

VDT beefs real, Milan conferees told

By DAVID J. EISEN
*Director of Research & Information
Milan, Italy*—The complaints of VDT operators are real. They are worldwide. And they can, to a great extent, be remedied.

Those were the conclusions emerging from 40 papers presented by scientists from Europe, the United States and Japan at a three-day conference on the "Ergonomic Aspects of Visual Display Units" held here March 17-19.

Ergonomics is a computer-age term meaning the study of the relationship between human beings and machines. In the case of VDTs, the conference made clear, that relationship is badly in need of repair.

Participants in the conference heard one scientist after another report on studies showing marked vision difficulties, postural problems and stress among VDT operators, many of them in contrast to control groups of other office workers.

While there were differences on some aspects of the problem and some areas of the solution, requiring more research, there was agreement on a solid bedrock of remedial measures.

Prominent among the latter are adequate rest breaks, proper lighting, elimination of glare, detachable keyboards, adjustable furniture and improvements in machine design.

The conference provided evidence

that VDT manufacturers, at least, are not unmindful of the problems. While the meeting was sponsored by the Permanent Commission and International Assn. on Occupational Health and the Carlo Erba Foundation of Milan, it was financed, to a considerable extent by the manufacturers, including IBM. And prominent among the participants; 21 of the 160 who attended were from IBM alone.

Emerging union experience was also recognized at the conference. A representative outlined the steps taken by Austrian unions to meet VDT problems and guidelines on VDTs developed by British unions were presented in another

paper presented at the sessions. Existing knowledge about VDTs prior to the conference was summarized in an introductory paper by Etienne Grandjean, director of the Swiss Federal Institute of Technology's Department of Health and Ergonomics and chairman of the conference.

Grandjean, a pioneer in VDT research, cited as chronic such visual complaints as eye strain, eye irritation, tearing, focusing difficulty, blurring or double vision and general eye discomfort.

He presented figures from a study showing that 38 percent of a group of VDT operators doing straight VDT-

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More talks proposed on merger

By JAMES M. CESNIK
Editor

Washington—There will be no proposal for merger of TNG and the International Typographical Union before the International Executive Board at its spring meeting the end of this month nor before TNG's 1980 Convention at the end of June.

There will be a recommendation from TNG President Charles A. Perlik, Jr., for renewal of the mandate to continue talks aimed at the international unions' merger.

That was the message in a special report by Perlik to Guild locals on the status of TNG-ITU negotiations following the latest merger meetings, March 30-April 4 in Colorado Springs.

After the previous merger meeting, at the end of February, Perlik had said he saw it as increasingly unlikely that a full merger proposal could be completed in time [Guild Reporter, March 14].

In his April 10 report to locals, he said "it now is beyond question" that "time has run out, cancelling any prospect" for a full merger proposal for consideration under the Guild's "regular and usual processes this year."

There is not enough time to complete an agreement before the IEB meeting begins April 28 and moving the board meeting closer to the convention would "deprive the membership of time to work its will on any IEB decision in advance of the convention," Perlik said. IEB approval is the first requirement for merger approval in the Guild; then a convention and finally referendum.

At the same time, he expressed confidence that he and ITU President Joe Bingle "will work out a format and timetable" for future meetings that would produce "a complete merger plan."

"Full agreement on and understanding of the concepts" that would govern a new union's operations are "too fundamental" and mean more than "obedience to anyone's timetable," he added, an apparent reference to the

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The GUILD REPORTER

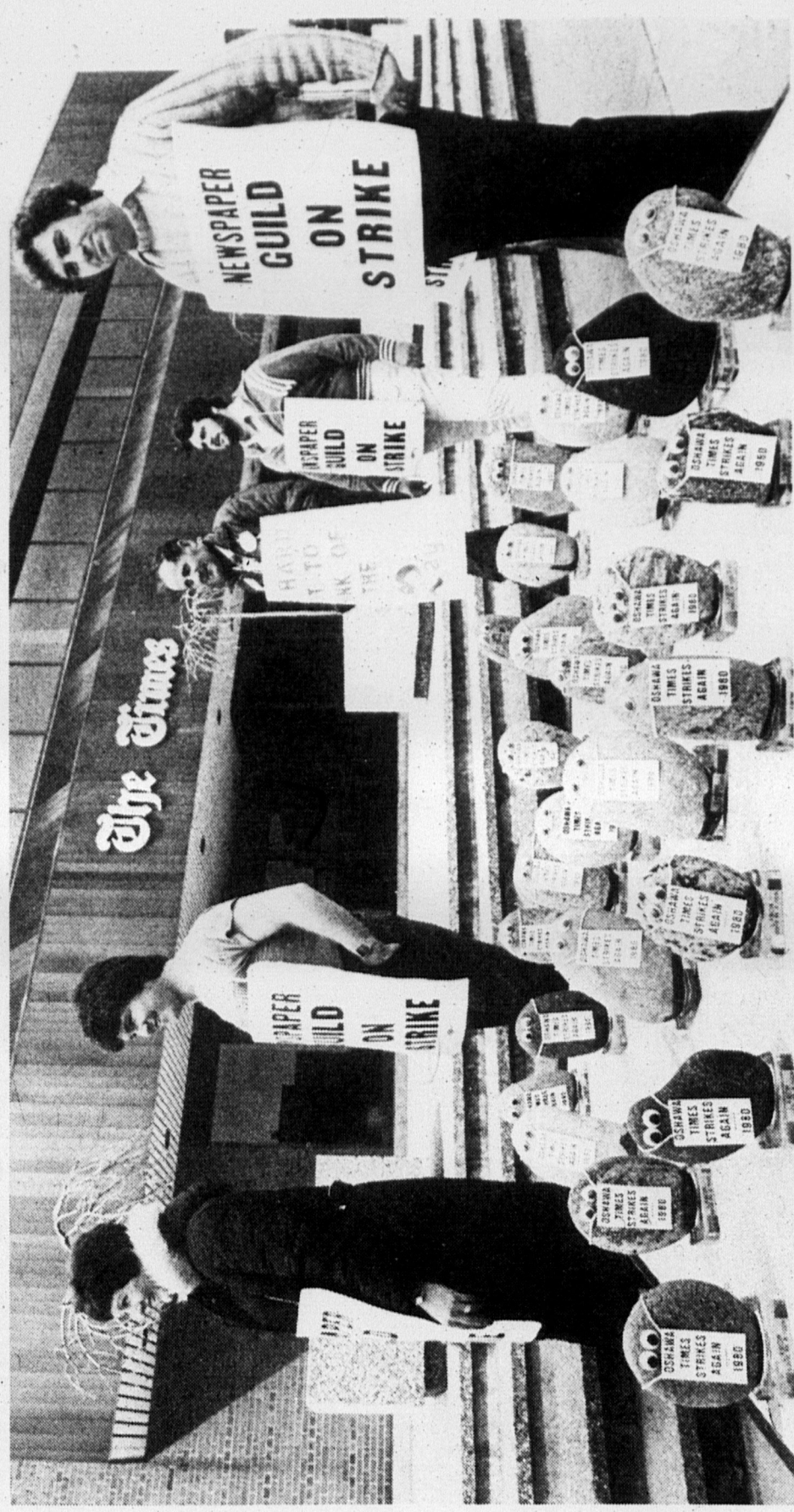


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Christopher Almey/Oshawa Unit/Southern Ontario Guild

'Picket rocks' join Guild's Oshawa strike effort...see page 5
Behind them, other pickets are Rose Whyte, Grant MacKenzie, Bruce Jones, David Bell and John Bryant

Wisconsin doctors set VDT stress study

Washington — University of Wisconsin occupational health scientists have agreed to undertake an exploratory study of stresses experienced by newspaper employees who work on video display terminals (VDTs). TNG announced April 10.

Subjects of the study will be Guild-covered employees at the New York Times.

Expected to get underway late in the fall, the study is in response to a request by TNG and will be carried out with the assistance of the New York Guild.

The co-operation of the Times is being sought in connection with any work-place measurements the scientists may desire to make auxiliary to the study. The study will draw upon preliminary findings from a study

the scientists are in the midst of conducting among employees of the State of Wisconsin under a contract from the National Institute of Occupational Safety & Health (NIOSH). That undertaking officially is called an "exploratory evaluation of VDT operator stress/strain."

Chief architects of the Wisconsin study and that to be done

at the Times are Steven L. Sauter, Robert Arndt and Mark Grottel, all of the Occupational-Environmental Medicine and Toxicology Section of the Department of Preventive Medicine at the university's Center for Health Sciences.

Sauter said they expect to "administer" a questionnaire—to be specially drawn from preliminary

data from the Wisconsin study and from recommendations by the New York Guild—to up to 100 persons in the Times study. Responses from VDT operators at the Times will be measured against a control group made up either of other Times employees or of persons in the study of Wisconsin State employees.

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Phoenix Guild leader is fired after NLRB cites paper for firing editor

Phoenix—The NLRB here has accused Phoenix Newspapers, Inc., of firing a Guild-exempt Arizona Republic editor because he "refused to participate or cooperate in... efforts to discriminate against" a reporter for her Guild activity and for having filed sex discrimination charges with federal and state agencies.

Less than a week after the NLRB action, the Republic also fired the reporter, Bonnie Bartak—the Phoenix Guild's secretary, a former president of the Arizona Press Club and a veteran of seven years on the paper's staff—

on grounds she failed to pass two successive 90-day probationary periods.

The accusation in the editor's firing is one of four counts of unfair labor practices in a complaint issued March 28 by the National Labor Relations Board's Phoenix office against Pulliam's Republic and Phoenix Gazette on charges brought by the Phoenix Guild. Additional charges were brought following Bartak's firing.

The other allegations in the March 28 NLRB complaint: ✓ The company illegally dis-

criminated against Bartak by imposing the probationary periods, by transferring and reassigning her to "a more onerous and less desirable job" and by refusing to reassign her to her former job—all because of her Guild activity and the sex discrimination charges. Bartak was reassigned to the night police beat, from urban affairs, about Jan. 4.

The newspaper company moved against Bartak and John G. (Jack) Mayne, Jr., the fired Republic economics editor and a former city editor with the Seat-

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Per capita to rise by 40¢

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On the 'soft' life of carriers

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No merger proposal; renewed mandate sought

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often stated goal of having a full merger proposal ready for submission to the convention in June.

As the Guild of necessity spends "most of its time in the weeks ahead preparing for its convention . . . it repeats and stands by its oft-stated commitment to merger, and with the ITU," Perlík wrote.

He called "notable and significant" the "progress and agreement" reached in "substantial and fundamental areas" during 41 days of merger talks since TNG's 1979 Convention, adding, however, that the talks never produced as much progress as the merger committees hoped for at each meeting's start.

The latest sessions in Colorado Springs produced "numerous, and important, proposals and suggestions . . . but despite the best of intentions there was no hope of total agreement before the scheduled end of the meeting."

he wrote to the Guild's locals. The sessions were preceded by a meeting in mid-March in Washington of the joint TNG-ITU task force: TNG Secretary-Treasurer Charles Dale and Field Operations Director J. William Blatz plus ITU 2nd Vice President Robert L. Wartinger and 3rd Vice President Allan J. Heritag.

Later, the merger summit committee—the task force members plus Perlík and Bingel—and the other merger committee members at the Colorado Springs meeting agreed to recommendations by the task force for actions to be taken by each union before a merger may be put into effect.

Under those agreements, the ITU would end its ITU Mortuary Plan on the date of merger and the Union Printers Home would become a separate entity with no obligations for it accruing to the new union.

In addition, the ITU agreed that it "will continue to reduce

annual expenses and overhead" and will have "\$1 million in cost reductions in place or in progress, in aggregate, prior to the date of merger."

"This will be achieved through reductions in staff, printing, maintenance, utilities and any other area where cost-cutting is deemed feasible without seriously impairing essential services," under the agreement.

The ITU Review reported that the union's secretary-treasurer has said that "our projected income this year will reduce revenue to the ITU [by] an estimated \$850,000" and that "appropriate

steps are being taken to reduce expenditures in all areas to reflect this reduction in revenue."

The Review also reported that the ITU "will endeavor to rent or lease unused space in the ITU Training Center complex to increase income to the new union."

The Review also reported that the ITU projects a \$5 million balance in its strike fund before merger, that it estimates its Colorado Springs buildings, equipment and facilities to be "conservatively worth \$3 million" and that the union has no outstanding debts.

For its part under the agree-

ments, TNG will fund or pay off, prior to merger, its total compensatory time obligation to its staff—\$231,532.87 on Jan. 1, 1980.

TNG also will fund or pay off before merger its total severance pay obligation to its staff, "which obligation will total no more than \$492,510.59 as of Dec. 31, 1980."

TNG merger committee members also pointed out that the union's Defense Fund—barring unforeseen circumstances—will be back to even with the board in June and will have a balance on the plus side in August.

Teleram reports new 2277 tests, user group raises some questions

White Plains, N.Y.—Teleram has notified newspapers and other firms that have its 2277 video display terminals that tests for nonionizing radiation emissions by the U.S. Bureau of Radiological Health show that both the old and new models of the desk-top machines are safe to use.

However, an officer of the Teleram Users Group a week later said that a follow-up for the group showed that it could be too soon to draw a firm conclusion from the bureau's tests.

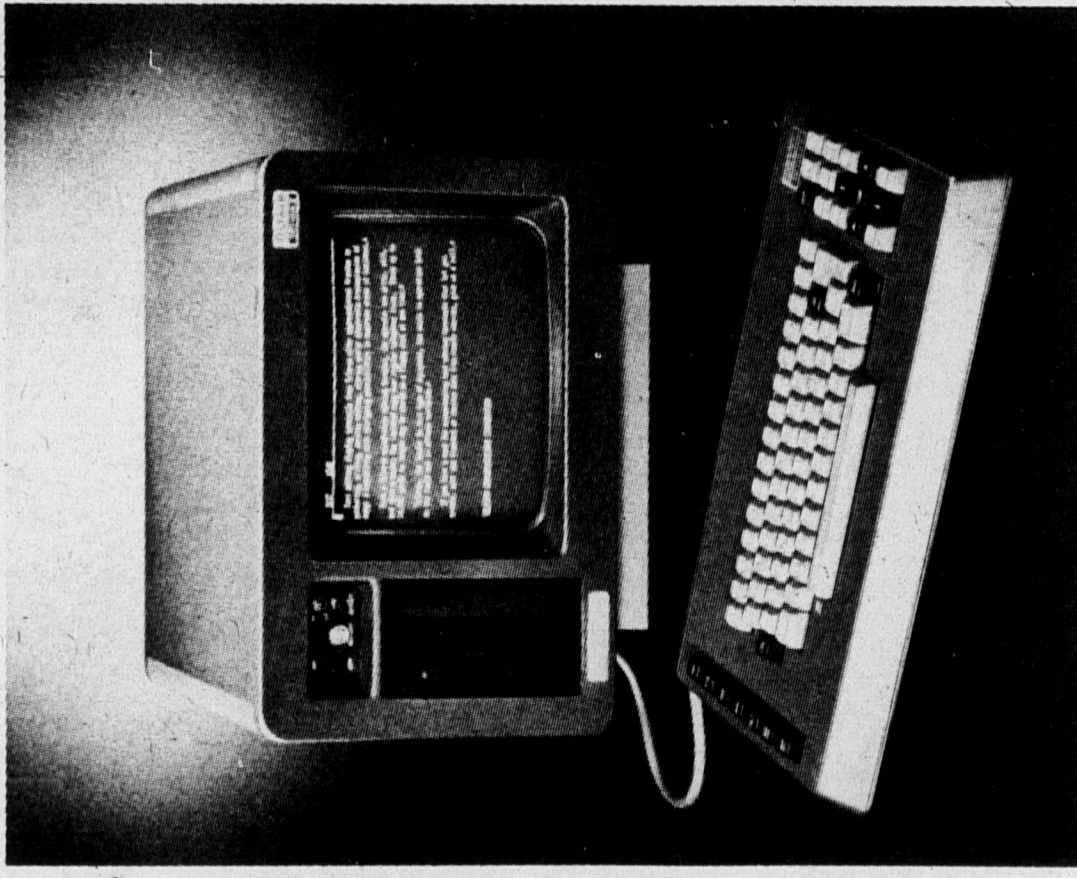
Teleram President C. J. Satuloff said in a March 26 memo that a representative of the bureau had told him the day before that laboratory tests of both Mark I and Mark II 2277s showed radiofrequency emissions of less than 0.5 milliwatts per square centimeter, which the representative called "very acceptable."

However, Bruce Adomeit, technical co-ordinator for the Minneapolis Tribune and secretary-treasurer of the Teleram Users Group, said in an April 2 letter to Satuloff that:

✓ As of April 1, the bureau had not prepared a written report of its tests of Teleram Mark I and Mark II models for nonionizing emissions.

✓ The same bureau representative Satuloff talked to told TUG that he did not know at what distance readings had been taken on the machines provided by Teleram.

✓ The representative said he would follow up TUG's inquiries to insure that measurements included readings directly on the



TELERAM'S NEW 2277 MKII DESK-TOP VDT
Sales literature promotes detached keyboard "that adjusts to any position most comfortable for you. No more glare, no cramped positions." Screen angle adjustment is an option.

machines' cabinets.

TNG at the end of February recommended, in the face of conflicting reports on radiation emissions from 2277 Mark I models, that locals with members working on them insist that managements have metal shields installed and warn members against resting any part of their body on top of the machines [Guild Reporter, March 14].

Tests at two newspapers during the previous eight months had produced nonionizing radiation readings directly on the tops of machines that exceeded U.S. government standards.

Teleram made available metal shields for installation on the machines at \$40 each. Since Jan. 1, the Mark I model has been superseded by a Mark II model which has a metal case, instead of structural foam, and a detached keyboard instead of an attached, nonadjustable one.

Satuloff wrote March 26 that the Bureau of Radiological Health tests were made on both the Mark I and Mark II models. The Mark I was tested both with and without the metal shield and in both cases the reading was

under 0.5 milliwatts, he said.

Adomeit wrote Satuloff that it is imperative that the question of VDT safety, "both from a radiation and an eye-damage standpoint," be settled.

"If they [VDTs] are not safe, then it's imperative to determine the degree of danger and what can be done about it," Adomeit wrote, adding that "the future of the newspaper industry depends heavily on continued, and safe, VDT use."

Meanwhile, at least one more newspaper has had metal shields installed on its 2277 Mark I models. The Harrisburg Patriot reported that Newhouse's Patriot and News had the devices put on all 12 of its units in its bureaus on April 4.

Shields also have been installed on the machines by the Minneapolis Tribune, the New York Times, Newsday, the Seattle Times, and the Vancouver Sun and Province.

Adomeit reported that the nonunion Los Angeles Times, the largest single user of the machines in the United States, had the shields installed on all of its 50 or more Mark I models.

VDT stress test set at New York Times

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The Wisconsin study is aimed at "identifying the most important stressors" among a wide variety of complaints voiced by state employees working on VDTs, Sauter said.

That study is focusing on three areas:

✓ "The visual characteristics of VDTs and the work area," covering things like glare from the screen, source materials, walls, windows and room lights, as well as contrasts and flicker rates.

Long Beach ups pensions

Long Beach, Calif.—A 25-percent increase in pension benefits and a reduction in normal retirement age to 64 has been approved by Guild-management trustees of the pension plan covering Los Angeles Guild members at Knight-Ridder's Long Beach Independent and Press-Telegram.

The 25 percent increase goes to the monthly pension benefit of future retirees and is retroactive to Jan. 1, 1979, for those who've retired since then.

Persons who retired before 1979 get a 22.5 percent increase in their monthly pension, retroactive to Jan. 1, 1979, and a 14.5 percent increase retroactive to their dates of retirement.

Several retirees will receive retroactive payments of more than \$1,000; the highest being \$1,574, the Guild reported.

The normal retirement age was reduced by one year, to age 64.

The plan was also improved by lowering the reduction-in-benefit factor used in computing benefits of employees choosing early retirement.

Under the local's contract with the papers, the employer makes weekly payments to the pension fund equal to six percent of salary.

A monthly pension of \$321 is the highest currently being paid under the plan, established in 1970.

✓ "Anthropometrics," which Sauter describes as the "physical interface" between operators and VDT systems. It covers such things as the "postural requirements" of operators and whether key boards are adjustable to suit the operators.

✓ "Task characteristics," which Sauter said covers things like work pacing and work loads and whether VDT operators are made "slaves of the computers" to which their machines are connected.

The university scientists hope to have enough preliminary data by late May or early June to guide them in shaping the Times study, Sauter said.

The researchers expect some time late in the year to issue a summary of their findings, from the Times study and "a discussion of the implications" of those findings that may include suggestions or recommendations for steps that might be taken to eliminate or lessen stress determined to be associated with operating a VDT.

TNG has offered to share the costs of the study with the New York Guild. Maximum costs are expected to be \$800.

BNA minimum to hit \$602

Washington—A two-year contract between the Washington-Baltimore Guild and the Bureau of National Affairs, a newsletter and labor relations reporting service, raises the top minimum for the highest group of covered employees—including some reporters and editors—by \$44.60, to \$602.85 a week, retroactive to March 1.

The settlement provides for an eight percent increase in minimums and salaries retroactive to March 1 and a nine percent increase a year later if the cost-of-living rises by that much. Second-year increases of at least 7.5 percent are guaranteed in any event.

The service requirement for a fifth week of vacation is reduced by three years, to 17. Five days of unpaid paternity leave are added to the contract.

Employees assigned to work on VDTs will be reimbursed up to \$25 for an eye examination every two years.

Tuition reimbursement is increased by a total of \$100, by \$50, to \$750 per course in this year and to \$800 in 1981.

Sexual preference is added to the areas in which the company cannot discriminate.

The eight percent increase, retroactive to March 1, takes the lowest top minimum—that covering messengers and bindery col-lators—up \$17.12, to \$231.66. The top for messenger-driver goes up \$19.01, to \$257.06, and that covering secretaries is increased by \$23.53, to \$318.12.

The lowest top minimum covering reporters is increased by \$36.05, to \$487.33, retroactive to March 1.



Frontpage, New York Guild

Boycott in Brooklyn

Alex Beauchamp, of the New York Guild's Consumers Union, with an assist from son, Martin, distributes handbills calling for boycott of five Courier-Life weeklies in Brooklyn. National Labor Relations Board complaint accuses the papers of firing 21 employees for supporting an on-going Guild organizing effort at the papers. Hearings on the complaint late last year took 20 days and produced more than 4,000 pages of transcript. An administrative law judge's ruling is awaited.

AP steward transfer called unfair

New York—Associated Press complained to the managing editor that the schedule failed to provide for July 4 as a contractual holiday and suggested ways to change the schedule to avoid making AP liable for payment of penalties under the contract. The changes were made later that day by the interbureau editor, saving AP "considerable extra wages," the local reported. The steward, however, was warned against any further involvement in desk matters. The Guild reported that the steward, who works on AP's general desk here, in June had

plinary warning entered in his personnel file, the Guild charged. During grievance meetings AP representatives repeatedly denied that the steward had been threatened and refused to remove the warning from the file, the local said.

Meanwhile, a Guild grievance over a Hartford bureau staffer's being docked 5½-days' pay after he testified under subpoena in an NLRB hearing was settled when AP paid the staffer for all but one of those days, the Guild reported, noting that it took responsibility for giving the staffer inadequate notice of the hearing date. The staffer was subpoenaed at the Guild's request.

While the staffer had no control over the hearing's timetable, he was blamed by AP for "disrupting the schedules" of others by his absence, the Guild said.

Canada's price elevator

The table below records the ascent of Canada's Consumer Price Index over a 24-month period following a 1.7-point increase in the index in February, to 201.8, up 17.4 points from February, 1979, and 32.9 points from February, 1978. The first column lists the index for each of the last 12 months, the second the percentage increase over the same month of the preceding year, and the third, the percentage increases over February 1978.

	Index*	Same month prior year	Percentage over Feb. 1978†
March, 1979	186.6	9.2	10.5
April	187.9	9.8	11.3
May	189.7	9.3	12.3
June	190.6	8.9	12.9
July	192.1	8.1	13.7
August	192.8	8.4	14.2
September	194.5	9.6	15.2
October	195.9	9.3	16.0
November	197.8	9.4	17.1
December	199.0	9.8	17.8
January, 1980	200.1	9.5	18.5
February	201.8	9.4	19.5
*1971 = 100			†Index = 168.9

per capita. It also provides that the rate be in effect from May through April, unless changed by the International Executive Board or TNG's annual convention.

The per-capita formula, adopted by TNG's 1964 Convention, bases payments, like local dues, on members' wages. It ties the per capita to a percentage of the average reporter top minimum in effect each April 1 at newspapers published at least five days a week.

The new top-minimum average, computed from 126 contracts, was \$397.13 a week, an increase of 6.4 percent over 1979's average of \$373.17. (The per capita increase is 5.7 percent, compared to 5.57 percent a year ago.)

The new top-minimum average was multiplied by 0.0165, producing a figure of \$6.55265, rounded to \$6.56, the next higher cent, under the constitutional formula. A special 10-cent increase voted by the 1969 Convention and a special 75-cent increase approved by the 1978 Convention were added to produce the \$7.41 per capita.

In establishing the per-capita formula in 1964, TNG determined that the then-existing per capita of \$2.30 represented 0.01625 percent of the 1964 top

minimum average of \$141.83 a week. The 1967 Convention changed the formula to 0.0165 percent.

The formula is designed to provide TNG with an increasing level of income to meet rising costs geared to the increase in members' income.

Compilations made in determining the new per-capita rate showed that 59 of the 126 reporter top minimums in effect April 1 had increased by more than the \$23.96 increase in the average. Thirty-eight were up by \$30 or more a week, with 24 up by \$40 or more a week and 16 up by \$50 or more a week.

The same compilation showed that there now are 61 daily newspaper contracts with top reporter minimums at or above \$400 a week, up 15 from a year ago, 35 contracts with reporter top minimums of \$450 or more, up from 17, and eight with top minimums of more than \$500 a week.

Fifty-seven reporter top minimums were between \$300 and \$400 a week, 13 fewer than last year. Eight contracts provided minimums of less than \$300 a week, down from 14, and only one contract provided a reporter top of less than \$200 a week.

First per capita at the new rate are due at TNG by June 15.

Dipman, was IEB member, Hearst Council chair, at 74

Millbrae, Calif. — Alfred C. Dipman, former TNG regional vice president, president of the San Francisco-Oakland Guild and chairperson of the Guild's old Hearst Chain Council for a decade, died here March 17 after a long illness. He was 74.

Dipman was elected to the International Executive Board as vice president from Region 4 (the U.S. West) in 1949. He was re-elected to two subsequent terms but lost a bid for a fourth to Fred Fletcher, now SFONG's executive secretary.

An assistant city editor for the old San Francisco Call-Bulletin when he was elected to the IEB, Dipman had worked for one or another of the Hearst dailies in Hearst Council negotiating committees, was a delegate to Guild conventions from the mid-1940s into the 1960s, served as Call-Bulletin unit chairperson and was SFONG's treasurer in 1958. He first was named chair of the Hearst Chain Council in 1946. He was president of SFONG in 1945.

Dipman is survived by his wife Christine, two children and four grandchildren.

Contract at Union Advocate

St. Paul—The Union Advocate will increase its payment to TNG's International Pension Fund by \$30 per employee per week under a new two-year contract with the Twin Cities Guild.

The increase takes the publisher's weekly payment to \$40 per employee, the highest payment for any group covered by the TNG plan.

Top minimums for the only two covered jobs are increased by \$14.15 over the term, taking the top for editor to \$469.97 and that for sales manager to \$464.27.

The publisher's payment for health and dental insurance is increased by \$43.34, to \$115.29 a month. Mileage and auto allowance also are increased.

The Union Advocate is the weekly publication of the St. Paul Trades and Labor Assembly.

Washington unions form council

Washington—A joint council of 10 local unions representing newspaper employees has been formed here to promote unity, aid in meeting problems caused by automation and assist in coordinating negotiations.

William Boardman, president of the Columbia Typographical Union was elected the president of the Washington Council of Newspaper Unions. Dorothy A. Struzinski, administrative officer of the Washington-Baltimore Newspaper Guild, is the council's vice president, and local Mailers President, John J. Daly, is the secretary-treasurer.

Locals of the Teamsters, Pa-

TNG calls locals to 47th Convention

Washington—The official call to TNG's 47th Annual Convention, to be held June 23-27 at the Hotel Toronto in Toronto, has been sent to locals.

TNG Secretary-Treasurer Charles Dale reminded locals that Article VIII, Section 8 of TNG's Constitution requires election of convention delegates by

secret ballot where there is a contest and that U.S. law also requires secret ballot elections for conventions that elect officers.

A vacancy in the Region I vice presidency will be filled at this year's convention, or by a subsequent regional election if more than one candidate is nominated from that region.

VDT complaints real, Milan conferees told

VDT makers, buyers called key to solutions

Continued from Page 1

input work and 26 percent of a group that both retrieves and enters data on VDTs suffered eye strain, while 23 percent and ten percent respectively complained of eye pain.

In control groups of typists and general office workers, the percentages were considerably lower—23 percent for eye strain and nine percent for pain among typists and nine percent and two percent respectively among general office workers.

"There is no doubt that eye troubles are more frequent with VDU operators than in other groups," Grandjean asserted.

Aches and pains are also created by awkward postures, often resulting from poor workplace design, Grandjean said. He cited the absence of document holders, excessively high keyboards, low placement of source documents, insufficient legroom and lack of hand and forearm supports as the principal causes.

His recommendations:

1. Keyboards detachable from the display, to allow both comfortable keying and reading of the screen.
2. Devices to permit height adjustments of the desk, source documents and the VDT screen.
3. Chairs with back rests that are both high and adjustable.

Forearm and hand supports are needed, too, Grandjean said, but their exact nature requires more study.

Another leading researcher in the VDT field, Olov Ostberg of the Dept. of Human Work Sciences at the University of Lulea in Sweden, presented figures from a Swedish study showing that 75 percent of VDT operators complained of eye strain, 55 percent of back and shoulder pains, 35 percent of head and neck pains, 25 percent of arm and wrist pains and 15 percent of leg pains.

Experiments have shown, he said, that operators show changes in the speed at which their eyes can adapt to

work Psychology in Dortmund, West Germany, reported that a phosphor-refresh rate of 80 Hertz—or 80 cycles per second—is required for flicker-free operation. Virtually all VDTs in use in the U.S. and Canada operate at only 60 Hertz.

Health and Work Psychology Institute reported a study showing that the higher the keyboard, the higher the incidence of shoulder, back, neck, arm and hand pains. Lower keyboards are recommended despite the fact that operators have expressed a preference for higher ones, he said, but they must be coupled with a holder for source documents.

Hans H. Tjonn of the Norwegian Directorate of Labor Inspection reported ten cases of eczema, rash and other skin irritation among Norwegian VDT operators from an undetermined cause. He asked for information on any similar cases elsewhere.

Dr. Leonardo Ghiringhelli of Milan, reporting on a survey of VDT operators, said that in addition to eye strain reported by 50 percent, more than 43 percent reported suffering from anxiety and 40 percent from depression. Sixty-two percent did not want to continue VDT work.

Radl, in a second paper, said VDT work may be particularly troublesome for persons with pre-existing eye conditions. He reported that West German ophthalmologists estimate ten percent of the population should not work continuously on VDTs and three percent should not work on them at all, although he said they may be able to do so with special eyeglasses.

The experience of Austrian unions, which have sponsored scientific research on VDTs, was reviewed by Fred Margulies of the Austrian Trade Union of Employees in the Private Sector.

He emphasized that Austrian unions have been advised not to wait until VDTs appear on the scene but to get full information and start negotiating on VDT working conditions as soon as they learn the terminals are coming in.

The Austrian unions have set up a

screen. There was a significant correlation between complaints of visual fatigue and the VDT screen, and 29 percent of general fatigue.

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Oshawa unit fighting back with rocks

By BRAD SAVAGE

Southern Ontario Guild Oshawa, Ont. — While the wealthy Thomson Newspapers chain stone walls 49 Guild members here, the 49 are fighting back with rocks.

The 49—members of the Southern Ontario Newspaper Guild (SONG)—have been on strike against the Oshawa Times since March 26 to Oshawa demands for wage increases comparable to the inflation rate and for a company-paid drug and dental plan.

The paper has not published since the strike began. Meanwhile, as a money-making and morale boosting venture Guild-member and reporter Arlene Hakala has switched his personal side line—pet rocks—to picket rocks.

The "Guided rocks" sell for \$3 apiece (plus postage for mail orders). Each one comes with two beady little eyes and sports a miniature picket sign reading "Oshawa Times strikes again in 1980."

The slogan, "labor—solid as a rock," emblazoned on the base, and "union made" is, of course, stamped on the bottom.

The rocks are gleaned from the shores of nearby Lake Ontario. Proceeds go to the unit's strike fund. Hakala says initial sales are encouraging.

Mediation March 25 failed to bring about a settlement. In fact, it was not until the strike was a day old that the company even began talking about a drug and dental plan. A company 70 percent paid by the employee was offered to Times Pressmen in conciliation March 27.

Guild negotiators are seeking a 24-month contract with an 11 percent increase in the first year and ten percent in the second year—figures roughly equal to Canada's inflation rate. Eventual higher rates for lower paid classifications are also proposed. Current top reporter minimum is \$317 a week.

Wichita, Kan.—Editorial employees at the Wichita Eagle and Beacon voted 71 to 47 for bargaining representation by the Wichita Typographical Union on March 26.

The morning-evening-Sunday combination is part of the Knight-Ridder chain.

The Guild was certified as the bargaining representative for the group in 1971 but was unable to achieve an initial contract.

H. East, said the unit is the largest editorial group represented by an ITU local. The Typographical Union also represents the papers' printers and mailers.

The court in a 4-to-3 decision overturned a lower court ruling that the unemployment commission had erred in awarding benefits to members of the Guild and

St. Louis—The Missouri Supreme Court has upheld the payment of unemployment benefits to Guild members while they were laid off during a 1973 Teamsters strike at the Post-Dispatch.

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Choate, former leader in San Jose, dies at 47

San Jose—James R. (Jim) Choate, Jr., three-time president

of the San Jose Guild and a former president of the Western District Council, died here March 31, after a long illness.

He was 47.

During his first term as president, in 1966, the local won minimums

parity for classified outside salespersons with other key advertising and news jobs and parity for all key jobs at the Mercury and News with like jobs at the dailies in nearby San Francisco.

Choate also served as local president in 1967 and 1972 and won the local's highest award, the Frank Sauliere Award, for Guild service.

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Phoenix dailies cited for firing an editor

(Continued from Page 1)
tle Post-Intelligencer, "in order to discourage" others from "joining, supporting or assisting" the Guild, the NLRB charged in its complaint.

✓ The papers have illegally refused to provide the Guild with requested payroll and other information that is "necessary for and relevant to" its bargaining for an initial contract for the papers' editorial department employees.

The refusal constitutes refusal to bargain, the NLRB said.

✓ The papers by each and all of the actions cited have illegally interfered with, restrained and coerced its employees' exercise of the rights guaranteed them in the National Labor Relations Act.

The NLRB set a hearing on its complaint to begin on Aug. 26.

The complaint grew out of charges filed with the agency by

the Guild on Feb. 20. The complaint was silent on several other unfair labor practices alleged by the Guild, among them accusations that the papers transferred most Guild leaders and negotiators to undesirable shifts and assignments, that false evidence was used to discipline and harass Guild adherents, that some Guild leaders and adherents were on a list to be "purged."

Also, that the papers had subcontracted work without consulting the Guild, that they had unilaterally posted a "wage scale" higher than the last proposal to the Guild after declaring an impasse in bargaining and that they had refused to deal with the Guild on disciplinary matters aside from bargaining.

A Guild allegation that a union officer's telephone in the papers' plant had been bugged was withdrawn. The local said, how-

ever, that it will be refied with new evidence.

(The Republic and Gazette filed a libel suit for \$50 million in damages against the Guild, Guild leaders and a Phoenix weekly three days after the NLRB complaint was issued. The suit alleges that the Guild and its leaders "impeached" the papers' "honesty, integrity and reputation" in a membership bulletin that reported in detail on the local's filing the unfair practices charges with the NLRB.

(It was the second libel suit against the Guild growing out of organizing and bargaining efforts at the Phoenix papers. On Jan. 30, Melvin P. Anderson filed a \$450,000 suit against the Guild Reporter over a characterization of him in a March 23, 1979, article on an unsuccessful certification election at the papers. Anderson, of the Western News-

Guild files exception to bias pact

his or her former job. This provision could have a "chilling impact" on promotions since failure to pass probation would result in discharge, she said.

The agreement also permits the rejection of an otherwise qualified bidder if the employer has "good reason" to believe removing the employee from his or her present job "would be detrimental to the employer's interests."

The Guild also objected to an unpaid internship program that allows nine students to work for the papers during the school year for course credit only.

The employer agreed to goals for hiring and promoting blacks in jobs throughout the plant and also agreed to establish a \$50,000 scholarship program.

Four blacks were hired in the three months since the court issued the agreement in January, the local reported. One of the new employees is a copy editor and three are working in the accounting department.

The EEOC suit—filed in No-

vember 1978—charging the company with intentionally discriminating against blacks in its employment policies—originated with a complaint filed by an EEOC commissioner in 1975.

The Peninsula Newspaper Guild, an independent association before it affiliated with the Guild in 1977, assisted the EEOC in developing its case. The Guild, along with the other unions representing employees in the plant, was named as a limited defendant, an automatic procedure in discrimination cases.

Phoenix dailies cited for firing an editor

paper Industrial Relations Bureau, has represented the Phoenix papers in their relations with the Guild.)

Mayne was fired on Jan. 15, a week after Republic managing editor Robert J. Early during a staff meeting had commended him for his role in building "an effective economic section" for the paper, the Guild reported soon thereafter, pointing out at the same time that "Mayne was not an overt, or even closet Guild supporter."

He was fired "reportedly because management 'couldn't trust him,'" the local reported in a bulletin.

Bartak was fired at the end of her night police shift April 3, just before midnight. She had been called by Early's secretary the day before and told to report to Early's office and was advised to bring a union representative, she reported.

Phoenix Guild President Jack LaVelle said that the meeting was brief, with Early stating that nothing had happened to change his earlier conclusion that Bartak was untrustworthy and unreliable.

While declining to cite specifics, Early also said that he had consulted with Bartak's immediate supervisors and that they felt she was not working up to her potential, LaVelle said.

Mayne had been Bartak's supervisor for a short period before she was transferred to night police, when he helped out on the city desk during the period before a freeway referendum.

A reporter the last seven years,

Bartak first worked for the papers—on teen pages—when she was 17 and in high school. She worked in the proofroom while studying journalism at Arizona State at Tempe on a scholarship from the papers and joined the newsroom staff upon graduation.

She and several other Republican and Gazette employees filed charges last August with the Arizona Civil Rights Division and the U.S. Equal Employment Opportunity Commission accusing the papers of sex discrimination in pay and promotion policies. She filed additional charges after her firing.

She was given two weeks' pay upon severance.

Two settlements to bring \$535 tops

operators is increased by \$48.29 (\$23.22 plus \$25.07), to \$338.51 a week. The flat minimum for janitors goes up by \$39.26 (\$18.87 plus \$20.39), to \$275.18 a week.

Sports, Sunday and assistant city editors receive the highest increase, \$81.25 a week, taking their flat minimum to \$569.52 on May 1, 1981.

Increases in night differential and mileage also are provided in the settlement.

Modesto

Modesto, Calif.—Top minimum for reporters, photographers, copy editors and artists is increased by \$77.75, to \$535 a week, in a two-year Central Cal-

ifornia Guild contract with McClatchy's Modesto Bee.

The \$77.75 increase comes in two steps, \$37.75 retroactive to Feb. 21, and \$40 a year later.

The top minimum for copy clerks is increased by \$34.56 (\$16.56 and \$18), to \$239 a week.

A new job—metro desk assistant—is added to the contract, with a top minimum of \$280 a week, going to \$302 in 1981.

The assistant librarians' flat minimum is increased by \$52.76, to \$364 a week. The flat minimum for librarian, renamed chief librarian, remains the same as the top minimum for reporters.

Night differential and minimum guarantees for auto use are also increased.

IT SEEMS TO US

One Elizabeth member clarifies another's letter

NORTH PLAINFIELD, N.J.

Editor:

In your March 14 issue, you published a letter from Jean-Rae Turner of the Elizabeth Unit, New York Guild, reporting that in the layoffs between 1975 and 1977 at the Daily Journal, Elizabeth, many people went on the preferential rehiring list. But that "nobody was recalled until June 1979 when Rita Lenox went in as women's editor."

The implication was that she went in as such with the sanction of the Guild.

Since Miss Turner's letter probably was edited and shortened to 200 words, I would like to

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.

point out that Mrs. Lenox went in as a scab and strikebreaker during the nearly year-long strike in which I participated. I was the women's editor she replaced while I was on the picket lines and I think this should be made clear.

NADIA ZIGALKA
Elizabeth Unit
New York Guild

TNG joins coalition against cuts in programs for needy

Washington—TNG has joined a broad coalition of labor, human rights, consumer and public interest groups opposing proposals before the U.S. Congress designed to balance the federal budget at the cost of those "least able to cope with the problems of our society."

AFL-CIO President Lane Kirkland, UAW President Douglas Fraser, representatives of the National Urban League, the National Organization for Women, the U.S. Conference of Mayors, National Council of Senior Citizens and others joined in a press conference April 3 to announce formation of the coalition.

In a statement the coalition said the budget-balancing proposals represent "a misguided approach to fighting inflation that runs counter to the general welfare of the American people, especially the weak, the poor, minorities and the elderly."

These proposals are "based on the erroneous assumption that balancing this budget will curb inflation," the statement said. "Economic evidence makes it clear that such a solution is nonsense," they added, citing ever-increasing energy prices, interest rates and medical costs and

"profiteering by commodity speculators"—as some of the "real causes of inflation."

"Balancing the federal budget does not deal with these root causes," the coalition said.

They noted that President Carter's original budget would have been "essentially in balance if the unemployment rate remained at six percent," and said they do not "oppose a balanced budget per se and certainly not when America has a balanced economy."

COLA boosts Royal Oak minimums

Royal Oak, Mich.—Minimums under the Detroit's Guild's contract with the Royal Oak Tribune were increased by an additional \$14.23 to \$34.10 after the Detroit-area Consumer Price Index rose by 15.7 percent between January 1979 and January 1980.

The cost-of-living adjustment combined with a negotiated increase, takes the top minimum for reporters, photographers and outside salespersons to \$454.79 effective from March 6.

Top for classified inside salespersons and bookkeeping clerks goes to \$258.96, and the flat min-

imum for telegraph editor and chief photographer goes to \$476.95.

The increases are the last under a three-year contract that expires in March 1981. Total increases over the term range from \$46.17 to \$107.95. The cost-of-living formula, which also was triggered in March 1979, accounted for \$19.06 to \$45.95 of the total increases.

The contract's cost-of-living clause called for increases equal to the excess of eight percent in the rise of the Detroit CPI for January over the prior year.

Secretaries call: 'raises, not roses'

Washington — An Ad-Hoc Coalition for National Secretaries' Week is planning a series of public service radio announcements built around the theme "raises, not roses," during National Secretaries' Week, April 21-25.

Roses are nice, but women office workers would be better off with better pay, the coalition says, pointing out that women clerical workers' average wage is about \$165 a week.

National Secretaries' Week is promoted extensively by the florist industry.

New York—A federal district court judge has upheld an arbitrator's order that United Press International reinstate a photographer it fired under color of a staff reduction only to assign the photographer's duties to a Guild-exempt, management employee and to stringers.

And in the process, Judge Whitman Knapp echoed the arbitrator's rejection of UPI's claim that it was free to do so because it feels the Guild contract covers employees but not the work they do.

The company can assign Guild work to management personnel because "we have an extremely

strong contract," an attorney for UPI told the judge during a hearing on the case Feb. 8.

"Then you don't have any contract at all," the judge said.

If its claim were true, UPI could "fire the whole union," the judge said.

Just about six months previously arbitrator Adolph Koven had held that while the Guild's contract with UPI contains no specific ban on assignment of work covered by the contract to management employees, "that term is implied."

"It is obvious that if the contract were interpreted as giving

the union jurisdiction over employees . . . but not over the duties . . . such interpretation could render the security provisions of the contract virtually meaningless" and would "do violence to the very basic purpose of the contract," Koven held.

The Guild sought a court order after UPI refused to carry out the arbitrator's order. UPI said it will appeal the court's Feb. 11 order.

Ten days later the Guild accused UPI of violating the National Labor Relations Act in three charges filed with the National Labor Relations Board.

In the first, the Guild charged

Judge upholds arbiter's order to UPI

UPI with reneging on agreements reached last fall by warning employees that they could lose vacation and holiday time-off if they did not use it up by the end of 1979.

In the second, the Guild accused UPI of seeking to undermine the Guild's bargaining status by polling sports staffers about a proposal UPI intended to make in bargaining for a new Guild contract.

In the third, the Guild charged the company with a continuing campaign of harassment against the Guild's UPI vice president because of his activity in the union.

'UNTIL THE UNION COMES . . .'

A mother learns of paper carriers' 'soft' life

By GABRIELLE BURTON

I USED TO THINK that the paper boy:

Always overslept.

Collected at supper time to bug us.

Raked the money in.

Then one of my kids got the route.

My three oldest daughters, 16, 15 and 13, have shared a route for two years. Let me take you to school in the life of a paper carrier (an apt name today, since the paper boy often is the paper girl).

Paper carriers, like farmers, have to get up every single morning regardless of how they feel or what the weather's doing. They work long hours for low pay. On Sundays and holidays, their work triples. They are an anachronism: providers of one of the last personal services and, surely, the last that honors all customers' idiosyncrasies.

A common idiosyncrasy is that ordinarily civil people become Idi Amin when dealing with their paper carrier.

People feel strongly about their newspaper. They want it there at a particular time which is always 30 seconds earlier than it's delivered; they want it put in a particular place: inside the front/back/side door/mail box/milk box/ on the front/back/side porch/flipped over-the front door inside screen bars. . . .

My daughter votes mail slots most intriguing. No matter what time she arrives or how quiet she is, hands pull the paper out of hers. If a front door customer forgets and locks the front door, and she trudges through a foot of snow past a growling dog to secure the paper inside the back door, the customer goes bonafide. I feel the same way about my own paper.

I'm paying for it, aren't I?

This came as a big shock to me, but I'm not paying for it. Home delivery is a freebie. Tucked into my mail-box hooks or on the newsstand, the paper costs the same. We couldn't pay enough to demand the kind of service routinely demanded of carriers. We've got a good thing going and, if we're not a little more appreciative and a lot more realistic, it's going to go faster than we'd like. The big increase in paper girls may well be an index of how fast home delivery's already going.

CERTAINLY the girls are there because once the law prohibiting them was changed, the newspapers have actively recruited them. Maybe the jobs are there because boys are increasingly reluctant to put up with so

much for so little. If so, there'll come a time when girls won't be willing either, and you and I will be picking up our paper when we get our milk.

My daughter works an average of 17 hours a week. She makes \$17.60 plus tips (approximately \$3.00, two candy bars and one cookie). She rakes in \$1.21 an hour.

Weekdays, she's up at 5:45 a.m., hauls the paper bundles inside, counts them, notifies the office of mistakes, and is off. If the weather's good, she's back in an hour to change her newsprint-colored clothes, eat breakfast and race off to school. In bicycle weather, she breaks 50 minutes, figure two hours in snowstorms. She makes 3.2¢ a paper. Forty papers, regardless of delivery time, always equals \$1.28.

Sundays, the same routine applies except more so. The special features (Style sections, comics, Parade, advertising supplements,

Burton, author of "I'm running away from home but I'm not allowed to cross the street: A primer on women's liberation," is a free lance who lives in Buffalo, N.Y., with her husband and five daughters. This is reprinted with permission of Princeton Features, Princeton, N.J. The newspaper delivered on the carrier route that inspired it is the Buffalo Courier-Express.



Key top up \$68, to \$428, in Brantford

Brantford, Ont. — A two-year agreement between the Southern Ontario Guild and Southam's Brantford Expositor increases the top minimum for reporters and photographers by \$67.99, to \$428.59 a week.

A drug plan, reduction in the service required for a fifth and sixth week of vacation and an increase in the premium paid for holiday overtime are also included in the settlement.

The \$67.99 increase in the key top minimum comes in three increments: \$32.45 Jan. 12, \$33.41 next Jan. 12 and \$2.13 on July 12, 1981.

Other increases and resulting top minimums include: **Desktop, women's and sports editors**—Up by the same amounts as the reporter top, to \$437.02.

Mail room clerks, route drivers—Up by \$43.20 (\$20.62, \$21.23 and \$1.35), to \$272.32.

Copy messengers—Up by \$31.36 (\$14.97, \$15.41 and 98¢), to \$197.64.

The company will pay 60 per cent of the cost of the dental insurance and the full premium for the drug plan.

The agreement was reached in joint bargaining.

Carriers solve problems by threatening to strike

Napier, New Zealand — The 14 teen-agers who deliver the Hawke's Bay Herald Tribune to this city's 28,000 residents have won settlement of much of a long list of grievances after threatening to strike and enlisting the aid of the Hawke's Bay Trade [Union] Council.

Among the concessions won, according to the New Zealand Journalists' Union's Newsletter:

- ✓ The carriers will be paid for attending a meeting with management on their grievances.
- ✓ They will be paid the rates bargained in a "code of practice" specified in a "code of practice" by the nation's publishers' association and federation of labor—retroactive to October.
- ✓ A day's sick pay denied an 18-month carrier will be paid.
- ✓ An unused "emergency" bicycle will be repaired — tires fixed, seat covered, light installed.
- ✓ A carrier dismissed for one complaint in two months' time will receive an extra week's pay.
- ✓ Each carrier will be supplied with a copy of the "code of practice."

"They thought because we were a bunch of kids we would be easy to deal with," said Shirley Cameron, a carrier leader.

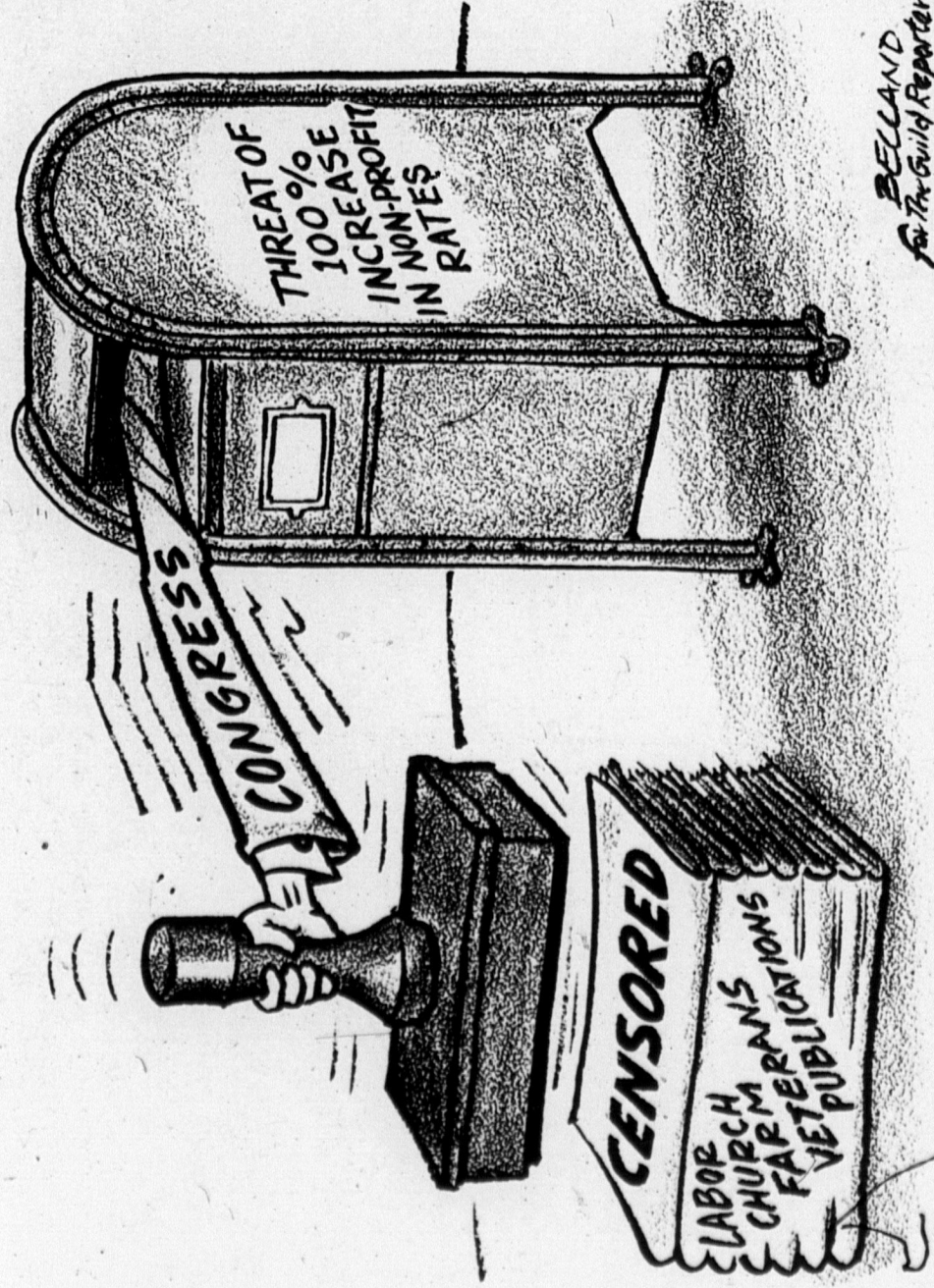


'THUMBS UP' FOR ORGANIZED CARRIERS IN NEW ZEALAND

From left: Michael Ward, Brett Golds, Shirley Cameron and Catherine Jackson

New Zealand Journalist

A new stamp we don't need



THE VIEW FROM THE VALLEY

Inflation, workers and candidates

A SURVEY by Valley Views indicates most area persons don't think much of President Carter's proposals to curb inflation. We can appreciate their cynicism. The president seems to be saying everyone must bite the bullet if we are to slow down inflation, but the working class must bite a little harder. The logic apparently is that "little guys" suffer most from inflation, so they must suffer most to correct it. When it comes to making sacrifices, the wealthy are always last in line.

Admittedly, the subtleties of economics escape us poor people. But in that respect, the only difference between us and the so-called economic experts is that we admit our ignorance. If ever an art went in disarray, it is the art of economics. Everyone who claims to know something about the subject has a different scheme for slowing inflation. All of which lends sobering truth to the old gag that figures don't lie, but figures do.

Sen. Kennedy's solution to in-

This is reprinted, with permission, from the March 26 issue of Valley Views, interim weekly published by the 20-member Monessen Unit of the Pittsburgh Guild, on strike for nearly a year against the Thomson chain's Valley Independent. It was the strike paper's editorial for the week.

Inflation is the simplest. He favors wage and price controls. But the experts scoff at anything so obvious and smugly point out controls have never worked during peace time. The inference is that they may be okay in the event of war, but who wants to start a war to beat inflation. Now, that confuses us; why are controls okay in war but wrong in peace.

President Carter's solution is more complex and consequently more stylish in an age when we love to make everything complicated. To begin with the president wants to balance the federal budget. We have never understood how budget deficits fuel inflation, but we quite agree the federal government shouldn't spend more than it takes in. What concerns us is that budget trimming always starts with programs which help the little guy. The fat cats who prey off defense spending will not have to worry about belt-tightening; more money than ever is ticketed to the military.

Mr. Carter's plan also calls for an oil import fee, which is a fancy name for a whopping gasoline tax. While most of the president's economic advisers contend tax cuts would be a useful tool against inflation, they see nothing wrong with a gas

tax, providing it's called an import fee. Confused?

The most popular aspect of Mr. Carter's anti-inflation plan would appear to be strict limitation on credit. The current economic theory is that there is too much money bidding for too few goods, thus forcing up prices. Limiting credit will reduce the money supply, which will trim demand, which will force a reduction in prices. That's the way it's supposed to work, but our guess is that harsh credit limits will do more to plunge the nation into a depression than to lift it from the throes of inflation.

While we don't think much of President Carter's moves to halt inflation, none of the other candidates for president has offered anything better. Most of the Republican hopefuls, including those who no longer have any real hope, keep talking about decontrols and allowing the economy to operate free of government intervention. And that sounds good except we keep recalling that gasoline prices shot wildly upward the moment decontrols went into effect. In truth, the GOP proposals look better suited to boost profits than to reduce inflation.

What then is the cure for inflation? We don't know and we doubt if anyone really does. One hunch is that the situation can be eased with discipline, restraint, productivity and good judgment by all segments of our economy. But schemes which are directed only at the so-called working class simply will not succeed and, so far, those are the only proposals which have been offered.

DAY BOOK

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.

Great Lakes, Midwest and Southern District Councils, joint spring meeting, May 17-18, Baltimore.

International Executive Board, pre-convention meeting, June 20-21, Hotel Toronto, Toronto.

Canadian Policy Conference, June 22, Hotel Toronto, Toronto.

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

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Editorial

Stamping out nonprofits?

Last issue the Guild Reporter carried in this space the report of one of the working groups of the First Amendment Congress held in Williamsburg, Va., March 16-18.

It pointed out that under the First Amendment every man, woman and child shares the rights to believe, to speak, to publish and to support or criticize our government.

Well, with the U.S. Congress and Administration in the throes of budget-cutting in the name of balancing the budget, we might suggest adding another right to that list: the right to distribute, specifically through the U.S. mails, as does the bulk of the labor, church, farm, veterans' and other nonprofit press, including, not incidentally, the Guild Reporter.

For it seems that the House Budget Committee has approved—without any public hearing—cutting the federal outlay to the Postal Service by \$836 million, aiming, it said, at "elimination of subsidies for Saturday mail delivery and some portion of subsidy for bulk mail."

Most public attention has been focused on the Saturday mail delivery. That would save, at most, about \$325 million.

And there is no subsidy for bulk mail. Never has been under the present postal law. So-called "junk" mail is eligible for a subsidy, but Congress has never appropriated money for one.

If the committee was striking out at any of its critics in the for-profit press, it missed again. The postal subsidy for commercial newspapers and magazines expires at the end of the fiscal year and they will be paying full second class rates as of July 6.

The only subsidy left is that for the nonprofit press. Before the Postal Reorganization Act of 1970 it—and the Guild Reporter—was paying unrealistically low rates. The 1970 Act, while putting nonprofit rate-making on a more realistic basis, provided for a period of phasing in the higher rate structure, with Congress appropriating the difference.

While it has helped, many still have struggled. According to the International Labor Press Assn., in the past five years there has been a decline in the number of issues of union publications of about 30 percent. Other nonprofit groups' publications also have declined.

If the House Budget Committee's postal cut stands, come Oct. 1 the rates for nonprofits will more than double in one fell swoop. Instead of each Guild Reporter going to a U.S. member for about 2.5 cents in postage, it would cost more than 6 cents. About 28,000 copies are mailed to U.S. members twice a month.

As unpleasant as the prospect may be of reducing the communication that the Guild Reporter provides between TNG and locals and members—the only such medium in the Guild—TNG could be forced to consider cutting back publication.

It is probably too late to restore the nonprofit subsidy in the House of Representatives, but not in the Senate. If enough senators are informed by their constituents that nonprofit organizations' right to publish is not much good if one effectively is prevented from distributing the publication.

The Guild Reporter



JAMES M. CESNIK

Editor

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