 150 of the paper's employees. Tally in the Dec. 14 NLRB election was 50 for the Guild, 93 for no union. A majority had applied for Guild representation 2½ months previously. (Guild Reporter, Dec. 14 and Jan. 11).]

In quick rebuttal, a union organizing director who has faced Modern Management tactics in several campaigns followed the 3-M officials to the witness table.

Robert L. Muehlenkamp of District 1199, the health care division of the Retail, Wholesale & Dept. Store Union, cited statements given by workers and supervisors telling a different story.

In a union representaion campaign, he charged, 3-M consultants start by trying to convince supervisors that "the union is terrible, violent, corrupt and indiscriminately calls strikes."

They stress that each supervisor is personally responsible for the vote in his or her department, Muehlenkamp testified. "Failure is personal failure, and management will have to evaluate each supervisor on the basis of his or her contribution to management's overall effort."

The House subcommittee also heard from Fred Long, the chairman of the California-based West Coast Industrial Relations Assn., who charged that unions have a "vendetta" against his firm.

"We do not consider ourselves marriage counselors," Long told the panel. "A better analogy for our firm would be doctors. It is our job to determine what ails a company in its relationship with employees and to cure it." His goal, he said, is a "happier and more productive" workforce.

But Long had some difficulty squaring this version of his firm's role with the tape recording a UAW organizer had made of a speech Long gave at a seminar for employers in 1976.

The transcript, made part of the subcommittee record, quotes Long as explaining how to get around NLRB restrictions on pay changes during a union organizing campaign.

First, he is quoted as asking, "Now we don't have anyone from the [National Labor Relations] Board here, do we?" Then the transcript quotes Long as telling the employers: "What you do is backdate about six memorandums prior to when union activities started. . . . You write your personnel director a letter. You backdate it about 15 months."

Long explained that "if in fact that is what I said, I am wrong." He said that "there's a lot of showmanship in this thing . . . that's a part of the business."

In another section, he is quoted as assuring employers that they won't get into trouble because "there is no such thing as perjury in a labor board proceeding . . . the only thing that can be found is a finding of credibility. . . . To some of you that may seem unethical. That is the way this business is."

Long told the subcommittee that he wasn't advising employers to lie, merely telling them what the facts are. Thus, a statement he made that "rarely do you ever get caught," Long testified, "is a true statement."

The two consultant firms did appear to disagree on one point, apart from the accuracy of the analogy to a marriage counselor.

Modern Management said it does not file reports required by the Landrum-Griffin Act of certain consultants because it doesn't deal directly with workers.

But the West Coast Industrial Relations Association said that it does file such reports.

Reprinted from the AFL-CIO News

Bingel gets a 2nd term as challengers fail test

Colorado Springs — International Typographical Union President Joe Bingel has defeated two challengers and, in effect, been elected to a second term even though the ITU's union-wide officers' election will not take place until May 21.

Bingel's re-election was assured when he was the only one of three candidates announced for the presidency to secure sufficient local endorsements to win a place on the ballot, according to tabulations by the ITU secretary-treasurer's office.

Under the ITU By-laws, candidates for president, vice presidents and secretary-treasurer must be endorsed by at least 50 locals at membership meetings the January before the election.

Bingel was voted endorsements by 337 locals; Dave Donovan of the Chicago Typographical Union was endorsed by 48, and William J. Croteau of the Detroit Typographical Union was endorsed by 14.

All four other full-time ITU officers, however, do face challenges in the May election. It will be:

✓ Incumbent 1st Vice President Robert S. McMichen (333 endorsements) vs. Frank E. Mercer of Erie (91 endorsements).

✓ Incumbent 2nd Vice President Robert L. Wartinger (295 endorsements) vs. Thomas L. Fogle of Baltimore (112 endorsements).

✓ Incumbent 3rd Vice President Allan J. Heritage (319 endorsements) vs. Herbert (Bud) McTaggart of Cleveland (92 endorsements) for the seat reserved for a Mailers' Union member.

✓ Incumbent Secretary-Treasurer Thomas W. Kopeck (263 endorsements) vs. Beatrice M. Pennington of Detroit (143 endorsements).

All are printers except Heritage and McTaggart.

Those elected will begin three-year terms July 1, under an amendment to the ITU's Constitution adopted last year increasing terms of office by one year.

Correction

The date of a meeting of editorial employees of the Philadelphia Journal seeking Guild representation described in the Feb. 8 Guild Reporter story on unfair charges against the paper was Jan. 26, three days after a Teamster strike was settled. The date was incorrectly reported in the Feb. 8 story.

In addition, it was TNG International Representative William M. Brown and a Guild attorney who approached the Journal's managing editor, Walter Herring, as he stood across the street from the entrance to the meeting place. Herring ran from the scene as the pair approached to try to talk to him.

Sabatini takes position in local, will resign TNG regional post

Philadelphia—Richard V. Sabatini, TNG vice president from the U.S. Northeast region since 1977, has been hired by the Philadelphia Guild as its administrative officer and consequently will resign from the TNG office.

Re-elected to his second term on the International Executive Board without opposition at last year's TNG Convention, Sabatini assumed his new position with his home local on Feb. 25, upon taking a leave of absence from his job as a reporter at the Philadelphia Inquirer.

He will resign his TNG office under TNG's constitutional prohibition against any vice president being a full-time salaried officer or employee of TNG or any local.

The Region 1 vice presidency then will be filled by this summer's TNG Convention or by a subsequent regional election if there is more than one nominee for the remaining year of Sabatini's term.

On the IEB, Sabatini served on the Constitution, Research & Information and Guild Reporter Committees plus, from midway through his first term, on the key three-member Finance Committee.

His first involvement with the Guild was in 1967 when he led an organizing effort at a small paper where he was working in Bucks County, just north of here. After joining the Inquirer, he became a shop steward, a representative assembly delegate, first vice chairperson and chairperson of the Guild unit at the paper.

He also has been the local's political action and labor-law reform chairperson and helped reactivate the Philadelphia Council of Newspaper Unions. Before and since the start of the Wilkes-Barre Times Leader strike, he has had several temporary TNG assignments to Wilkes-Barre.

He was general strike coordinator during the Philadelphia Guild's one-month strike at the Inquirer and Daily News early in 1977.

RICHARD V. SABATINI
Moves into Philadelphia post

The Philadelphia Guild administrative-officer post has been vacant since mid-September, 1977, when James H. Orcutt left it to return to TNG's staff as an international representative.

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

LOCAL ELECTIONS

Canadian Wire Service
Bruce Wark, president; Keeble McFarlane, secretary; Cecil Reid, treasurer.

Denver
James Pedersen, president; Robert Weber, 1st vice president; Gay Cook, 2nd vice president; Jan Roberson, secretary; George Utley, treasurer.

Erie
Bill Buchanan, president; Paul Corbran, vice president; Irene Reed, secretary-treasurer; Carol Przybyszewski, recording secretary.

Eugene
Jacqui Banaszynsky, president; Dave Harding, vice president; Don Mack, secretary; Mike Stahlberg, treasurer.

Salem
Frederick Berry, president; Peter Homan, vice president; Nelson K. Benton III, secretary; Henry J. Collins, treasurer.

San Antonio
Bruce Beal, president; Robert Goode, vice president; Lamont Wood, secretary; Judy Shisk, treasurer.

San Diego
Gerald L. Schultz, president (Schultz, 265; Rita Gillmon, 99); Michele Davis, vice president (Davis, 245; Denise Matney, 116); Connie King, secretary; Richard Fisher, treasurer.

San Jose
Frank Sweeney, president; Russ Cain, vice president; Louis M. Calvert, secretary-treasurer.

Terre Haute
Tom A. Reck, president; J. Blaine Akers, vice president; Charles J. Maloof, secretary-treasurer.

Wilkes-Barre
John J. Wallace, president; Patrick Rushton, vice president; Neil Corbett, secretary; Carl Schwab, treasurer; John Zimich, sergeant at arms.

Justice closes probe

Wilkes-Barre, Pa.—The Justice Dept. has closed its investigation of antitrust allegations involving establishment of the Citizens' Voice as an interim paper during the strike against Capital Cities' Times Leader. No action was taken.

Larry Bretts/Gary

Enlightening seminar

Three of Midwest District Council's officers for the next year help ignite cigar for Ellis T. Baker, TNG's director of administrative operations, second from left, in appreciation for seminar on "contract enforcement through the eyes of the arbitrator" during council's winter meeting Feb. 23-24 in Pueblo. Doing the honors, from left: John B. Mitchell of Gary, re-elected council vice president; Judy Hildner of Pueblo, re-elected secretary, and Victor Ciuccio of Denver, elected treasurer.

Guild attacks Washington Star's 'hit lists'

Washington—The Washington-Baltimore Guild has gone to the National Labor Relations Board and to federal court to try to stop the Washington Star from continuing what the Guild charges is an effort to force as many as 50 or more persons to retire or otherwise leave the paper.

The effort involves employees in several departments represented by the Guild, including editorial and advertising, said Raymond G. Dick, local representative. The Guild represents about 450 at the Star, owned by Time, Inc.

A federal district court judge March 11 denied a Guild request for a temporary restraining order against the Star after lawyers for the company assured ihm it would not approach any additional employees for at least the next ten days. The judge set for March 1 a hearing on a Guild motion for a preliminary injunction. He also told the Guild to come to him immediately if the company does not live up to its assurances.

The Star agreed to limit itself to 12 persons listed on papers filed with the court and who the Guild said had already been approached. Dick said the Guild had also seen "hit lists" containing the names of 30 or more other employees.

Before the March 11 appearance in court, the Star had refused to guarantee it would not "go after" more than the 12 and had turned aside Guild moves to process their cases through expedited arbitration procedures, Dick said.

In charges filed with the NLRB March 5 the Guild accused the Star of trying to force individuals to leave the paper for less than they are entitled to under the Guild contract.

Dick pointed to the case of a veteran woman reporter who first was transferred from a choice, established beat to a less desirable one and then to the suburbs—"where you put cubs."

When she protested, early retirement was suggested. "She could have had that anyway," Dick said, noting that pensions are reduced by six percent for each year retirement begins before age 65. When she asked for severance pay, they offered half her entitlement, he said. The Guild will arbitrate for the rest.

"Age and sex discrimination may be involved," Dick said.

Dismissal of an ad layout person the company claimed was for economic reasons is in arbitration, Dick said, noting that the employee's work was now being performed by persons outside Guild jurisdiction, including supervisors.

The local also is contesting a claim by the Star that it is dismissing two artists for economy. Dick charged that it is really an effort to circumvent the contract to set up a separate group of editorial artists at minimum pay rates lower than those for other key jobs.

St. Louis okays incentives to retire

St. Louis—The Post-Dispatch and Globe-Democrat are seeking to reduce their staffs by offering veteran employees incentives to retire under programs approved by the St. Louis Guild and its memberships at the papers.

At Pulitizer's Post-Dispatch, the program applies to employees with at least 25 years' service who are 55 or older. At Newhouse's Globe-Democrat it applies to those who will be 70 or older this year.

Under the Post-Dispatch program, the company announces how many persons from which departments it is willing to pay the incentive to and those who are interested apply.

The program provides a full pension as though retirement was occurring at 65, a week's pay for each year of service, up to $13,000, plus $1,000 for each year of age below 65. The paper also will continue life and medical insurance payments for the retirees' lifetimes.

As of March 12, the paper had said the benefits were available for six employees in the editorial department. One had accepted.

At the Globe-Democrat, which has only editorial department employees under its joint publishing arrangement with the Post-Dispatch, seven employees are eligible for the retirement incentives of three-quarters of one year's pay and continued employer-paid life and medical insurance. As of March 12, no eligible employee had accepted the offer.

Meanwhile, in New York 120 Guild-covered employees of the Daily News accepted termination bonuses offered them and craft-union employees under a program that ended Dec. 31.

The Daily News, however, unlike the St. Louis papers, had offered the bonuses only to selected individual employees.

After the New York Guild complained of harassment and intimidation in that process, the News agreed to forbid its representatives from attempting to coerce targeted employees into accepting the offers.

Under the News plan employees with more than 25 years' service were offered a bonus equal to 1½ years' pay, those with 20 to 25 years' service were offered a year's pay and others were offered three weeks' pay per year of service.

Insurance coverage for those with at least ten years' service continues for a year and, for those 58 or older with more than 25 years' service, coverage continues through age 65.

Pair picked for TNG at CLC Convention

Washington—TNG Vice President Roger L. Stonebanks of Victoria and TNG Canadian Director William H. McLeman will be TNG's delegates to the 1980 Convention of the Canadian Labor Congress. It is scheduled for May 12-16 in Winnipeg.

Bruner to Seattle; Maraghy to NESOP

Robert E. Bruner, director of the New England Servicing-Organizing Program (NESOP) since 1969 and administrative secretary of the Boston Guild since 1966, has been appointed executive-secretary of the Pacific Northwest Guild.

GERALD M. MARAGHY
New New England director

And Gerald M. Maraghy, president of the Portland Guild the last three years, has been named to replace Bruner in the New England position.

Bruner will begin working in the Pacific Northwest position on April 21. Maraghy will take over the New England job the same day after working in it with Bruner for four weeks.

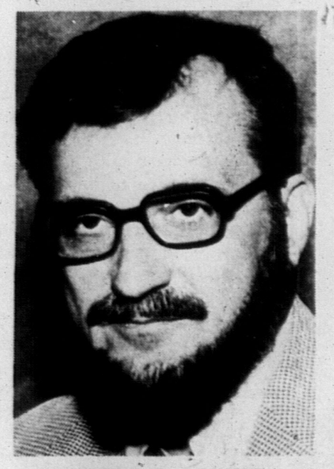
Bruner will replace Hugh H. Harrison, who returned in mid-February to the Seattle Times as wire editor, a position he held before taking the Guild job in January, 1976. Emmett Murray, the local's vice president is filling the position temporarily.

Before going to the Boston Guild, Bruner had been an international representative for TNG for nine years. While at Boston he helped set up the New England Servicing-Organizing Program, first as an experimental project and since the fall of 1972 as a permanent program. NESOP provides services to the five locals that are affiliated in it—Boston, Brockton, Manchester, Portland and Salem—and is supported by those locals and TNG.

Maraghy was picked as Bruner's successor by a selection committee of representatives of three NESOP locals—John Fletcher of Boston, Nelson Benton III of Salem and John Barker of Manchester — plus J. William Blatz, TNG director of field services, during a meeting of NESOP's board Feb. 16. There was one other candidate.

Maraghy, who is taking leave from being wire editor at the Portland Press-Herald, Express and Telegram, was the Portland Guild's vice president before being elected its president. He also was instrumental in restoring the local's financial health and has served on its bargaining and contract enforcement committees.

He first joined the Guild in Boston where he was a reporter with the Herald-Traveler, before going to Portland in 1972.



ROBERT E. BRUNER
Northeast to Northwest

U.S. to study VDTs, eyes at Sunpapers in Baltimore

(Continued from Page 1)

complants" about such problems as irritated eyes, blurred vision and headaches from VDT operators at the papers.

In addition, one Sunpaper copy editor has developed cataracts and a writer has been diagnosed as having a precataract condition, both after working on VDTs. Both also are well below the age at which cataracts generally develop.

The writer's eyes have been diagnosed as exhibiting "preclinical stages of radiant-energy cataract formation" due to VDT radiation by Dr. Milton M. Zaret, controversial New York ophthalmologist who served as the New York Guild's consultant in a 1977 case involving two New York Times copy editors who developed cataracts. Two other ophthalmologists have confirmed the finding of a precataract condition but have declined to assign a cause, while a third has disputed both the cause and the diagnosis itself.

NIOSH personnel expect to meet with representatives of the Sunpapers, the Guild local and unit and others before the end of March on the "study design."

While that design is not yet complete, Tanaka said the study will involve two groups of employees—one of persons who work full time on VDTs and "a matched control group" of persons who do not and have not. Employees involved may well be from several departments, he said.

Complete examinations will be made of their eyes "from the surface of the cornea to the end of the retina," Tanaka continued, adding that the study "may well involve hundreds of people."

Any abnormalities discovered will be reported to the individual employee and to his or her doctor, he said.

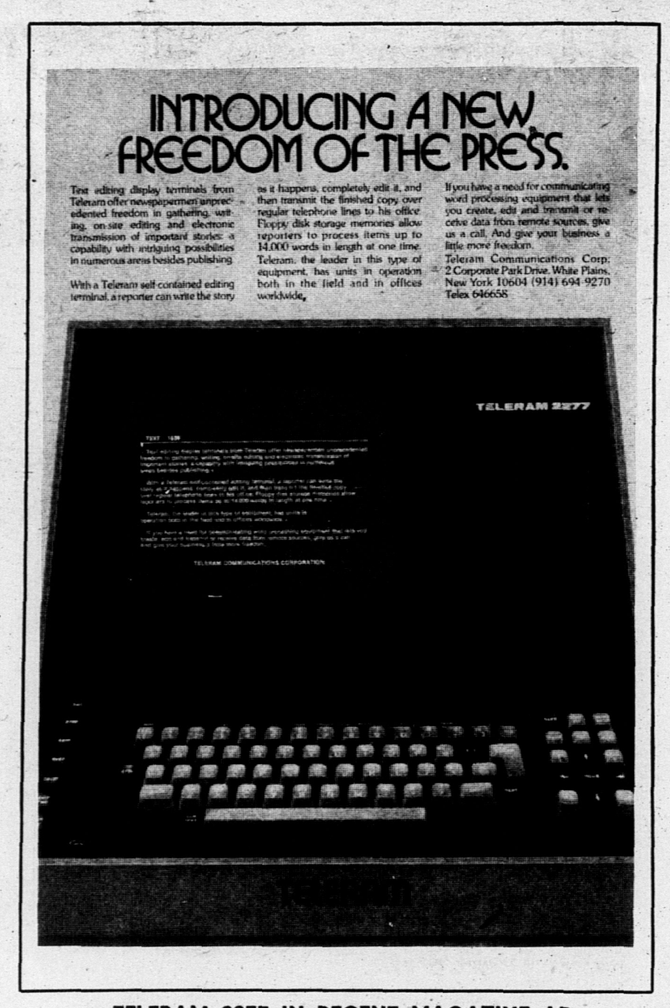
A survey by Knudson, a medical writer, of the use of VDTs by Sunpapers' employees showed that roughly a third of the total of 2,000 full- and part-time employees use the devices some or most of each work day, with the highest proportion of usage in the composing room, the inside circulation department and, not surprisingly, in data processing, where all 18 employees use the machines.

All 62 circulation employees work on the machines, 15 about half time, and all 254 in the composing room use them, 54 "all the time," Knudson said.

Thirty-two of 143 full-time and all 49 part-time advertising employees use them.

In the news rooms, 228 of 282 full-time employees use them, she reported.

NIOSH officials indicated that if a large enough "matched control group" is not available at the Sunpapers they may seek to set one up at another newspaper.



TELERAM 2277 IN RECENT MAGAZINE AD
'Intriguing possibilities' outside publishing pushed

Arbiter ups clerk pay as VDTs boost duties

New York—The New York Times must upgrade the pay of a group of classified advertising clerks retroactive more than four and one-half years to the date they began using VDTs.

Arbitrator Daniel House ordered the upgrading for adjustment clerks retroactive to Aug. 18, 1975, in holding that changes following the introduction of VDTs added significantly to the responsibility of the clerks' jobs.

About 20 employees covered by the New York Guild's contract with the Times are affected by the award. The local estimates they will share about $100,000 in retroactive pay. The upgrading increases the present top minimum for adjustment clerks hired prior to Jan. 1, 1979, by $29.82, to $359.58 a week.

Adjustment clerks revise classified ads after talking with customers who want to make changes or corrections in ads previously placed.

House found that a final "censorship" responsibility was added to the clerks' job with the advent of VDTs because copypassers, who have no VDTs, can no longer review the revised ads.

In addition, adjustment clerks are responsible for all copy fitting adjustments under the new system, while in the past some of these adjustments were made by printers in the composing room. This change also added to the job's responsibility, House said.

The arbitrator, however, ruled out a Guild contention that the requirement of learning to operate a VDT, alone, justified an upgrading for the clerks, who previously worked with paper and pencil. House said that neither the ability to use the VDT or paper and pencil was significant in classifying the job, noting that adjustment clerks are rated higher than typists.

House also noted that the skill requirement of operating a VDT has been added to several other jobs, both lower and higher paid than adjustment clerk, without a resulting upgrading and concluded that "the parties . . . have at least tacitly agreed not to upgrade merely on account of the addition of this skill."

The issue came to arbitration under a provision in the Guild's contract for job evaluation and classification committees to resolve questions arising from changes in jobs' duties and responsibilities. The provision calls for arbitration if the committees are unable to agree and provides that adjustments be retroactive to the effective date of the change.

Talks will resume in Monessen strike

Monessen, Pa.—Talks between bargainers for the Monessen Unit of the Pittsburgh Guild and the Thomson chain's Valley Independent, struck by the 21-member Guild unit since last April, were to resume March 17.

The talks were to be the first since Feb. 29 when bargaining broke off with wage increases and union security reported as the remaining major unresolved issues.

The March 17 talks were sought by representatives of the struck paper.

The Independent's 13 production workers, members of the Typographical Union, meanwhile, continued to honor Guild picket lines as they have since the strike started April 20.

Teleram 2277 shields urged

(Continued from Page 1)

as high as 15 milliwatts per square centimeter over a two-inch area on the top of two 2277s.

The test at the Times, by a Teleram representative, produced a reading of 40 milliwatts on the top of one 2277.

Present Occupational Safety & Health Administration standard for radiofrequency exposure in the frequency range from 10 to 100,000 megahertz is 10 milliwatts. Technical information on the 2277 indicates that it generates frequencies within the lower end of that range, Eisen wrote.

The high readings were found only at the three machines' top surfaces and fell off sharply a few inches away, he pointed out.

Other tests of Teleram model 2277 machines, however, make the case against the machines "far from clear," Eisen noted.

Subsequent tests on two 2277s at Newsday by the N.Y. State Labor Dept. later in July, and by another private consultant in November produced a maximum reading of 2.66 milliwatts four inches from the top in the first case and no measurable radiation in the second, Eisen noted.

A consultant's report provided to TNG by Teleram—on a test of the 2277 commissioned by the company at a laboratory in mid-November—stated that "based on the present NIOSH requirements and the data derived during the radiation tests on the VDT, there are no levels emanating from the VDT which can be stated to be harmful to human beings, given the present requirements and the data presented herein."

Wrote Eisen: "That carefully qualified conclusion is, to some degree reinforced by a NIOSH radiation official's opinion that the instrument used in the Newsday and New York Times tests is not reliable for measuring radiofrequency radiation."

Tests of VDTs conducted at the New York Times by NIOSH and an engineering consultant firm in 1977 did not include any Teleram terminals. Those tests, conducted after two Times copy editors working on VDTs developed cataracts, turned up no radiation in excess of federal standards.

'Showroom decor' vs. VDTs at Cleveland's PD

By STEPHEN G. ESRATI
Cleveland Guild

Esrati, who describes himself as "a lifer on the Plain Dealer copy desk," said in submitting this piece to the Guild Reporter that "in the past the Plain Dealer has used transfers to the copy desk as punishment" for reporters with whom management was displeased. "And that was before VDTs."

THE PLAIN DEALER took great pride several years ago when it remodeled its newsroom for the introduction of editing by VDT. The managing editor pinned a note on the employee bulletin board referring to his enthusiasm for the new "showroom."

A few things were left out, however. For more than a year, we had no wall-calendars, and until the paper was full of "Saturday" where "tomorrow" should have been, the architect's fiat against disturbing the decor held.

But most of all, human differences were ignored. All VDTs were placed atop surfaces at normal desk height. Since many of the copy editors were (and are) hunt-and-peck typists, this meant they had to sit *over* their keyboards to see them. This, however, proved too high a position for some to see their screens through the middle segment of their tri-focal glasses. One copy editor bought mechanics' glasses —in which the near-vision segment of a bifocal is at the top— and tried unsuccessfully to have the company pay for them.

Another copy editor, with severe back problems, had to adjust his chair to its lowest possible position and sit far back from the screen to see it, then sit up and look down to see his keyboard.

The newsroom was designed with a dark area in the middle for the VDTs. The perimeter was to be brightly lit for people using typewriters, on the assumption that VDTs would only be used by editors. But as more VDTs came into the newsroom, some had to be placed in the bright areas, making the lighting difficult.

In any event, those VDTs with screens facing the bright part of the room always had lovely bright reflections on their screens.

If that were not enough, there was also the problems of legs. It is to be assumed that the architect never worked in a newsroom and never bothered to ask anyone just what it is that we do. He aimed for pleasant symmetry. Each copy editor's VDT was placed over the kneehole part of the copy desk and a light was placed near the area left free for proofreading and other non-VDT chores. But the symmetry meant that in some cases the clear desktop space was over a set of built-in drawers. Thus, to read at the clear area, one had to sit with knees straddling the drawers.

After more than a year, management finally threw in the towel on putting up large, easy-to-read wall calendars. But nothing has ever been done about positioning the VDTs. During the remodeling process, accompanied as it was by long planning and design sessions, never was a single copy editor called upon for his or her opinion.

Staffer heads for VDT meet in Italy

David J. Eisen, Research & Information director, will represent TNG at an international conference on health aspects of VDTs March 17-19 in Milan, Italy.

Foremost world authorities will speak and present papers at the scientific symposium, sponsored by the Permanent Commission and International Assn. on Occupational Health and the Occupational and Environmental Health Section of the Carlo Erba Foundation of Milan.

A. L. Crosby, '34 'martyr,' dies at 73

Quakerstown, Pa.—Alexander L. Crosby, the man whose firing from the Staten Island (N.Y.) Advance in 1934 became a *cause celebre* that many credited with significantly increasing recognition of the fledgling Newspaper Guild as a militant union, died here at the end of January. He was 73.

He was known to residents of this area, his home the last 20 years, however, as a writer of books for children and a teacher of graudate students at Lehigh University.

He was 28 and a veteran of five years' service on the Advance, the last 18 months as an editorial writer, when on July 28, 1934, he was fired on an order cabled to the paper by its vacationing publisher, the late S. I. Newhouse.

Ten days before, Crosby's had been the lone vote in favor of establishing a Guild unit at the paper during an organizing meeting he had called.

Daniel J. Leab, in his book on the Guild's earliest years, "A Union of Individuals," observed that in the open vote 14 others voted against organizing and four abstained despite the presence of Heywood Broun and other national leaders, "probably because of the uninvited presence of the city editor."

Two weeks after Crosby's firing, when mediation efforts by New York Mayor Fiorello LaGuardia had failed, the new York Guild mounted picket lines at the Advance seeking Crosby's reinstatement and recognition from Newhouse of the right of Advance newsroom employees to organize.

The Guild also took its message to both terminals of the Manhatten-Staten Island ferry during rush hours, held parades and open-air rallies over the next three months with the support of several other unions, including the New York Typographical Union. Broun and others used donated radio time also to broadcast the message briefly and at length through such devices as original playlets, one titled "The Strange Case of Alexander Crosby."

When Newhouse returned from Europe, he was met on shipboard by a Broun-led delegation urging Crosby's reinstatement. An airplane painted with the slogan "Back the Guild" cruised overhead and other Guild members in a motor boat shouted at Newhouse through megaphones while circling the vessel. Pickets marched on the pier.

Newhouse, however, was unmoved, as were the four employer-members of the Newspaper Industrial Board three months later. The NIB refused to overturn Crosby's firing on a 4-to-4 vote. The NIB was disbanded before an appeal to its ninth member was completed. Management said Crosby was fired for incompetence as a new editor and editorial writer, explaining two raises as efforts to "salvage him," the Guild Reporter reported at the time.

Soon thereafter Crosby joined the Federal Writers' Project, a depression-era program, and was for two years editor of the New Jersey Guide.

For the last 36 years he had been a free lance, the last 20 of them from a Civil War-era stone house where he lived with his wife, Nancy Larrick, also an author and editor.

At Lehigh University Crosby taught courses on communications to graduate students of education.

Ernesto Palache/New York Guild

Women's Day '80

Betsy Wade, New York Guild President and TNG vice president, marches from Washington Square toward the sight of the Triangle Shirtwaist fire of 1911 as part of the March 8 International Women's Day observance in New York City sponsored by the Coalition of Labor Union Women and the National Organization for Women. At the site of the fire, in which 146 workers, mostly women, died, Wade placed a bouquet in memory of Ida B. Wells (1862-1931), a black teacher, suffragist and journalist who campaigned agains lynchings in her speeches and writings. Other unions, labor and women's groups honored other "women in history" during ceremonies at the fire site.

Roth is re-elected Midwest president

Pueblo, Colo.—Norma Roth of Rockford was re-elected president, John B. Mitchell of Gary, vice president, and Judith Hildner of Pueblo, secretary, while Victor Ciuccio of Denver was elected treasurer of the Midwest District Council of Guild locals during the group's winter meeting here Feb. 23-24.

Dennis Dimond of Peoria did not seek re-election as treasurer.

Delegates also heard reports on merger talks with the International Typographical Union from Robert A. Steinke of St. Louis, a member of TNG's merger committee, and from TNG Vice Presidents Mitchell and Robert C. Holt, Jr., of St. Louis. TNG President Charles A. Perlik, Jr., and Secretary-Treasurer Charles Dale explained in a letter to the council that they were unable to attend the meeting because of a simultaneous meeting of the "summit committee" of the TNG and ITU merger committees.

Delegates also participated in a seminar on "contract enforcement through the eyes of the arbitrator," conducted by Ellis T. Baker, TNG's administrative operations director, with assistance from Steinke, St. Louis's executive secretary, Chicago Executive Director Gerald J. Minkinnen and Willard Hatch, TNG international representaitve.

A resolution was passed extending the council's sympathy to Roth, who was unable to attend the meeting because of a death in her family.

The council also noted the impending retirement of Barney Wippold of St. Louis from the Globe-Democrat and consequently from many years' service to his local and to the council.

Great Lakes supports Lubber in board post

Erie, Pa. — Delegates to the winter meeting of the Great Lakes Council of Guild locals here March 8-9 voted to back confirmation of William A. Lubbers as general counsel of the National Labor Relations Board and to call for defeat of the so-called "OSHA Improvement Act of 1980."

They also elected council officers for the next year and heard a report on the status of merger talks with the International Typographical Union from TNG President Charles A. Perlik, Jr.

William Buchanen of Erie was re-elected council president while Raymond Voit of Columbus was elected treasurer and Pat Ryan of Buffalo was elected secretary. Voit had been secretary. Bill Lee of Toledo did not seek re-election as treasurer.

Tom James of Toledo was elected first vice president and Richard Peery of Cleveland was elected second vice president.

In backing Lubbers, as the International Executive Board had during its January meeting, the council noted that his confirmation in the NLRB post is being opposed by the same groups that fought labor law reform.

In its action on the OSHA bill, the council pointed out that contrary to the improvements its title promises, the bill would instead emasculate a major portion of the protections the law now provides workers against on-the-job health hazards.

Southerners restate ERA support

Norfolk, Va.—Delegates to the Southern District Council's winter meeting here March 1-2 passed a special resolution pointing out to the Virginia Assembly that the meeting was being held in the state as a mark of support for the fledgling Guild unit at the Norfolk Ledger-Star.

Meeting in Virginia, which has not ratified the Equal Rights Amendment to the U.S. Constitution, should in no way be taken to indicate any lessening in the council's support for the ERA, the delegates pointed out.

The Washington-Baltimore Guild did not send delegates to the meeting because of its location, instead contributing the amount delegates' attendance would have cost to the Norfolk Guild.

Delegates also heard a report on the status of merger talks with the International Typographical Union from TNG Secretary-Treasurer Charles Dale and J. William Blatz, TNG field operations director.

The council's spring meeting will be held May 17-18, probably in Washington or Baltimore. It is expected to be a joint meeting with the Midwest and Great Lakes councils.

'Plain talk' on VDT health available in 16-page booklet

Washington—Describing it as "the most informative, useful publication of its kind to come to our attention," TNG has distributed to all local Guild presidents copies of a 16-page pamphlet titled "Health Protection for Operators of VDTs/CRTs."

The pamphlet is published by the New York Committee on Occupational Safety & Health (NYCOSH), sponsor of the Jan. 19 conference on VDT-CRT safety in New York City [Guild Reporter, Jan. 25].

The pamphlet, said David J. Eisen, TNG director of Research & Information, sets forth "in clear, nontechnical language the problems arising from VDT operation and the steps that can and should be taken to solve them."

While "some of those steps go beyond TNG's Collective Bargaining Program in scope and specificity," they are "entirely consistent with it," Eisen noted.

TNG was among those contacted during the pamphlet's preparation and its VDT-Health Collective Bargaining Kit and two articles in it are among the pamphlet's listed references. Along with some of the other references, they are available from TNG, Eisen noted.

The pamphlet complements TNG's "more technical" bargaining kit and should help stimulate local activity to resolve problems arising from VDT's, Eisen added.

Additional copies are available from TNG's Research & Information Dept. for 50 cents each.

Raymond Crowell/Merkle Unit/Washington-Baltimore

Headquarters briefing

Patricia Lane, executive-secretary of the Vancouver-New Westminster Guild, discusses Guild efforts for members' safety in today's newspaper offices with David J. Eisen, TNG director of Research & Information. Lane also met with Richard J. Ramsey, TNG Contracts Committee executive secretary, TNG's full-time officers and other TNG staffers during 2½-day visit to TNG headquarters early in March. Lane, an attorney, has been the local's executive officer since Oct. 1.

Peoria's Foster dies

Peoria, Ill.—James E. Foster, retired reporter for the Journal Star and for many years a Peoria Guild delegate to the Midwest District Council of Guild locals, died on the last day of 1979. He was 79.

He had joined the Journal Star staff in 1956 and retired in 1978.

An 'electrified lady' gives way to Michelangelo

THE ORIGINAL, AD BUREAU COVER

(Continued from Page 1)

at least since the story of her cover switch appeared first in the San Jose Guild's publication, the Guild's Paper, and then in Editor & Publisher, Sansom's bosses at the Peninsula Herald, too.

There are those who disagree with her, too, including the ad bureau's vice president for retail training, but they are a minority of those who have contacted Sansom.

It all started when Sansom early in the year told her immediate supervisor, Robert Campbell, that she wouldn't distribute the ad planning book to her clients with the original cover.

When, after some discussion, he told her she could tear the cover off "if you don't like it," she did, substituting a velox print of David.

Initially Campbell found David "repulsive," Alex Hulanicki wrote in the Guild's Paper. So did advertising manager James Rutledge. But general manager R. B. Gifford suggested having several copies of Sansom's cover printed up for the books for her customers.

Since then, she says, she's given each customer a choice—David or the "electrified lady"—and "all have picked Michelangelo."

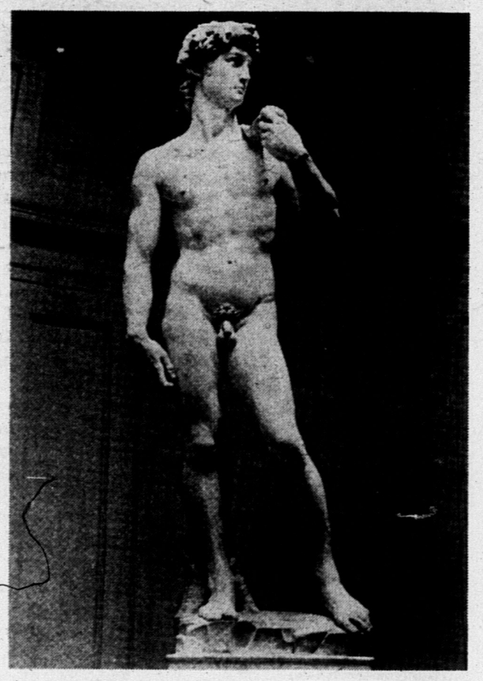
While a majority of the letters Sansom has received since the story appeared in Editor & Publisher have supported her action, all five letters published in subsequent issues of the magazine have disagreed with her, including two that recommended she be fired and one from four secretaries at the Riverside (Calif.) Press-Enterprise.

She said she received a letter with a decidedly "nasty" tone from Steve Van Osten, the ad bureau's vice president for retail training, charging that she had "defamed a beautiful work of art."

He also bet Sansom $10 that she wouldn't pass out the book with the David cover or explain to her accounts how to use it. Sansom said she is writing Van Osten a letter "to collect."

What's inside the book's cover, whichever one?

"It's great in terms of content—once you look past the fact that it's written in a heavily sexist style." Sansom says.



AD PLANBOOK COVER — SANSOM STYLE

New England Council joins in salute to Barker

Manchester, N.H. — Delegates to the New England District Council's winter meeting here Feb. 16-17 joined Manchester Guild members and representatives of other area unions in paying tribute to John F. Barker of Manchester upon his retirement.

Barker, an advertising-department employee at the Manchester Union Leader and New Hampshire Sunday News, was president of the Manchester Guild for the 11 years ended with 1979, a longtime delegate to the district council and chairperson of the board of representatives of the New England Servicing-Organizing Program.

The council presented him with a set of wood-carving tools during the dinner in his honor attended by about 150 persons. Barker said he intends to carve totem poles in retirement.

His Guild leadership followed many years of local and area leadership in the Typographical Union. He joined the ITU in 1930, was the president of its old Waltham local in 1936 and was chairman of several chapels in and around Boston during that decade and the next. In 1940 he was chairman of the apprenticeship committee of the Boston Typographical Union and is still a retired member of that union.

Delegates also re-elected all three council officers: Diane Martino of Manchester, president; Gerald Maraghy of Portland, vice president, and Frank Prosnitz of Providence, secretary-treasurer.

They also approved doubling council dues, to 10 cents per local member per month, and passed resolutions urging:

✓ Defeat of a bill that would severely weaken the U.S. Occupational Safety & Health Act, titled the OSHA Reform Improvements Act of 1980.

✓ Confirmation of William A. Lubbers as general counsel of the National Labor Relations Board.

✓ Rejection of bills to codify federal criminal law, on grounds that the bills contain too many dangers to press freedom and civil liberties.

Delegates also heard reports on the status of merger talks with the International Typographical Union and on TNG finances from TNG President Charles A. Perlik, Jr. and J. William Blatz, director of field operations.

W. A. Scott, once led local

Milwaukie, Ore.—Wayne A. Scott, president of the Guild local in nearby Portland, Ore., in 1965 and editor of the International Woodworkers' union newspaper for 13 years, died Feb. 13 of a heart ailment that had forced him to retire five years ago.

Scott, who had maintained at-large membership in the Guild until his death, also had been a reporter for the Portland Reporter a paper started during the 1959-65 strike against Newhouse's Oregonian and Journal. He had been a reporter on the Journal.

He also was a founder of the Oregon Labor Editors Organization and had been a vice president of the Western Labor Press Assn.

IT SEEMS TO US

Ex-staffer thanks the IEB for regrets at departure

LOS ANGELES

Editor:

I would like to thank the International Executive Board for its resolution expressing regret at my resignation from TNG's staff [Guild Reporter, Feb. 8].

The Guild will be with me always and I am grateful for the opportunity to have known so many fine people in my 17 years of membership.

ROBERT DUDNICK

Albany member shocked at account of settlement

TROY, N.Y.

Editor:

I was shocked to read the Jan. 25 Guild Reporter account of the Albany settlement which made the contract sound like a good deal when it was lousy for most of us.

Some people got overdue raises or upgradings. But most hovered around seven percent per 13-month period and some reporters got only four or five percent more—about one-third the cost-of-living hike.

Increased health benefits? More time off? Not in this contract, which was ratified without any debate.

For an idea how poor a deal we struck, look at our standing on the charts you publish with starting minimum and top minimum salaries—look near the bottom of the lists.

This type of hype in The Guild Reporter is a sham, insulting to the concept of balanced journalism we are expected to display in our work. Future coverage of settlements should be governed by the same sense of balance we strive for in our daily and weekly newspapers. Otherwise, the union paper becomes nothing more than the type of propaganda rag publishers turn out in the guise of company newsletters.

ERIC FREEDMAN
Albany Guild

Editor's note: Increases of $102-a-week for district managers and outside classified salespersons, to parity with reporters and display salespersons, seemed to merit the lede. The story also pointed out that the membership's ratification of the settlement was by the close margin of three to two.

Ex-Clevelander plumps against changing name

WASHINGTON, D.C.

Editor:

I see by the Feb. 8 Guild Reporter that the Cleveland Guild is considering a change of name to "Northern Ohio Guild."

I hope not. Why follow the example of the city's largest bank, the Cleveland Trust Co., which became something called "AmeriTrust" in an ill-advised effort to be trendy?

Instead, how about "The Newspaper Guild of Cleveland and Northeastern Ohio"? It's long, but that way the local could still call itself the "Cleveland Guild" while making reference to units in Canton and Massillon.

Of course, that title has the drawback of ignoring the Akron and Youngstown locals, which also are in northeastern Ohio. So maybe just "Greater Cleveland Guild" will suffice to take in Canton and Massillon, though I realize that involves stretching the boundaries of the metropolitan area a bit.

At any rate, I hope the Guild will not obliterate from its roster the name of the city that is home to the charter local of the international union.

MICHAEL ARAIN
BNA Unit
Washington-Baltimore Guild
(ex-Clevelander)

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.

Elizabeth member alleges 'game playing' by GR

NEWARK, N.J.

Editor:

Oh the games you play!

In the story about the settlement of the Elizabeth Unit's contract with the Daily Journal, you proudly announce that the strikers will receive a $300,000 buyout.

This is the same offer made by the company last June 23, and repeated after the Community Paper was closed down Nov. 30. It was refused twice by the membership before Charles Perlik and Charles Dale called a meeting of our membership and insisted that we accept it.

It means only $7,300 to a person with 43 years' service at the Daily Journal and less for others. It also means that none of the good Guild members who stuck with the strike gets a job back. Nobody went on the preferential rehiring list. (In lay-offs between 1975 and 1977, many people went on the list. Nobody was recalled until June, 1979, when Rita Lenox went in as women's editor.)

Only a total of 10 Guild members returned to the Journal during the strike.

JEAN-RAE TURNER
Elizabeth Unit
New York Guild

Editor's note: In reporting terms of the settlement of the Elizabeth strike, the Feb. 8 Guild Reporter employed neither adjective nor adverb to characterize any of those terms. Unit membership approval of the settlement in concept, after earlier rejecting it, and Guild advice against individuals choosing placement on the rehire list in lieu of sharing in the financial settlement were reported in the Jan. 11 Guild Reporter.

GUILD EX-LEADER GUIDES IT

Journalism program aids Canada's Indians

By DONNA BALKAN
Ottawa Guild

TNG's International Executive Board at its winter meeting in January called upon the Canadian government to continue its three-year-old experimental program of journalism training for the nation's Indians. The program then was under review.

At the end of February, J. D. Nicholson of the Ministry of Indian and Inuit Affairs wrote to TNG's Canadian office that the program is to be continued for another year "while consideration is being given to a more permanent arrangement."

Ottawa—A Canadian government program designed to teach native Indians journalistic skills will be entering its fourth year this summer and organizers are optimistic about the project's future.

Started in 1977 by the federal ministry of Indian and Northern Affairs, the program originally involved selecting native students for a summer course at Ottawa's Carleton University, which houses Canada's largest and best-known journalism school. Carleton professor Robert J. Rupert—former TNG Canadian director, international representative, TNG vice president from Canada and Ottawa Guild president—was asked to co-ordinate the program and teach the courses.

During the first year, the six students chosen from some 70 applicants included an Ojibway from British Columbia, a Cree from Manitoba, a Huron and a Micmac from Quebec and a Micmac from Nova Scotia. They were brought to Ottawa and paid a government salary during the training, which included the equivalent of a first-year university course in basic reporting as well as instruction in typing and photography.

Six more students participated in the program during its second year, which added cross-country assignments and a special project to increase the students' awareness of native achievements.

After the second year, Rupert was asked to assess the value of the program and suggested that the training should move to the areas where the Indians actually live. He said asking the students to cope with the culture shock involved in moving to Ottawa hampered the program's effectiveness and the government agreed to give the project a new focus.

Last summer, two native newspapers were selected for an on-the-job training program, the Wawata News in Sioux Lookout, Ontario, and the Micmac News in Sydney, Nova Scotia.

Accompanied by photographer and Ottawa Guild member Ron Poling, Rupert travelled to Sioux Lookout and effectively served as editor of the paper for a five-week period. Assistance was given in assignments, interviewing skills, organizing material, editing, layout and distribution, as well as a one-week crash course in photography.

Although the Micmac program was similar in content, it had a slightly different character because the paper operates in an urban community and thus competes with other local media. When it was over, Rupert said the paper put out by the Indians was "as well-edited and well-written as the Thompson-owned newspaper in Sydney."

This summer, Rupert hopes to conduct a follow-up program in Sioux Lookout as well as a new project involving the Native Press in Yellowknife, Northwest Territories.

Describing the program as extremely successful, Rupert said some of its graduates have already made their mark on Canada's native press, which includes some 49 publications across the country.

Gilbert Oskaboose, a graduate of the 1977 session, is now editor of the Ottawa-based Indian News and another participant, Karen Isaacs, currently edits the newsletter put out by the National Indian Brotherhood.

Although the project's main aim is to improve the communications skills of those working in native media, Rupert hopes its effects will also spill over to the commercial press. While no exact figures are available, government officials agree that native Indians are greatly underrepresented on the reporting and editing staffs of Canadian dailies. That situation could change as more Indian students acquire journalistic skills.

First sitdown in 1842

Washington—The first sit-down strike in the United States occurred in 1842, when puddlers and boilermakers in Pittsburgh seized a mill, according to "Labor Firsts in America," a publication of the U.S. Department of Labor.

ABC Audit Report-Newspaper

(Initial Audit)

CITIZENS' VOICE (Morning)

Wilkes-Barre (Luzerne County), Pennsylvania

PROOF COPY

TOTAL AVERAGE PAID CIRCULATION FOR 6 MONTHS ENDED DECEMBER 31, 1979:

	AVERAGE PAID CIRCULATION
	Morning
1. TOTAL AVERAGE PAID CIRCULATION	45,074
1A. TOTAL AVERAGE PAID CIRCULATION BY ZONES: CITY ZONE	

45,074 pay for Citizens' Voice

The Audit Bureau of Circulation's publication of its initial audit of the circulation of the Wilkes-Barre Citizens' Voice, released March 12, reports 45,074 "total average paid circulation" for the strike paper for the six months ended Dec. 31, equivalent to one paper for each of the 45,040 households in the "city zone." Capital Cities' struck Wilkes-Barre Times Leader, meanwhile, remains under "temporary suspension of service" by the ABC, the industry agency that certifies that the public is buying as many copies of a paper as the publisher claims. The Times Leader, in its promotion advertising is claiming 70,000 circulation. The Feb. 12 issue of Standard Rate & Data Service's 'Newspaper Rates and Data' points a typographical finger, however, at an SRDS notice that "after three requests, publisher has failed to file circulation statement on SRDS form." SRDS is national advertisers' "bible."

Top to hit $409 at Wayne weekly

Wayne, Mich.—A three-year agreement between the Detroit Guild and the weekly Wayne Eagle increases the top minimum for key jobs by $79.94, to $409.68 a week, and provides for coverage under TNG's international pension fund.

The $79.94 increase goes to reporters, display and outside classified salespersons, circulation district advisors, camera operators, photographers, artists and press operators in nine increments ranging from $6.59 to $15.76.

A holiday on the employee's birthday is added, for a total of seven, and a ban on discrimination is added to the contract.

Recognition that pregnancy disability must be treated the same as any other illness also is added to the contract and maternity leave is improved by addition of a guarantee that an employee will return to a comparable position without loss of seniority.

The top minimum for employees in the classified phone room and circulation clerks is increased by $51.03, to $261.56. That for switchboard operators, mailroom clerks and editorial assistants increases by $41.21, to $211.16.

A lump sum payment equal to two percent of each employee's earnings for the three months between the contract's effective date and its first increase is provided in lieu of retroactivity.

Payment to TNG's International Pension Fund of $4 per employee per week is to begin Jan. 1, 1982.

Circulation drops Guild in Brantford

Brantford, Ont.—Circulation employees of the Southam chain's Expositor voted 6 to 5 to decertify the Southern Ontario Guild as their bargaining representative in an election Feb. 5 supervised by the provincial labor board.

The Guild had represented the employees since the fall of 1978 and in an initial contract covering the group, signed last May, top minimum for district managers was set at parity with reporters and photographers. This meant average increases of more than $100 a week for experienced district managers.

GR schedule is rearranged

Washington—The Guild Reporter's publication schedule for 1980 has been rearranged to eliminate the second February issue, add a second issue in July and move June publication dates to the first and third Fridays of the month, editor James M. Cesnik has informed locals.

Decisions to make the changes were taken following publication of the Feb. 8 issue of the paper and were grounded on several considerations, Cesnik said in a subsequent letter to locals.

Among those considerations were a desire to contribute to the overall TNG effort to bring the international's general fund into balance for the fiscal year ending March 31 and the fact that adding a second July issue will "increase the opportunity for full explanation and discussion should there be a proposal for merger . . . headed for membership referendum" following TNG's 1980 Convention at the end of June, Cesnik said.

The Guild Reporter had been scheduled to publish a single issue in July, as is customary under its 22-issues-a-year schedule.

Moving June's publication dates to the first and third Fridays, from the customary second and fourth Fridays, was made necessary by the shift in the dates for the 1980 Convention to June 23-27 from a week later. The last day of the convention is June's fourth Friday.

Post-Intelligencer eliminates news artists, four unions react

Seattle—Reporters, printers, pressmen, ad sales people, mailers, clerical workers and more at Hearst's Post-Intelligencer are wearing buttons these days proclaiming that "People Are Essential."

They've been doing so since a few days after the paper's management on Feb. 22, at the end of the work-day, handed all six persons in the editorial art department letters informing them that the department—and their jobs—were being eliminated because there had been "a policy decision . . . to de-emphasize line art" in the paper.

When the Pacific Northwest Guild met with the company on the action, the director of employee relations, Dan White, said it was part of a program under which the publisher is examining "the essentiality of all jobs," the Guild reported.

The day the buttons made their appearance, Post-Intelligencer employees also wore red arm bands and passed out leaflets to the public explaining that they were red because that's the color for anger, compassion, caution and stop. The leaflets were issued jointly by the Guild, Typographical, Pressmen's and Teamsters unions.

One of the six, an exempt supervisor, was transferred to doing editorial cartoons, the Guild reported, while another transferred back to the advertising art department under the Guild contract.

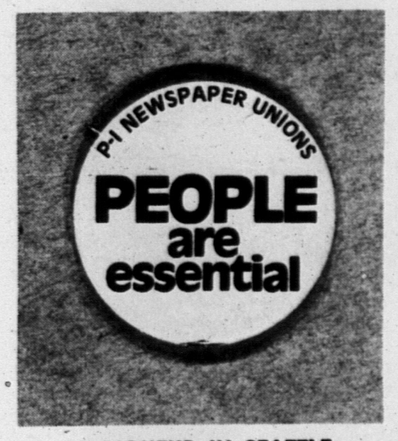
Those with no such options had as may as 31 years' service with the paper. Three of them are over 50, two over 60.

White told the Guild that the company would give the four "every possible assistance in . . . finding new jobs . . . or preparing resumes . . . or whatever else we can help them in," the Guild reported.

Others at the paper shouldn't worry, White said, adding: "The P-I is healthy."

"Decisions like this are made from a strictly business point of view. . . . These artists, well . . . we don't think we need them anymore," White told the Guild.

The employees' "People-Are-Essential" buttons are printed red on white —the same color combination as the Post-Intelligencer's circulation trucks.



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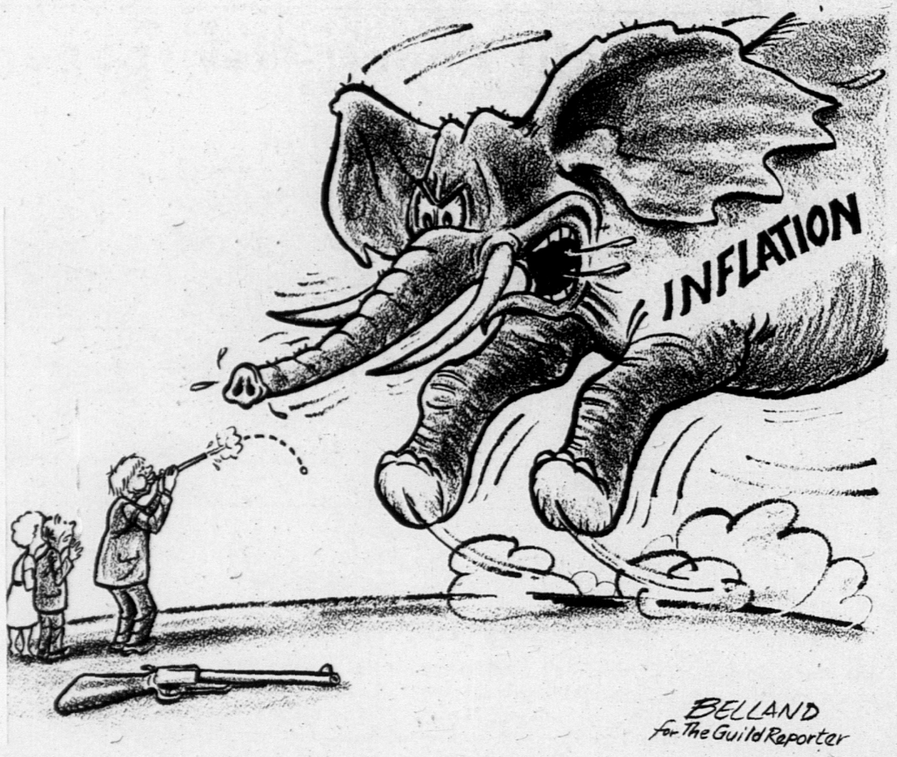

DATELINE: OTTAWA

Born-again Trudeau government is busily closing the windows

By HUGH WINSOR, *Toronto Guild*

THREE ANNOUNCEMENTS since the born-again government of Pierre Trudeau was sworn in again in Ottawa provide cause for Canadian journalists to be concerned about their future relations with the government.

The first was that Michael Pitfield, the former secretary to the cabinet and head of the civil service, is being recalled from his teaching post at the Kennedy School of Government at Harvard to resume his former duties.

There is no strictly comparable position in the American government, but his power and influence are at least equivalent to a Haldeman or a Haig. What is significant is the fact that he is responsible both for security and for controlling the information released about cabinet operations.

He is very paranoid about leaks and has been quick to send the Royal Canadian Mounted Police into the fray when relatively innocent documents have surfaced in the press.

Second, he shares his boss Trudeau's low opinion of journalists and their role in the public process.

For many years he refused to be interviewed or to return reporters' calls. But more recently, he discovered a friendly journalist could be a useful tool. But he believes the public has no need to know how cabinet decisions are taken, only what the results of those decisions are.

Mr. Pitfield was instrumental in crafting the loopholes in the freedom-of-information legislation under discussion at the time the Liberals were defeated in May 1979 so that all cabinet-related documents would be protected from disclosure.

He was also pre-occupied with limiting the political damage from the revelations about the misdeeds of the RCMP which are now subjects of an intensive inquiry.

WHICH BRINGS US to the second announcement. Francis Fox, the secretary of state, will be responsible for reviving the stalled freedom-of-information bill. Mr. Fox, however, was the cabinet minister responsible for the RCMP in the previous Liberal administration.

His subsequent testimony before the inquiry into the RCMP shows that he was much less than candid in what he told Parliament about the Mountie irregularities when they were first revealed.

It also has been shown that he, himself, was deceived by the RCMP at the time, but when questioned about it recently he offered lame excuses for the Mounties instead of criticism for their deceptions. In other words, he came down on the side of the coverup.

FINALLY, Prime Minister Trudeau's office announced he has abandoned his former tradition of holding a weekly press conference. The harbinger of Mr. Trudeau's attitude came during the six-week election campaign during which he agreed to answer journalists' questions only once.

He has not met the press since the election and the indications are that he will not be available until after Parliament resumes in mid-April. That is more than two months during which the government is accountable neither to the Parliament nor to the press.

IT IS CLEAR that Mr. Trudeau has decided that he won the election with a clear majority while ignoring the press so he can get away with the same attitude while in office, especially since he has decided to retire before the next election.

Shorter-week bill endorsed by IEB

Washington — It's time for a shorter work week and higher priced overtime throughout the United States, TNG's International Executive Board said during its winter meeting.

And it endorsed a bill in the House of Representtives (H.R. 1784) that would do both.

"While unemployment grows, many employers work their employees extensive—and exhausting—overtime" because "it is cheaper to pay time and a half than to pay the extra cost of fringe benefits for another employee." As a result some have to work overtime against their wills while others go without jobs, the board pointed out in a resolution.

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DAY BOOK

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.

Western District Council, spring meeting, May 3-4, San Diego (tentative).

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

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

As they put it

A message for Congress

The catch phrase these days is "deregulation."

According to the myths that business associations propagate, business is hog-tied by government red tape; free enterprise is stifled by nit-picking government inspectors who get in the way of production.

Many members of Congress have decided that "consumerism" is a concept whose time has passed and that business interest groups, with their home-state links and fund-disbursing political action committees are to be cultivated.

So we see repeated attempts to limit enforcement of the Occupational Safety & Health Act.

We see fast-food chains headed by big political contributors posing as the champions of youth employment in repeated attempts to escape the Fair Labor Standards Act.

And corporate farm interests worry over small children denied the opportunity to work in the fields because of child labor protections written into law by an earlier generation of worker and consumer advocates.

Most recently, we have seen in both the House and Senate a gangup by an assortment of business interests on the Federal Trade Commission.

The FTC is one of the oldest government regulatory agencies and its mission has always included protection of the public from deceptive trade practices by business. As long as the FTC operated largely as a government-funded better business bureau dealing with individual cases such as a merchant's "bait-and-switch" advertising for a Washington's Birthday sale, there weren't too many grumbles.

Complaints were more likely to come from consumer groups, and in fact it was the FTC's reluctance that fueled demands for an independent consumer protection agency to represent the public in the government regulatory process.

Lately, however, the ire of the business lobbies has been aroused by a combination of new leadership in the FTC and a broadened grant of authority in a 1975 law allowing the agency to make rules affecting entire industries.

Both the House and Senate, in different ways, caved in to trade association pressures in pending legislation. The House-passed bill goes so far as to allow either the House or the Senate to veto any FTC regulation by a simple majority.

Whether the final version is only mildly damaging or severely destructive of consumer interests, it won't be the last attack on the FTC, just as past congressional curtailments of OSHA jurisdiction haven't stopped continuing assaults on job safety and health protection.

We must make Congress aware that the attacks on consumer protection are attacks on the nation's best interests as well as on workers and their families.

—From an AFL-CIO News editorial

The Guild Reporter

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JAMES M. CESNIK
Editor

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