



ITU Council: More talks after August

Colorado Springs — Declaring that it remains "firmly committed to the goal of merger," the International Typographical Union's Executive Council has informed the union's membership that merger talks with TNG will resume after the ITU's 1980 Convention at the end of August.

The ITU's "time table and [the] pressures of every day operation" of the union "preclude any meaningful meetings" until then, the ITU Executive Council said in a mid-April statement on the status of merger talks to the ITU's membership.

TNG President Charles A. Perlik, Jr., had reported to Guild locals on April 10 that there no longer was time to finish a merger proposal for consideration by the International Executive Board's April 28-May 2 meeting and thence by TNG's June 23-27 convention [Guild Reporter, April 11].

The five-member ITU Executive Council pledged that it will report to the ITU convention in detail "on all aspects" of the past year's merger talks with TNG "and on additional discussions being held with other labor unions."

(Continued on Page 6)

Tally in Terre Haute is 32-11



Carl L. Bender/Terre Haute

NEW TERRE HAUTE AD DEPARTMENT MEMBERS CELEBRATE ELECTION

Dick Gilbert, Becky Rowley, Brenda Lynch, Charlie Albright, Terry Gafewood, Anita Ralston, Dan Deem, Kaylo Rowe, Gary Truelove, TNG's Marshall Schiewe, and more

Terre Haute, Ind.—Advertising department employees at the Terre Haute Tribune and Star have voted for representation by the Terre Haute Guild—by 32 to 11 in a National Labor Relations Board election here April 15.

The local petitioned the

NLRB for certification as the group's representative on March 25, three weeks before the election.

Included in the new unit are inside and outside sales persons, artists, VDT operators, receptionists and dispatch employees.

The local previously represented about 80 employees in the business office, circulation and editorial departments of the papers.

TNG International Representative Marshall Schiewe assisted the local in the organizing campaign.

Strike paper circulation, linage climb

Wilkes-Barre, Pa. — Both advertising linage and circulation of the Wilkes-Barre newspaper unions' interim daily, the Citizens' Voice, climbed again in the first three months of 1980.

The paper, published six days a week, carried 500,000 more lines of advertising in the first quarter of 1980 than in the same period of 1979, striking Guild member and publisher Jack Williams reported.

Williams said the paper carried over 7.5 million advertising lines in 1979, with 2,245,712 lines in the fourth and highest quarter last year.

The Audit Bureau of Circulation reported circulation in the first quarter of 1980 up by more than 900 copies, to 45,983, compared to the 45,074 ABC reported for the six months ended Dec. 31.

Among the factors cited as contributing to the increased first quarter circulation was the institution of a weekly gasoline give-away contest.

An advertising compilation by Media Records for Editor & Publisher magazine, meanwhile, put February linage of the Capital Cities chain's struck Wilkes-Barre

(Continued on Page 6)

Bay dailies shield 100 VDTs

San Francisco — The Bay Area's three major dailies are installing metal shields in their Oriel OP1/16 VDTs as a precautionary measure following reports that tests by a federal agency had raised the possibility they were emitting radiofrequency radiation in excess of U.S. standards.

The National Institute for Occupational Safety and Health said its high readings have proved erroneous, attributing them to a technical problem involving the testing instrument, and that there is "no hazard to employees" working in the terminals' area. But a NIOSH official said it recommended that management install the shields to prevent future erroneous readings.

Announcement that the metal shields were being installed came two days after a demand for them by the San Francisco-Oakland Guild. TNG had sent a message to all locals recommending

in the news rooms, they are used on the copy desks. In the composing room in Oakland they are used for proofreading and to work on display ads, a local representative said.

TNG President Charles A. Perlik, Jr., told all locals April 10 that it was TNG's understanding that experts from NIOSH, in checking radiation from the OP1/16s at the three papers in January, had "obtained readings in excess of that standard—10 milliwatts per square centimeter—on the terminals' sides."

"NIOSH's announcement of its findings awaits confirmation of the frequency of the emissions producing that high a power density," Perlik wrote.

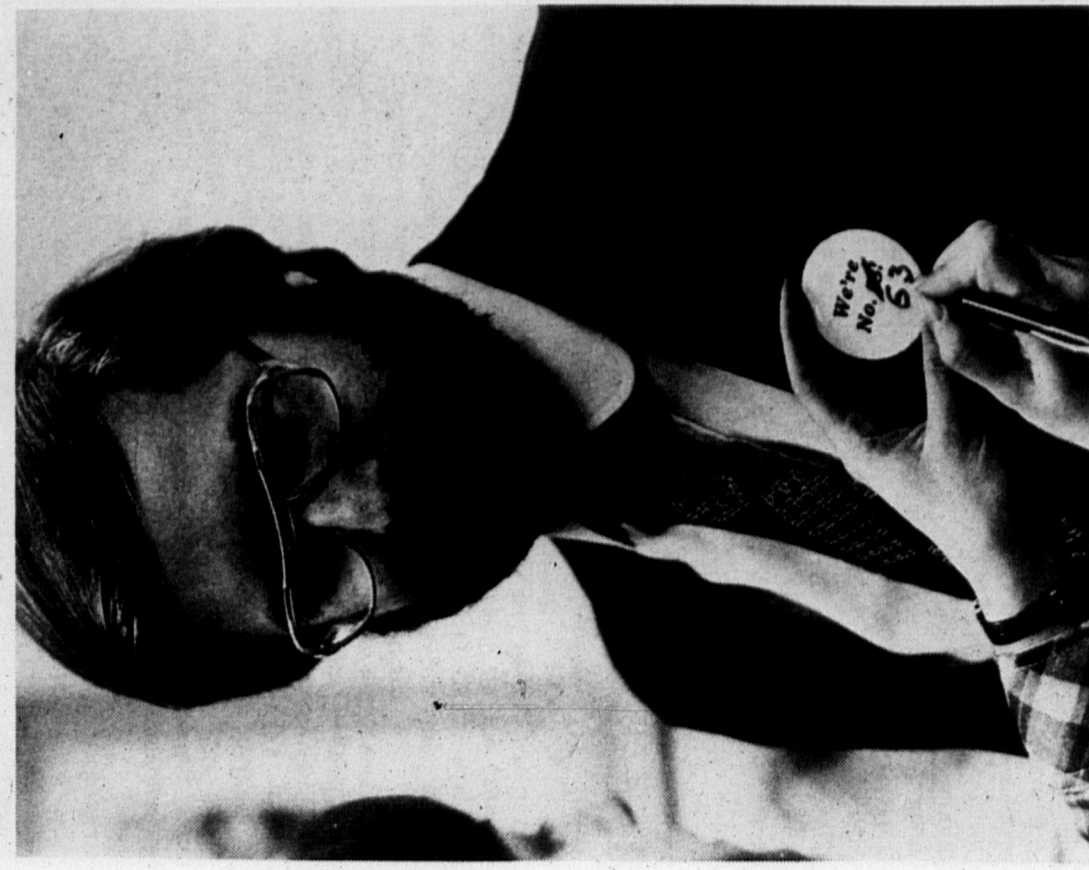
"Only frequencies above 10 megahertz would exceed the standard: NIOSH, we understand, obtained conflicting frequency readings, both above and below 10 megahertz."

"New tests on OP1/16s are being made by the Federal Bureau of Radiological Health to resolve the conflict, but it is not certain when the results will be available," Perlik continued.

He advised locals with members working on OP1/16s to inform managements and insist upon installation of metal shields similar to those installed in the face of similar problems encountered with Teleform 2277 Mark I models [Guild Reporter, March 14, March 28, April 11].

"If the final test results show that the high power densities discovered in the Bay Area were

(Continued on Page 2)



Raymond Crowell/Merkle Unit/Washington-Baltimore Guild

UPI down 10 . . .

Don Phillips, chairperson of the Wire Service Guild UPI Unit's Washington branch, has button recording rank of UPI newspaper top minimum corrected to reflect its dropping 10 places— to 63rd among Guild contracts at wire services and daily newspapers. Updating Phillips' button is Pat Koza, strike preparations co-ordinator for the Washington branch. The Guild, bargaining for a UPI contract to replace that expired since April 15, noted that at 63rd the UPI rate of \$432.84 is "sandwiched" between the Providence Journal and Bulletin and the Delaware County Times of Chester, Pa.

Times gets own radiation meter

New York—The New York Times unveiled its own radiation meter in a demonstration April 18 for employees charged with company safety programs and for Guild and ITU representatives.

The Times will use the Model 8608 Narda Broadband Isotopic Radiation Meter, which it ordered nearly a year ago, to regularly test its VDTs for radiation. It has pledged to test each VDT annually and to test on return any VDT sent out for repair.

Inspections and repairs on each unit will be recorded in a "VDT control register" that will be available in the Times' safety office for review by union representatives and department managers.

ANPA backs altering light to reduce VDT glare

Washington — Eyestrain, fatigue and general discomfort from VDT use seem to be caused by room lighting that creates glare and reflections on the machines' screens, according to an article in the April issue of "presstime," the American Newspaper Publishers' Assn.'s magazine.

And, the author, Joe Golant of the ANPA's Research Institute, suggests ways the problems can be minimized.

TNG has distributed copies of the article to locals, noting that although not all of its recommendations are undisputed, "most... are excellent, and any newspaper office would benefit by their adoption."

TNG Research and Information Director David J. Eisen also said that locals should take particular note of the recommendation that "competent professional advice should guide all decisions" about lighting changes.

"Locals should insist that management take their own repre-

sentative's [ANPA's] advice and obtain it, under joint Guild-management auspices," Eisen said.

"Many publishers question or challenge the need for special steps to adapt the office environment to the specific requirements of VDT operation," Eisen pointed out. "They argue that the need for even such manifestations is not been demonstrated."

The ANPA's Golant wrote that glare and veiling reflections—or reflected glare—has been controlled in some workplaces, other than newsrooms, where VDTs are used "by significantly lowering the level of illumination and eliminating harsh sources of light." In newspaper offices, he cautioned, drastic reductions in illumination could make it difficult to read the hard copy often used in conjunction with VDTs.

Newspapers can reduce glare and reflection by installing anti-glare coatings or shields on VDT screens, installing louvers over

fluorescent lights, changing lighting fixtures or installing indirect lighting systems, Golant said.

Installing grid-like louvers over fluorescent lights blocks angled light that reflects on VDT screens. The louvers direct the light downward, subduing the appearance of the lights except when viewed from directly underneath, thereby providing "good lighting at desk level for reading copy and operating VDT keyboards," according to Golant.

He reported that several papers have found louver systems effective, including the Sacramento Bee where, he said, the company opted for louvers after first trying anti-glare shields. Some employees sharing the same machine on different shifts disagreed on whether the shields should be installed, Golant wrote.

The ANPA magazine also reported that the St. Petersburg Times installed new lighting fixtures that use only one fluorescent tube. The fixtures are

equipped with louvers and reflectors that intensify and direct the light, eliminating angled glare-causing light.

The Boston Globe, in addition to installing some louvers, removed two fluorescent tubes from each fixture to soften the lighting and shaded the windows. They also installed an indirect lighting system in one area.

The Globe's systems editor reported the "subdued lighting has affected more than the physical environment of the newsroom. Staffers appear more relaxed, and the newsroom seems to be quieter and more settled," according to "presstime."

Lighting designers and architects are re-examining traditional lighting concepts for all office work, Golant noted, and the Illuminating Engineering Society—it sets recommendations on optimum illumination levels—is about to lower some of its recommendations for various office tasks.

A system known as "task/ambient lighting," yet to be installed by any paper, provides relatively low-level lighting throughout an office area with local fixtures to light work sites according to the specific needs of the task. Such systems are used successfully in many different work environments and "may provide one more alternative to conventional lighting," Golant noted.

Bay Area papers shield some VDTs

(Continued from Page 1)

associated with frequencies in low kilohertz range, the shields will have been no more than an ounce of prevention," Perlik wrote.

A NIOSH official wrote Fred D. Fletcher, SFONG executive secretary, on April 22 that while the "very high" January readings had been "very disconcerting" because their source had not been "readily apparent," discussions with Ontel and the detector instrument manufacturer had helped identify the high readings as "an artifact."

All the high readings were obtained at the left rear portion of the OPI/16s' cabinets, which is the location of a "flyback transformer circuit designed to supply the high voltage to the cathode ray tube," explained Elliott Harris, director of NIOSH's Division of Biomedical and Behavioral Science.

"When the Narda [Microwave Corp.] detector is placed in proximity to the transformer, the detector and the transformer capacitatively are coupled in a current flow result in our meter," Harris wrote.

"This is the cause of erroneous readings" and "there is no hazard to employees working in the area... since there is no measurable radiation field being emitted by this terminal," he said.

He pointed out, however, that shielding of the transformer circuitry is required in some Euro-

Washington Star shields Telerams

Washington—Another newspaper has had metal shields installed in the cabinets of its Teleram model 2277 Mark I VDTs.

The Washington Star had them installed the third week of April in all seven of the table-top models of the machine it has, according to Carlos J. Sutton, president of the Washington-Baltimore Guild.

The New York Times-Washington Star news service also had a shield installed in the 2277 it maintains in the Star news room, Sutton said.

pean countries, though not in the United States, as "protection against inadvertent contact with a high voltage source... not because of a potential radiation exposure." The shield is for the protection of persons servicing the machine, but also would shield any radiation emissions that would be present, an Ontel representative said.

It could not be determined how many or which other newspapers might have Ontel OPI/16 VDTs. It was learned that they recently were replaced at the Sacramento Union, though for reasons not connected in any way with the NIOSH tests in the Bay Area.

Ronald Richards, manager of Ontel's technical marketing support operations, said that while there are more than 20,000 of all models of Ontel VDTs in use in various offices, "very few" are in newspapers and "a good percentage of them don't carry the Ontel name on them."

He explained that Ontel makes the machines for others who put their own labels on the front—"like Sears and Penney's with the tires they sell."

All Ontel-made VDTs, however, should have a serial-number plate on the back of the cabinet and the serial number should begin with the prefix "OPI," Richards said.

Ontel co-operated fully with the three Bay Area papers and NIOSH, Richards pointed out, and will make the metal shields for the transformers available for any customers that request them at a "spare parts" price of about \$20 for the shield and the hardware for its installation, Richards said. Installation takes about five minutes, he said.

"If those shields solve the problem, we're happy to make them

N.Y. seminar to study VDT hazards

New York—The New York Guild is sponsoring a mini-seminar on hazards that may be involved with working at video display terminals at Guild headquarters May 8.

Among the participants will be David J. Eisen, TNG director



Robert C. Holt, Jr./St. Louis

Barney Wippold... more than 50 years

Barney Wippold, right, pauses during St. Louis Guild party marking his retirement after more than 50 years with the Globe-Democrat and 45 years of Guild service. Wippold, a reporter, was the local's president for seven terms, attended 25 TNG Conventions, the first in 1936, and served on the local executive committee

more than 25 years. Wippold was also a delegate to the Midwest District Council and served on the local's trial board for many years. With him from left are his brother Franz, a retired Post-Dispatch copy editor, and St. Louis Guild President Bob Herman. The local presented Barney Wippold an engraved plaque.

Court upholds boycott of non-ratifying states

St. Louis—The economic boycott by the National Organization for Women of the 15 states that have not ratified the Equal Rights Amendment is not a violation of the Sherman Antitrust Act, the U.S. Court of Appeals here ruled March 28.

NOW's boycott, joined by more than 450 organizations including TNG, is designed to deprive nonratifying states of convention and meeting business. NOW leaders say the states have lost millions of dollars in business because of the boycott.

The three-judge panel, in a 2-to-1 decision, rejected a claim by the states of Missouri and Nevada that the boycott violates the Sherman Antitrust law and held that the law was never intended to apply to economic power used as a political weapon by noncompeting organizations.

An appeal to the Supreme Court is expected. The judges noted that the Supreme Court has never decided this precise issue, but said it had made other rulings pointing to an exemption from the antitrust law for political uses of economic power.

In the spring of 1978, TNG presented a deposition in the NOW case.

TNG's 1978 and 1979 conventions endorsed a boycott of non-ratifying states as have the Midwest, New England, Southern and Western District Councils.

The ERA has been ratified by 35 states and three more are needed for final passage.

States yet to ratify are: Alabama, Arizona, Arkansas, Florida, Georgia, Illinois, Louisiana, Mississippi, Missouri, Nevada, North Carolina, Oklahoma, South Carolina, Utah and Virginia.

Three states seek to force disclosures

Judges in Colorado and New Jersey have moved against reporters claiming testimonial privilege and the Massachusetts Supreme Court when it convenes in May is expected to decide the fate of a reporter held in contempt for refusing to testify.

The Colorado Supreme Court has ruled that Denver Post reporter Howard Pankratz cannot claim a constitutional privilege to refuse to comply with a subpoena related to an alleged crime of which he had knowledge.

The court, upholding a district court ruling, said that a reporter subpoenaed to testify about a crime he observed or participated in "stands in the same shoes as any ordinary citizen and can claim no special privilege."

The subpoena seeks Pankratz's testimony about a conversation he had in December 1978 with a special state prosecutor in a nursing home fraud case. The prosecutor is alleged to have divulged secret grand jury information to Pankratz in that discussion.

Pankratz told the court he interviewed the special prosecutor but argued that the subpoena should be held invalid on the grounds that he made an "agreement of confidentiality," he did not publish any information he received and he is protected by the First Amendment to the U.S. Constitution and by a section of the Colorado Constitution.

The state high court agreed with the lower court that Pankratz was "a central witness for the prosecution."

The Post is considering appeal of the April 14 decision.

Meanwhile, in the first case to arise under New Jersey's revised shield law, a superior court judge has ruled that a reporter must let the court inspect a letter received from a government informant who is a key witness in a major organized crime trial.

The judge ordered Robin Goldstein, a reporter for the Shrewsbury (N.J.) Daily Register, to turn over the letter or face contempt of court charges.

An appeal motion to stop the judge's order was pending before the state supreme court.

The judge held that since

Day of talks, no progress in Oshawa

Oshawa, Ont. — A mediation session April 17 between the Southern Ontario Guild and Thomson's struck Oshawa Times broke off without progress.

The talks, the second since the strike began March 26, were called by a provincial mediator. Representatives of local printers and pressmen's unions attended the session. Both unions are honoring the Guild's picket line. The paper has not published.

The Guild is seeking to narrow a \$17 gap between key top minimums and the printers' top scale plus drug and dental coverage and full payment of hospitalization premiums. The company's last offer—four four-per-cent raises over 26 months—would widen the gap.

Meanwhile, the Guild reports picket rock sales going well. The unit is producing and selling the rocks to supplement strike benefits. [Guild Reporter April 11.]



Christopher Almey/Oshawa Unit/Southern Ontario

'Picket rock' production line

Southern Ontario Guild members at the Oshawa Times, on strike since March 26, assemble "picket rocks" with help from SONG Executive Secretary John Bryant. The Oshawa

Goldstein's source was not confident her right to privacy was outweighed by the rights of the defense.

"Neither the First Amendment nor the New Jersey Constitution nor the amended shield law confers absolute and total immunity on the press from court order," the judge said.

The New Jersey shield law, revised following the 1978 jailing of New York Times reporter Myron Farber for disobeying a New Jersey court order to turn over subpoenaed notes and documents, was strengthened to require that a reporter be given a judicial hearing before a court can order compliance with a criminal defendant's subpoena. The criminal defendant has to prove the subpoenaed material is relevant to the defense and unavailable elsewhere. If the subpoena is upheld, the reporter is required to turn documents over to the judge to determine their admissibility in the criminal proceedings.

The revised law also provides that any contempt penalty against a reporter be delayed until all appeals are exhausted.

In Massachusetts, a Boston Herald American reporter, Paul Corsetti, charged with contempt

for twice refusing to testify before a grand jury investigating murder charges, has argued that his testimony is available from other sources and failure to protect his confidential source would trigger a lack of faith from other potential sources of information.

An associate justice in the state supreme court said the case raises issues that should be decided by the full court during its term beginning May 19. The justice said Corsetti is seeking "to establish a rule which would require the prosecutor to exhaust all alternative sources for needed information and would allow a reporter to be summoned only if these sources cannot provide the information."

Elsewhere, California voters will be asked to decide whether that state's shield law should become part of the state constitution. The question, known as Proposition Five, will be on the ballot in a June 3 referendum.

If the measure passes, courts deciding reporter privilege claims will be barred from invalidating the shield law on the basis of separation of powers. The shield protection will be part of the constitution which also creates the courts.

Meanwhile, appeals are headed for the California Supreme Court over judges barring the press from preliminary hearings in Merced and Ukiah on kidnapping charges against Kenneth Parnell.

The Merced case involves Parnell's allegedly kidnapping and holding a youth for seven years. In the Ukiah case he and a co-defendant are charged with abducting a five-year-old boy.

The judges in both courts based their orders on a 107-year-old state law that permits closure on the defendant's request.

Oppose Proposition 9, locals urged

Washington—Guild locals and members in California have been urged to support efforts aimed at rejection in a statewide referendum June 3 of a constitutional amendment that would cut the state's progressive income tax in half and freeze the new rates into the state constitution.

The call came in an April 15 memo from TNG President Charles A. Perlik, Jr., forwarding to locals a letter spelling out the AFL-CIO's concerns with the

Economics, ethics linked, Perlik tells student group

Bowling Green, Ohio—"There is a firm connection between the economic security enjoyed by today's journalists and the elevation of the [newspaper] industry's ethical standards," TNG President Charles A. Perlik, Jr., told participants in Journalism Week at Bowling Green State University.

"Virtue has little chance to flourish if it is unaffordable," Perlik said, noting that Guild wage gains have also been responsible for enabling the industry to hold on to some of its best writers, editors and reporters. The exodus "to competing media

and public relations would have been far heavier" without the Guild, Perlik said.

Perlik, one of several speakers on News-Editorial Day April 14 said the need for strong unions in the newspaper industry is greater today than ever "with the increasing centralization of media control in the hands of ever-spreading newspaper chains and conglomerates, most with their eyes riveted squarely on the dollar sign."

The Journalism Week at the Bowling Green campus was sponsored by the local chapter of Sigma Delta Chi.

House unit clears anti-raid bill

Washington—The House Judiciary Committee has given its okay to a bill that would ban a wide range of surprise police searches of persons not suspected of crimes.

The committee vote, April 17, cleared the way for floor action on the measure that would overturn the U.S. Supreme Court's 1978 decision upholding a police search of the Stanford Daily's files.

The bill was approved by the committee after a move to limit it to news industry offices was rejected.

A bill limited to journalists and writers is before the Senate Judiciary Committee. The limited bill has the support of the Carter administration.

TNG's 1979 Convention endorsed a broad bill protecting "all persons from any search without

Reuters vote tally is May 7

New York—Some 200 U.S. employees of Reuters, the British news agency, voted on whether to continue to be represented by the New York Guild in a National Labor Relations Board election April 17.

Result of the voting, conducted in 11 Reuters offices across the United States, will not be known until ballots are combined and counted May 1.

A petition for the election, filed March 3, has delayed bargaining for a renewal of the Guild's contract that expired Dec. 31. The unit gave the Guild strike authorization, by 97 to 22, in a March 11 vote. The strike vote among employees in Reuters' Washington bureau, where the decertification petition originated, was 15 to 7.

The U.S. price elevator

The table below records the ascent of the Consumer Price Index in the United States over a 24-month period following a 3.4-point rise in the index in March to 239.9, up 30.6 points from March 1979, and 50.2 points from March 1979. 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 March 1978. The Urban Wage-Earners' and Clerical Workers' Index is the source.

	Percentage over		
	Same month prior year	March 1978†	March 1979†
April, 1979	10.7	11.7	211.8
May	10.9	13.0	214.3
June	11.1	14.3	216.9
July	11.5	15.7	219.4
August	12.0	16.8	221.5
September	12.4	17.9	223.7
October	12.4	18.9	225.6
November	12.8	20.0	227.6
December	13.4	21.2	230.0
January, 1980	14.0	23.0	233.3
February	14.2	24.7	236.5
March	14.6	26.5	239.9
			*1967 = 100
			†Index = 189.7

VDTs—introducing quiet

By ELIOT PINSLEY

THE SCENE is the fictional Los Angeles Tribune newsroom. It looks real enough, as the camera pans the cluttered desk tops before the opening credits. But something is clearly missing from the familiar place where Lou Grant's reporters peck out their stories each Monday night.

The clanking old typewriters are gone, and where they used to be are newfangled contraptions that look like television sets with keyboards attached.

"It's a lot less noisy with the VDTs in here, isn't it?" chirps Mrs. Pynchon, the Trib's endearingly maternalistic publisher.

Actually, it is more than blissful silence that has led hundreds of real-life publishers to invest millions in these machines. Video display terminals, or cathode ray tubes, as they are also known, have become the new stars of the office—and not just the newspaper office.

Among their more ardent proponents, the terminals are cherished as high-tech toys or indispensable tools, welcome signs of progress as logical as indoor plumbing. For them, a return to typewriters and pencils is unthinkable.

"I love 'em," says a former editor at the Minneapolis Tribune, now the paper's technical co-ordinator in charge of the computer system. "I write everything on the machines, even letters to my mother in Illinois."

BUT THE VERDICT is by no means unanimous. Critics, including government regulators and the people who operate VDTs, say the terminals can place enormous strain on the user's eyes, causing problems with focusing, color discrimination and fatigue that can be treacherous after a full day's work.

There are numerous private and government studies from Western Europe that support these and other complaints. Research in this country is just beginning. In January, the National Institute for Occupational Safety and Health (NIOSH) conducted a wide-ranging study at three San Francisco-area newspapers and the offices of Blue Cross, by far the most comprehensive investigation of the human impact of VDTs.

Some at NIOSH are convinced that there is cause for concern. "The VDT machine can be directly implicated as causing physical problems for the workers," said Dr. Michael Smith, an industrial psychologist who heads the institute's section for motivation and stress research. "There aren't too many other kinds of machines that can be implicated as clearly."

"We know this is true. What we don't know is whether the effects are long-term or acute. Our gut feeling is that they're going to cause chronic problems."

Then there is also the worrisome enigma of radiation, an ominous, if little understood, buzzword for a generation of Americans newly traumatized by Three Mile Island. The mere mention of radiation can inspire fears that have little basis in fact. When the issue enters the workplace, those fears become a matter of public concern.

VDTs do generate radiation. But the issue of how much and whether it is harmful are subjects of an emotional, sometimes confusing debate.

X-rays and ultraviolet and infrared emissions have proved undetectable. The currently available equipment. The search for radio-frequency (RF) waves, the lowest frequency on the electromagnetic spectrum, has been more problematical. Until recently, scientists have paid scant attention to this kind of radiation, believing it is of no danger to humans. Many are now re-examining their beliefs.

This article is reprinted, with permission of the reporter and the paper, from the March 11 edition of the *Sunday Record*, published in Hackensack, N.J. It is the consensus of TNG staff members closest to the subject that it is one of the most thorough, accurate and balanced examinations of the impact of video display terminals on the newspaper industry and of the problems and questions the devices pose for industry employees. It is reprinted nearly in its entirety.

NIOSH has never been able to find anything above infinitesimal levels of RF radiation streaming from any of the 600 or so VDTs it has tested—except one "unconfirmed" reading obtained during the San Francisco Bay-area study. No one at the institute would comment on that reading.

The growing VDT inquiry is giving NIOSH a two-pronged reputation among terminal users. While there is measured praise for the institute's team of physical symptoms investigators and work environment analysts, some union officials who represent VDT operators contend the NIOSH radiation hunters are blind to the issue.

"They and their machines just don't find radiation," said Betsy Wade, president of The Newspaper Guild's New York local and an associate editor at the *New York Times*.

Independent consultants have discovered radio-frequency emissions—at levels significantly above federal limits—in tests performed on terminals at the *Times* and *Newsday*, the Long Island newspaper. NIOSH has assailed the equipment and methods used in the two tests and insists that the machines represent no hazard. Still, the *Times* and *Newsday* have installed metal shields inside the suspect terminals to block any flow of radiation.

"I really can't tell you at what level RF radiation is dangerous," said William Murray, chief of the NIOSH radiation section in Cincinnati. His uncertainty is a product of the continuing debate over low-level radiation, in which government and industry are pitted against those who believe there is no safe level of radiation exposure.

In recent years, most of the concern has been concentrated on higher frequency microwaves, especially from radar installations and microwave ovens. The watershed event, of course, was the Soviet's microwave bombardment of the VDTs generate radiation, but the amount and effect are subjects of debate.

American Embassy in Moscow beginning in the 1960s.

VDTs, by contrast, have been much slower in attracting scientific interest and research dollars. Nonetheless, they are proliferating at a phenomenal rate, while the call mounts for definitive information and increased safeguards.

"We don't particularly give a damn about them," said Dr. Wordie Parr, a radiation specialist for NIOSH. "It's not our responsibility to go out and test VDTs. We just don't think there's a radiation problem... To be quite honest, nobody knows a damn thing about the low frequency."

The burgeoning VDT business has really taken off in the last five years, with over 100 American manufacturers vying for a piece of this fast-growing market worth almost \$4 billion in annual revenues. The industry leader, by all accounts, is International Business Machines (IBM), which supplies sys-

tems for customers with mammoth data processing needs—airlines, insurance companies, government agencies.

AT THE HEART of the VDT is a cathode ray gun which beams electrons onto the terminals' dark screens. The electrons interact with chemicals on the screen, called phosphors, producing colored light in the shape of letters and numbers.

Compared to the computers they are linked with VDTs are relatively simple devices—the technology is akin to that of a color television. Their dramatically increasing presence is doing for office work what the assembly line did for automobile manufacture. Along with the obvious benefits to service, speed and productivity, however, have come questions about the potential price in human terms.

"The issue of occupational health and safety has traditionally been of interest to people who come to work in hard hats and eat their lunch 75 stories up on a steel girder," David Eisen, research director for The Newspaper Guild told a recent New York conference on computer terminal safety. "Well, the advent of VDTs changed all that."

The conference, attended largely by workers with daily and day-long exposure to VDTs, produced a deluge of damning testimony. Most users complained about stinging, burning eyes, vision fatigue, headaches and related symptoms.

"I've found I can't focus on really small print at the end of the day," said a woman who works for the New York Telephone Co. Others said continuous work on VDTs "empties you out" or that it is "very enervating."

"I find working on these things causes a hypnotic effect," said a man employed by Western Union. "It's like threading needles all day."

NIOSH's Dr. Michael Smith says the complaints are valid. Among the chief eye-related problems he cited are:

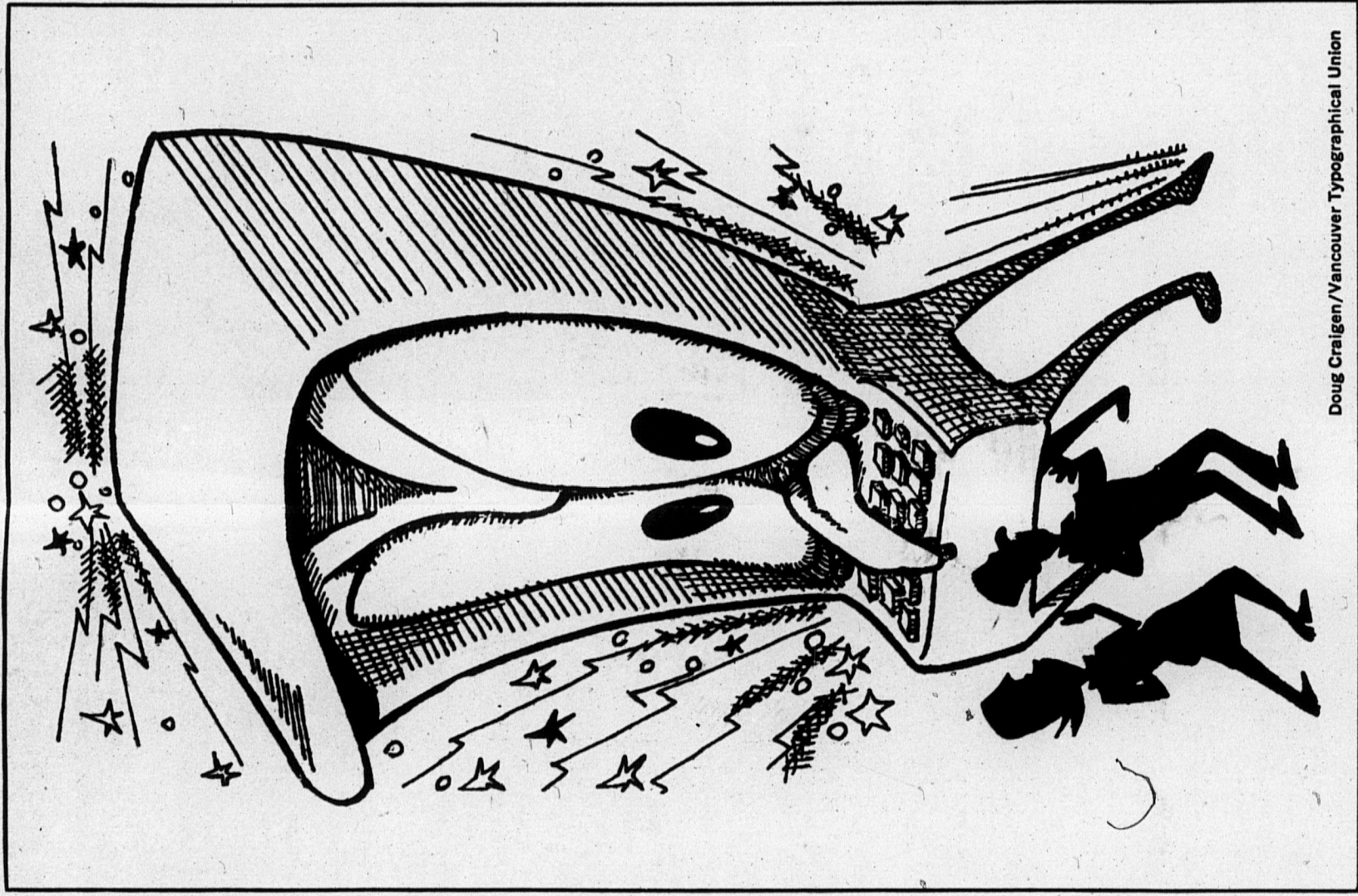
- ✓ A loss of some visual acuity. Smith asserted that prolonged exposure to VDTs could lead to temporarily blurred vision. After four hours of close-range work, he said, a person with 20-20 vision would have difficulty focusing at greater distances for 15 minutes. A person 45 or older, with glasses, he said, would experience similar problems for up to half an hour.

- ✓ "Someone gets off work, he leaves immediately, jumps in the car, and drives home—that's something to worry about," Dr. Smith said. He acknowledged that similar close contact with a television screen or reading for extended periods would produce the same effects. But then no one forces you to do that for a living, eight hours a day," he said.

- ✓ Eye fatigue. Dr. Smith contends that this is a genuine reaction to the VDT itself, despite manufacturers' frequent claims that such complaints reflect on the worker's attitude and visual deficiencies.

A 1977 study by three scientists at the University of Geneva in Switzerland found that the VDT operator's eyes are adapted to the dark screen, with the pupils wide open. This leaves the user particularly vulnerable to glare from overhead lighting, they concluded, as well as reflection from shiny surfaces or "contrast glare" from brighter surroundings. They also observed that visual fatigue from VDTs increases with age.

Color perception, Dr. Smith says, people who are partially color blind have difficulty with VDTs that show bright green letters on a dark green screen, a common combination. "It's a bad color for them," he said. "They have trouble distinguishing letters from the background." Smith added that some doctors and scientists believe such



Doug Craigie/Vancouver Typographical Union

an overdose of green can even lead to increased difficulties in overall color perception.

In Western Europe they have been accepted as such. In Austria, VDT workers get 10-minute breaks each hour or are rotated to a different task. In Sweden and West Germany, workers get 15- or 30-minute breaks every two hours, depending on the continuity of their exposure to the VDTs.

Smith has recommended that these and other measures be adopted in the United States, including indirect lighting to cut glare, blinds on windows to reduce harsh sunlight, and a concerted attempt by employers to adapt the terminals to the needs of the operator and to the work environment.

SOME manufacturers tend to blame mainly the workers for the problems, as IBM does in its VDT manual. Eye discomfort is seen as symptomatic of "bodily fatigue, a stressful visual environment or a specific eye defect."

Dr. Richard Hirsch, chief of IBM's Human Factor Center, rejects the findings of the Western European studies. "It's a premise that is not valid," he said in a recent interview. "You are no more glued to a VDT than you are to a typewriter. The assumption is false."

Dr. Smith said the NIOSH study in the San Francisco Bay area should go a long way toward establishing firm, unassailable information. The work experiences and complaints of some 150 VDT operators were matched with those of 50 people who still use typewriters.

"The manufacturers can't palm it all off on the workers and the work envi-

ronment," Dr. Smith said. "There are some design problems. There are machine factors. Manufacturers' research has been primarily based on considerations of operator efficiency and proficiency and they haven't taken into account health factors... If you asked me for a gut reaction, I think we've got a problem here that has to be dealt with."

The issue of radiation is at once thornier and more vague. It is clouded by emotionalism, a shaky federal standard, a lack of authoritative research on low level RF emissions, a lack of faith in the radiation monitoring devices currently in use and a varying degree of public concern and candor among manufacturers.

The specter that won't go away is the case of the two New York *Times* copy editors who developed cataracts in 1977, not long after starting work on VDT machines. The two men were 29 and 35 at the time, unusually young for such a condition, and a prominent Westchester Ophthalmologist, Dr. Milton Zaret, called their cataracts "a significant of radiant energy injury."

NIOSH tested the *Times*'s VDTs for radiation and found nothing. Dr. Zaret, who was retained by the Guild as a consultant, attacked the NIOSH investigators as incompetent and insisted that the terminals were the culprits. The matter was submitted to arbitration.

AN INDEPENDENT consultant retested the VDTs and again found no radiation. The arbitrator's verdict, delivered in February 1978, was that the machines "do not pose any ocular radiant energy hazard" for most *Times* employees. He left open the possibility that some individuals may have unusual "biological susceptibilities" that might cause them difficulties.

Dr. Zaret was not convinced. A professor of ophthalmology at New York University and a pioneer in low-level microwave research who performed radar studies for the Navy, he still believes "more firmly than ever" that the VDTs were the cause of the cataracts. "There's no doubt in my mind," he said recently.

Dr. Zaret takes issue with the equipment used in the NIOSH tests at the *Times*, claiming that he contends was never meant for measuring radiation from VDTs. Moreover, he noted that the terminals experienced numerous mechanical difficulties soon after they were installed, and it was during this period, he contends, that harmful radiation escaped. By the time of the NIOSH test, he says, repairs had been completed.

Skeptics ask why an epidemic of cataracts hasn't occurred, considering the millions of people who use VDTs, many thousands of whom operate them continuously through the workday.

It is generally agreed that microwave radiation can cause cataracts when the intensity of the exposure is high enough. But government and industry experts maintain that lower frequency RF radiation does not produce cataracts and they cite the lack of a massive outbreak as clear evidence that the terminals are safe.

Dr. Zaret doesn't see it that way. "There might be any number of cataract cases out there," he said. "Who's looked for them? There is a problem with the machines. I don't know the full extent of it. But I know for a fact that there isn't anything effective being done to reduce what can be reduced or to study the people being exposed, and that's a shame."

Although NIOSH firmly maintains in its public pronouncements that low-level radio-frequency radiation from VDTs poses no hazard, a spokesman said the institute is "working on" slashing the standard from 10 milliwatts per square centimeter to one milliwatt.

Dr. Zaret asserts that the current standard is meaningless, "constructed on quicksand," and it is widely assailed by many scientists as far too high. It is, in fact 1,000 times higher than the Soviet standard of 10 microwatts.

Still, VDT manufacturers insist that there is nothing to worry about. IBM's Dr. Hirsch said his company has "investigated this exhaustively" and has never detected any radiation above normal background levels.

A spokesman for the Harris Corp., another major VDT producer, said the company does X-ray testing in conjunction with a University of Florida radiologist and has never obtained a positive reading. Harris does not conduct any RF tests on its equipment—the law does not require it—because they are convinced there is no radiation hazard. "The VDT is an inherently safe product," the spokesman said.

Despite all the government and industry efforts to lay the radiation question to rest, there is one vexing case that continues to stir up a fuss among VDT users. In separate tests at *Newsday* and the *Times*, independent consultants obtained RF radiation readings substantially higher than the federal ceiling. The readings reveal less about the radiation controversy perhaps than about the manner in which those revelations have been handled.

The machines in question are Model 2277, sold by the Teleram Communications Corp. of White Plains, N.Y. Unlike IBM and Harris, Teleram buys most of its VDT components from other manufacturers and applies the finishing touches at its own plants.

Last July, *Newsday* had a Long Island consultant test a pair of its Teleram 2277s, in accordance with the paper's contract with Local 406 of the International Printing and Graphic Communications Union. The test revealed RF radiation at 15 milliwatts—50 percent higher than the federal standard—coming from a small area at the rear of the machines.

The consultant, Ferris Associates, found that the readings dropped off to near zero just inches from the terminal. No radiation was detected at the front of the VDTs, leading to a final determination that under normal use, the machines were safe.

Newsday, however, was clearly concerned about the readings and launched a behind-the-scenes campaign with Teleram to eliminate the problem. The company resisted, insisting that the machines were free of hazards, but *Newsday* management held its ground and threatened to withhold payment on more than a dozen additional terminals it had ordered. Teleram relented and installed metal shields inside the units. Tests last December showed no radiation.

But *Newsday* failed to inform the union of the potential hazard until after the issue was resolved. In fact, the union learned of the problem in a rather roundabout way. In October, the Minneapolis Tribune, which also had Teleram 2277s, sent out a memo to its staff, warning operators against resting hands or arms on the VDT case and mentioning the situation at *Newsday*. The Tribune's Guild chapter relayed the warning to its national headquarters in Washington, which then called

Newsday's shop steward, Brad O'Hearn. "They should have informed us," said O'Hearn, a reporter at the paper, who says he was a little irritated when he found out he'd been "snookered."

"Some of our members were beginning to think the company was hiding something from us," he said. "I'm beginning to think the same thing."

O'Hearn, who says he enjoys working on VDTs, is convinced the machines are now safe but the union is pressing for new tests to confirm last December's results. Management at *Newsday* has refused the request and will not comment on it.

"This refusal is giving rise to more questions," O'Hearn said. "If the terminals are safe, *Newsday* should encourage more tests to confirm that."

Harry Beery, *Newsday*'s senior editor for technology, acknowledges having second thoughts about not informing the union. "But for us, it was simply a matter of clearing it up with Teleram," he said. Beery would not comment on *Newsday*'s refusal to allow additional testing of the terminals.

For its part, Teleram says the whole issue was "much ado about nothing." Ernie Matson, the company's national sales manager, said, "There is no problem... We don't like these allegations. The problem is the union's hysteria."

Matson said Teleram commissioned its own test of the 2277, which found RF radiation "substantially below the federal standard." He said *Newsday*'s test was invalid because it was done with defective equipment, adding that NIOSH had verified those findings. Several members of the NIOSH radiation section denied that assertion categorically.

A test of Teleram at the New York *Times* last November produced readings on the back of the terminals of 40 milliwatts—four times the federal limit. The *Times*'s safety officer, Harvey Siegel, discounted those findings, however, attributing them to improper testing equipment. A subsequent test with a different monitoring device registered minimal RF radiation, he said.

Still, the Guild sent out a letter from Washington to all its local presidents last month [February], informing them of the Teleram issue and advising them to press management to obtain shields from the company, as *Newsday* did. "as a necessary safety precaution," Teleram has been charging \$40 per shield, a price the Minneapolis Tribune and a number of other papers have been willing to pay. *Newsday*, because of its unique economic leverage, received the shields free.

"We beat up on Teleram," Beery said proudly. "We told them, 'We saw an radiation. We want zero.' We saw an obligation to the newspaper industry." Beery noted that *Newsday*'s principal VDT system, provided by Atex Inc. of Bedford, Mass., was also tested and showed no radiation whatsoever. "If Atex could come up with no positive reading, we felt there was no reason why Teleram couldn't," he said.

Although the vast majority of VDT manufacturers have not been implicated directly in the radiation controversy, the unsettled questions still trouble the people who work on the machines.

"I think the answer for right now is to get the results of the San Francisco Bay-area study," said Betsy Wade of the New York Newspaper Guild. The study, which was instigated by the Guild and the office workers' union, also examined 135 VDTs for radiation, in addition to collecting data concerning physical symptoms and the overall work environment.

"We don't know what we ought to know," said Wade, who spends most of her working day with a VDT. "The people who are buying these pieces of equipment don't know me that much, either... What concerns me is that whether we like it or not, we are becoming guinea pigs in a long-term experiment."

More than 100 American manufacturers are vying for a piece of the fast growing VDT market, worth almost \$4 billion a year.

threatened to withhold payment on more than a dozen additional terminals it had ordered. Teleram relented and installed metal shields inside the units. Tests last December showed no radiation.

But *Newsday* failed to inform the union of the potential hazard until after the issue was resolved. In fact, the union learned of the problem in a rather roundabout way. In October, the Minneapolis Tribune, which also had Teleram 2277s, sent out a memo to its staff, warning operators against resting hands or arms on the VDT case and mentioning the situation at *Newsday*. The Tribune's Guild chapter relayed the warning to its national headquarters in Washington, which then called

Newsday's shop steward, Brad O'Hearn. "They should have informed us," said O'Hearn, a reporter at the paper, who says he was a little irritated when he found out he'd been "snookered."

"Some of our members were beginning to think the company was hiding something from us," he said. "I'm beginning to think the same thing."

O'Hearn, who says he enjoys working on VDTs, is convinced the machines are now safe but the union is pressing for new tests to confirm last December's results. Management at *Newsday* has refused the request and will not comment on it.

"This refusal is giving rise to more questions," O'Hearn said. "If the terminals are safe, *Newsday* should encourage more tests to confirm that."

Harry Beery, *Newsday*'s senior editor for technology, acknowledges having second thoughts about not informing the union. "But for us, it was simply a matter of clearing it up with Teleram," he said. Beery would not comment on *Newsday*'s refusal to allow additional testing of the terminals.

For its part, Teleram says the whole issue was "much ado about nothing." Ernie Matson, the company's national sales manager, said, "There is no problem... We don't like these allegations. The problem is the union's hysteria."

Matson said Teleram commissioned its own test of the 2277, which found RF radiation "substantially below the federal standard." He said *Newsday*'s test was invalid because it was done with defective equipment, adding that NIOSH had verified those findings. Several members of the NIOSH radiation section denied that assertion categorically.

A test of Teleram at the New York *Times* last November produced readings on the back of the terminals of 40 milliwatts—four times the federal limit. The *Times*'s safety officer, Harvey Siegel, discounted those findings, however, attributing them to improper testing equipment. A subsequent test with a different monitoring device registered minimal RF radiation, he said.

Still, the Guild sent out a letter from Washington to all its local presidents last month [February], informing them of the Teleram issue and advising them to press management to obtain shields from the company, as *Newsday* did. "as a necessary safety precaution," Teleram has been charging \$40 per shield, a price the Minneapolis Tribune and a number of other papers have been willing to pay. *Newsday*, because of its unique economic leverage, received the shields free.

"We beat up on Teleram," Beery said proudly. "We told them, 'We saw an radiation. We want zero.' We saw an obligation to the newspaper industry." Beery noted that *Newsday*'s principal VDT system, provided by Atex Inc. of Bedford, Mass., was also tested and showed no radiation whatsoever. "If Atex could come up with no positive reading, we felt there was no reason why Teleram couldn't," he said.

Although the vast majority of VDT manufacturers have not been implicated directly in the radiation controversy, the unsettled questions still trouble the people who work on the machines.

"I think the answer for right now is to get the results of the San Francisco Bay-area study," said Betsy Wade of the New York Newspaper Guild. The study, which was instigated by the Guild and the office workers' union, also examined 135 VDTs for radiation, in addition to collecting data concerning physical symptoms and the overall work environment.

"We don't know what we ought to know," said Wade, who spends most of her working day with a VDT. "The people who are buying these pieces of equipment don't know me that much, either... What concerns me is that whether we like it or not, we are becoming guinea pigs in a long-term experiment."

Citizens' Voice draws Democratic presidential campaign figures



Representatives of both President Carter and Senator Edward Kennedy visited the Wilkes-Barre Citizens' Voice while campaigning before the April 22 Pennsylvania primary.

Right, striking Guild member and Citizens' Voice publisher Jack Williams with U.S. Secretary of Labor Ray Marshall.

Left, Michael Kennedy, son of the late Senator Robert Kennedy, observes the weekly Citizens' Voice gas give-away drawing. Others are, from left: Mrs. Waskil and Margaret Nielson, area citizens; Kennedy, and Marley Sheerer, a striking printer and advertising salesperson for the Citizens' Voice.



ITU Council foresees talks after

(Continued from Page 1)
Stating that they remain "firmly committed to the goal of merger," the ITU officers also emphasized that "in the interim" they are renewing their commitment to the "no raiding" agreement made by the ITU and TNG a little over five years ago.

That agreement, which predated by nearly three years the start of formal talks by the two international unions, at the time was called a step toward eliminating "all possible sources of conflict between" the unions.

In it the unions pledged that neither "shall organize or attempt to represent employees where the other union has an established collective-bargaining relationship." The two unions also swore

circulating any charge or report that would bring either international or any of their local unions "into public disrepute" or "otherwise adversely affect" their reputations.

While stating their disappointment-

Printers lose on tie at Detroit News

Detroit — The Detroit Typographical Union lost a bid to represent credit department employees at the Detroit News in a National Labor Relations Board election April 10. The vote was a tie at 8 to 8. The union said it would charge the paper with unfair pre-election conduct.

The outcome of an election a week earlier to determine if the Typographical Union will repre-

ment that a merger proposal has not been completed, the ITU officers pointed to "substantial" organizing successes by the ITU in recent months, the union's improved financial position and its settlement of "many important"

IT SEEMS TO US

Buffalo member concerned about Second Amendment
BUFFALO, N.Y.

Editor:

Your March 28 edition about our First Amendment rights made me laugh because much of the media have spit upon our Second Amendment right to "keep and bear arms."

By use of mental gymnastics, the press has insisted that it's horrible for Big Government to tamper with our First Amendment, but it's wonderful for Big Brother to rape our Second Amendment.

In your March 28 editorial, you quote James Madison's eloquent defense of the First Amendment, which he authored. Well, Madison also wrote the Second Amendment and was just as eloquent in defending that freedom. He said, without question, that the intent of the Second Amendment was to spread power within the hands of the people (the "militia" was every able-bodied man) as an ultimate safeguard against centrist power and tyranny.

And now we watch the putrid spectacle of centrist power and certain police powers pushing

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.

hard to further control gun ownership among the law-abiding citizenry—with the press supporting it!
Each of the 10 rights guaranteed us in our Bill of Rights is precious, and each must be defended to the hilt or our unique freedom as Americans will die.

MARSHALL J. BROWN
Courier-Express Unit
Buffalo Guild

Towar corrects headline on her return to ad sales

Editor:

In the March 28 Guild Reporter, a headline regarding my return to display ad sales at the Macomb Daily announced: "Towar resigns post." The story following is factual; the head is not.

The Detroit Guild has endured

two strikes and a lockout in the past two years. Costly litigation may continue for many more years and our bylaws do not allow assessments while TNG regular dues are in effect. Our debt to the International is the largest in TNG.

The local has made many economies in an effort to avoid cutting the three-person staff. AFL-CIO per caps and all donations are suspended. Detroit did not attend the winter district council. We have pushed the patience of our attorney and bank to the limit.

Regretfully in view of the local's financial situation, the executive committee and I mutually agreed to an economic layoff under the same terms as the local's contract with my newspaper. I may have the opportunity to return to the staff when finances improve, and will remain active as the Macomb Daily Unit's delegate to the representative assembly.

Meanwhile, I cherish the many friends I have made throughout the Guild and miss all of you.

JEANNE TOWAR
Macomb Unit
Detroit Guild

August

contracts without strikes or lockouts.

"We look forward to even greater progress in these areas in the future and to the successful conclusion of merger," the ITU officers declared.

TNG's Perlik pledged in his earlier merger report to Guild leaders that he will ask TNG's 1980 Convention to renew the mandate to continue merger talks with the ITU. He also expressed confidence that he and ITU President Joe Bingle "will work out a format and timetable" for future meetings that will produce "a complete merger plan."

Data on job seekers distributed to locals

Washington — The resumes of six minority-group job candidates have been sent to presidents, administrative officers and human rights chairpersons of U.S. locals. TNG Human Rights Co-ordinator Hannah Jo Rayl asked locals to direct the resumes to the attention of managements.

The candidates are seeking jobs with newspapers or magazines or in advertising.

Citizens' Voice circulation, lineage climb

(Continued from Page 1)

Times Leader at 831,250 lines, up 60 percent. The struck paper is claiming circulation of 70,000, but the unions say hardly any is paid. They also questioned the papers' ad-sales claims.

The Guild, pressmen, printers and stereotypers have been on strike against the Times Leader since October 1978. The Citizens' Voice was launched by the striking unions three days after the strike began.

Williams in a letter to the John Morton Newspaper Research organization said the Citizens' Voice "has not only continued to hold our advertisers, but we have shown a steady growth pattern impressive by any standards." Williams was responding to a report by the research group that the strike paper appeared to be losing "much of the advertising volume it had attracted during 1979." The assertion was included in a report on the financial health of Capital Cities Communications.

Struck paper hinders talks, Wilkes-Barre Guild alleges

Wilkes-Barre, Pa. — The Wilkes-Barre Guild, on strike against Capital Cities' Times Leader since October 1978, has filed refusal-to-bargain charges against the paper with the National Labor Relations Board.

The Guild on April 7 charged the company with consistently refusing to bargain in good faith and with engaging "in bargaining conduct which hinders and frustrates the bargaining process" — with, in effect, deliberately prolonging the strike by engaging in sham bargaining.

NLRB hearings on a petition to decertify the Guild as the bargaining representative of Times Leader employees were concluded April 9. The Guild's refusal-to-bargain charge could halt the decertification proceedings.

The local's attorney in a sworn statement accompanying the bad-

faith bargaining charge, said that the company, through two attorneys who have conducted all its negotiations with the Guild, has "deliberately calculated to avoid achieving an agreement and . . . to continue to create . . . discord."

The affidavit pointed to the employer's "intransigent insistence" on changing nearly every clause of the contract without advancing any reason for making the changes.

It specifically cites the company's continued demand to eliminate union security from the contract as "a clear reflection of the fact that the employer intends not to reach agreement, but to prolong a dispute."

The company's proposals would strip away existing benefits, both direct economic ones and protective contract language, the affidavit says.

Business Day actions draw some reaction

Washington—Coalitions of labor, consumer, human rights and other public interest groups cited examples of corporate excesses and called for the enactment of federal legislation to make business more accountable to workers, consumers, shareholders and the public, during Big Business Day activities here and across the country April 17.

In Washington sponsors also unveiled a "corporate hall of shame" an exhibit featuring examples of the misdeeds of 11 selected corporations.

Among the charges leveled at companies in the "hall of shame" were:

- ✓ U.S. Steel—guilty of closing plants, firing workers and failing to modernize.

- ✓ Winn Dixie Stores—guilty of "making profits at the expense of human rights."

- ✓ Eli Lilly—guilty of producing the drug DES, which is believed to have adverse effects on the daughters of women who took it during pregnancy, and for creating a monopoly for insulin.

- ✓ Grumann—guilty of being antiunion and having had ties with the deposed Shah of Iran.

Other corporations included in the "hall of shame" are American Electric Power, Castle & Cooke, Citicorp, Exxon, Fluor, Occidental Petroleum and Dupont.

A Corporate Democracy Act bill, legislation the Big Business Day coalition advocates, has been introduced in the U.S. House of



Membership campaign booms in Denver

Denver Guild shop stewards from the classified advertising department of the Denver Post check membership lists with TNG International Representative Willard Hatch. He is assisting the local in a recruiting drive that has boosted local membership by

more than 26 percent since November to an all-time high of 685. The local is in bargaining with both the Post and the Rocky Mountain News. Above, from left, are: Ruth Miller, Marie Kinney, Hatch, Gypsy Elstun, Jean Moewes and Lynn Fairchild.

Representatives by Rep. Benjamin S. Rosenthal (D-N.Y.).

While Big Business Day activities were in full swing, corporate and business leaders fought back with "Growth Day" activities.

Banners and flags were displayed in front of the U.S. Chamber of Commerce headquarters here pointing out that business provides 82 million jobs, pays \$1 trillion in annual wages and another \$400 billion in benefits plus \$250 billion in taxes each year.

Growth Day sponsors said they were supporting that event because "only through sustained growth of our economy can we keep opportunity knocking—for ourselves, our children and our children's children."

Hill warned against RFE cuts

Washington — Congress has been warned by a representative of the employees of Radio Free Europe/Radio Liberty that cuts in appropriations for the stations for next year would gravely injure their ability to fulfill their mission.

Harry Fisdell, executive vice president of the New York Guild, testified April 15 before the House Subcommittee on State, Justice, Commerce, Judiciary and Related Agencies on behalf of the Guild's Radio Free Europe Unit plus three German unions that also represent the radios' employees.

Only in situations in which we believe that the mission of the radios is endangered do the unions feel it is our duty to speak up before the appropriate congressional authorities," Fisdell said.

He pointed out that the radios' employees had been reduced by nearly 40 percent from 1968 to 1979, to just over 1,700, with more cuts agreed to for fiscal 1980.

All the radios' "human and material reserves... have been exhausted," Fisdell said. Further cuts in personnel and programming "will ultimately have negative effects on the radios' product and mission," he said.

He urged, instead, that Congress do everything possible to increase the radios' effectiveness "in present international circumstances."

Perlik protests terrorist acts in El Salvador

Washington — TNG President Charles A. Perlik, Jr., has expressed the Guild's shock over the April 9 murder of the 19-year-old son of Antonio Velado, the president of the journalists' union in El Salvador.

In a letter to El Salvador's minister of foreign relations, Perlik said the murder was an act "clearly aimed at Velado as an opposition journalist."

His son was shot by unidentified gunmen firing from a speeding car.

Perlik said the "murder... on the heels of other depredations, including attempts to silence a newspaper by blowing it up, make it clear that freedom of the press is as precarious as other freedoms in El Salvador today."

He called on the government "to bring these terrorist outrages to a halt and re-establish governmental protection for freedom of the press and all other civil and human rights."

Rates up to 29¢ in TNG contracts

A survey of mileage rates paid under Guild contracts as of April 1 is on its way to Guild locals from TNG's Collective Bargaining Department.

According to the study, the contracts provide mileage rates ranging as high as 29 cents in Canada and as high as 25 cents in the United States.

The survey, which also covers minimum guarantees of reimbursements for auto use is being distributed to local officers and bargainers.

Repair costs also varied, with a low of 1.65 cents a mile in Cincinnati to a high of 7.79 cents in San Francisco.

Keeping a car longer than three years or driving more than 10,000 miles a year reduces the per mile costs, Hertz noted. The 38-cent average for the intermediate car is reduced to 35.4 cents if the car is kept four years. If the car is driven 15,000 miles per year for three years, the rate per mile is 28.8¢. The cost per mile is 21.7 cents if 25,000 miles are driven in a year.

Hertz noted that its cost-per-mile figures are higher than some traditional government, manufacturer and driver club calculations, explaining that some of these may ignore interest charges, assume 10-year ownership, use different depreciation rates or vary the assumed annual mileage each year.

Hertz: 38¢ a mile to drive 'intermediate' car

cents of the 4.9-cent increase in the mileage rate.

Hertz also computed costs of driving larger and smaller autos, and this year, for the first time, compared driving costs in 20 major cities (see table).

It cost 30.1 cents per mile on average to drive a 1979 subcompact, 36.5 cents to drive a small mid-size auto and 43.3 cents to drive a full-size car, the company estimated.

The cost of owning and operating a 1979 auto varied by as much as 23 cents among the 20 cities included in the comparison study.

The highest driving costs were in Los Angeles, where it cost 52.6 cents per mile to drive the intermediate car 10,000 miles per year for three years. Operating a full-size car in Los Angeles cost 59.9 cents a mile, while 41.7 cents was needed to drive a subcompact.

The lowest driving costs were found in Cincinnati, with 32.4 cents a mile required for the intermediate car, 36.9 cents for the full-size and 25.7 for the subcompact.

Driving costs vary among cities because of differing insurance premiums, interest rates, gas prices, maintenance costs, taxes and automobile prices, Hertz said.

The purchase price of a 1979 compact car varied by as much as \$744—from \$4,939 in Detroit to \$5,683 in San Francisco—for the same car identically equipped.

Insurance, licenses and fees ranged from a high of \$1,663 a year in New York City, to \$289 in Cincinnati. Maintenance and

nance, license fees, taxes, insurance, loan interest and depreciation are included in computing the costs. A 38 percent increase in gas prices led the way in boosting the mileage rate in 1979.

The increase in the price of the 1979 intermediate car, up 10.5 percent to \$6,161, also added significantly to the rise in driving costs. The rise in the automobile purchase price not only affected depreciation, but taxes, interest and insurance costs as well.

Despite increased fuel efficiency in 1979 autos, increased gasoline costs accounted for 1.4

New York—The average cost of owning and operating a new intermediate-sized car rose by nearly 15 percent in 1979, to 38¢ a mile, 4.9¢ more than in 1978, according to the Hertz Corp.'s annual survey of driving costs.

The increase is the largest recorded by Hertz. The previous high was set in 1974 when driving costs rose by 3.6¢, to 23.8¢.

The costs are for a 1979 intermediate two-door sedan driven 10,000 miles a year and kept for three years. The car is equipped with air conditioning, automatic transmission, power steering and power brakes.

The cost of gas, oil, maintenance,

Hertz' cost-per-mile estimates

City	Sub-Compact	Compact	Small Mid-Size	Intermediate	Full-Size
Atlanta	29.5¢	31.3¢	35.7¢	37.2¢	42.4¢
Boston	30.1	32.0	36.5	38.0	43.3
Chicago	31.1	33.0	37.7	39.3	44.8
Cincinnati	25.7	27.2	31.1	32.4	36.9
Cleveland	27.7	29.4	33.6	35.0	39.9
Dallas	29.5	31.3	35.8	37.3	42.5
Denver	36.5	38.8	44.3	46.1	52.6
Detroit	27.5	29.2	33.3	34.7	39.6
Houston	30.7	32.6	37.2	38.7	44.1
Los Angeles	31.7	33.7	38.5	40.0	45.6
Miami	41.7	44.2	50.5	52.6	59.9
Milwaukee	31.3	33.3	38.0	39.6	45.1
Minneapolis	31.1	33.0	37.7	39.2	44.7
New York	32.5	34.4	39.3	40.9	46.7
Pittsburgh	41.4	43.9	50.1	52.2	59.5
St. Louis	30.2	32.0	36.6	38.1	43.4
San Diego	29.2	31.0	35.3	36.8	42.0
San Francisco	29.0	30.8	35.2	36.7	41.8
Seattle	34.8	36.9	42.2	43.9	50.0
20-city average	32.0	34.0	38.8	40.4	46.0
National average	31.7	33.6	38.4	40.0	45.5
average	30.1	31.9	36.5	38.0	43.3

Driving cost-per-mile for 1979 car driven 10,000 miles a year for three years.

Subcompact is a car like a Ford Pinto; compact is a car like a Ford Fairmont; small mid-size is a car like a Ford Granada; intermediate is a car like a Ford LTD II; full-size is a car like a Ford LTD.

LOCAL ELECTIONS

Detroit
Lou Miesko, president; Thomas Loneragan, vice president (Loneragan, 144); John Basch, 98; Shirley Gant, secretary; Bernice Haun, treasurer.

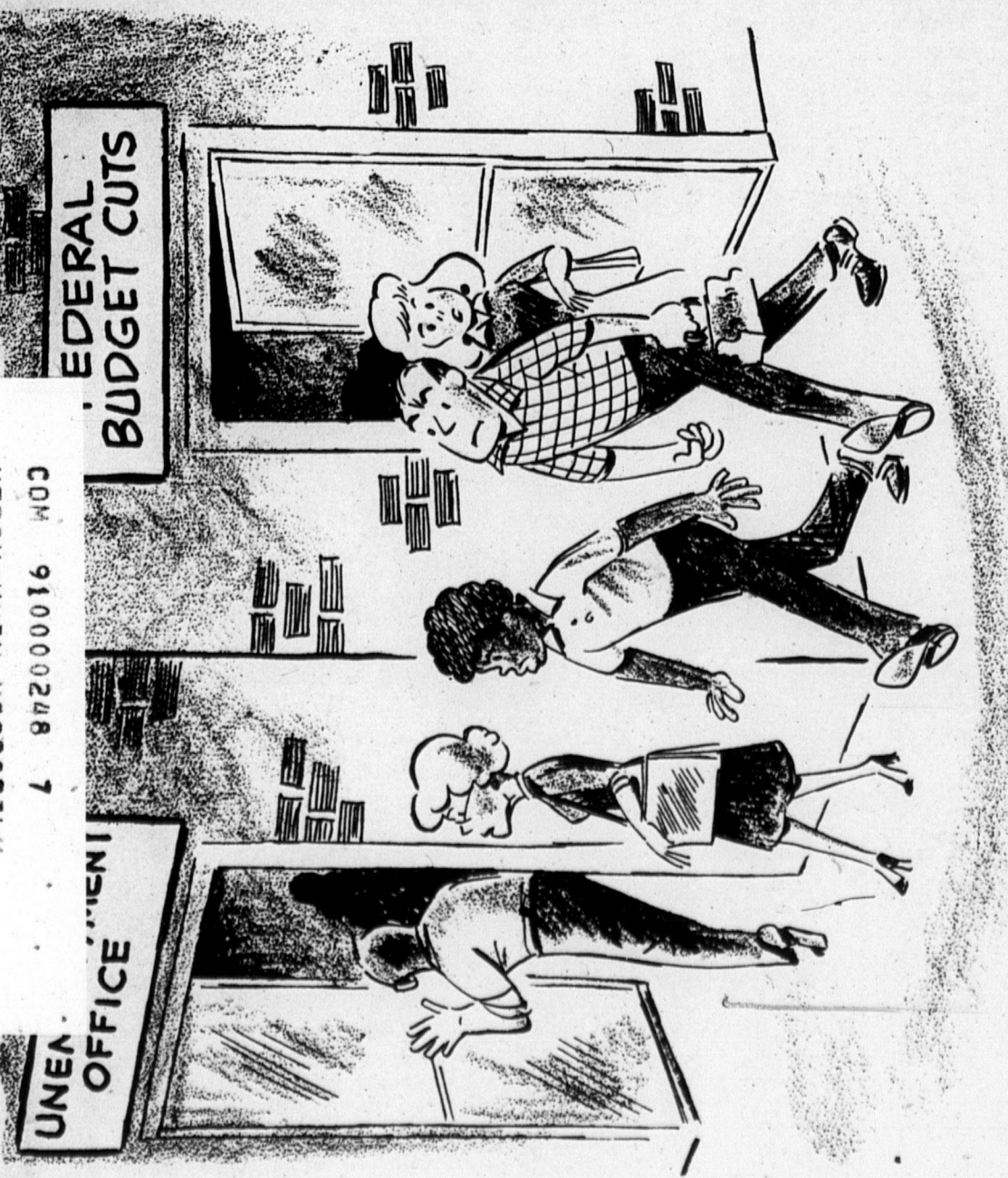
Indianapolis
Mary Ann Steinbart, president; John Hawn, 1st vice president; Dennis Hoffman, 2nd vice president; Kathy Berg, secretary; Dan Carpenter, treasurer.

Puerto Rico
Nefeli Cortes, president (Cortes, 400; Luis Rivera, 357; Cruz Roque Vicens, 147); Charlie Ramis, vice president (Ramis, 503; Raul Herrera, 236; Justo Gonzalez, 73; Raul Ortiz, 63); Jorge Quinones, secretary (Quinones, 559); Juan Fernandez, 275; Roberto Serrano, treasurer (Serrano, 456; Nestor Garcia, 416); Alfredo Gonzalez, Jr., executive secretary (Gonzalez, 503; Celestino Hernandez, 350).

Rockford
Norma Roth, president; Diana Redmond, secretary; Eileen Peterson, treasurer.

GUILD REPORTER, APRIL 25, 1980

90197
XEROX UNIV MICROFILM
300 N ZEEB ROAD
ANN ARBOR MI 48106
L 872000016 W03



As they put it

Making budget sense

The following from a speech by AFL-CIO President Lane Kirkland to a Boilermakers' legislative conference.

We challenge the false assumption that a balanced budget contributes one iota to the fight against inflation. We insist that the burden of this budgetary austerity must not fall on those who have always known austerity.

Balancing the budget is not a substitution for genuine efforts to attack the real causes of inflation—soaring energy prices, crippling interest rates, profiteering commodity speculators and exorbitant medical and hospital fees.

Yet, examine who is leading the pious chorus for a balanced budget: the Wall Street bankers, whose 18-plus percent interest rates drive up the cost of servicing the national debt; the giant oil companies, whose uncontrolled prices increase the cost of government from the gasoline needed to deliver the mail to heat in government buildings; the commodity speculators who demand a profit from the cancelled Russian grain sales; and doctors and hospitals who fought hospital cost containment tooth-and-nail.

I know of no responsible economist who claims a balanced budget would have more than a "symbolic" effect on the fight against inflation. Yet many of the cuts being talked about in the halls of Congress would have more than a symbolic effect on our members, the poor, the elderly, the sick and the unemployed.

In the past 50 years, the budget has been in balance or surplus 12 times. But the sharpest price increases in recent years have occurred when deficits were being rapidly reduced.

But still the zealots' cries persist. It does not make economic sense to continue to chop away at the hopes and resources of those who have little—when there are bigger fish to fry.

✓ Eliminating capital gains provisions would generate \$23 billion in added revenue and more than wipe out the deficit. That's one welfare-for-the-rich program financed out of tax dollars that is excessive, wasteful and contributes to the budget deficit.

✓ Repealing the depreciation speed-up and the investment tax credit—two loopholes which largely benefit the wealthiest corporations—would produce \$19 billion in more revenue.

Why does the Congress wring its hands and complain about "tough" decisions to cut a couple hundred million here and there, when—in one fell swoop—it could wipe out the deficit and strike a blow for tax justice? Why doesn't the Congress lower interest rates and reduce the debt it pays banks for the use of their money?

The issue has been lost in the Executive Branch of our government. Commitments have been suddenly and crudely scuttled, the swivels have squealed and the Administration has sharply come about and is sailing before the new wind.

It is now left to you and me and the trade union movement at large to do all that we can to halt the destructive progress of the Hoover-mania now at large in this town, to bring the Congress back to its senses, in defense of the vital programs that we worked so hard to create. Certainly the odds seem heavily against us, but we have all been in that box before, more often than not.

Stam in the AFL-CIO News

GAULEY BRIDGE REVISITED?

OSHA reforms vs. black workers

By NORMAN HILL
A. Philip Randolph Institute

YOUNG people today might not realize that black workers, even after slavery, frequently were treated as expendable pieces of machinery. If a particularly hazardous job needed to be done, employers would seek out black men, even when the survival of the black workers was highly problematical.

Morris Davis, associate director of the labor health program at the University of California, provided a striking example of this in a recent article recalling the "Gauley Bridge Disaster" of 1930.

According to Davis, a contractor hired more than 5,000 workers, the vast majority of them black, to work on a tunnel in West Virginia. The contractor knew that the mountain rock had a very high silica content. He also knew that regular exposure to silica can cause the serious and eventually fatal lung disease known as silicosis. But in the interest of completing the tunnel and amassing a nice profit, the contractor went ahead with the project, giving no thought to the lives of his workers. In the end, 500 black workers went to their graves, including 169 men who dropped dead on the job and were buried hastily in a nearby field.

This tragic story, though it happened 50 years ago, lays bare the thinking that links yesterday's tunnel contractor with many of

Norman Hill, a member of the New York Guild, is the new president of the A. Philip Randolph Institute, an organization of black union members working to advance the interests of blacks inside their unions. Hill joined the institute in 1967 from the staffs of the AFL-CIO's Industrial Union Dept. and the Congress of Racial Equality. He succeeds Bayard Rustin, now chairman of the institute's board.

today's corporate leaders. The shared idea is clear: protecting the lives of workers costs money, which supposedly cuts into profits. Thus, when an employer confronts the stark trade-off of higher profits versus worker safety, the choice is simple—profits take precedence.

WITH the passage of the Occupational Safety and Health Act (OSHA) in 1970, the U.S. Congress declared that a worker's right to a safe and healthy work environment is more sacred than the employer's alleged right to operate plants and job sites in a hazardous—but profitable—manner. Now, however, Congress seems to be changing its mind largely because of an intense and well-financed corporate campaign against OSHA.

So far, the corporate attack on worker safety has been ingenious. Rather than calling for the outright repeal of OSHA, business groups and their conservative al-

lies have introduced legislation to "reform" OSHA. But the so-called OSHA Improvements Act of 1980 would do no such thing; instead it would scuttle existing regulations and exempt 90 percent of employers from OSHA coverage. In effect, it would strip workers of their right to a safe job.

All this, of course, is done in the name of countering inflation, increasing productivity and liberating business from "excessive" regulation. But these motives are merely decorative; the underlying cause of the anti-OSHA drive is the corporate belief—shared by the tunnel builder in Gauley, West Virginia—that worker health and safety should be subordinated to the pursuit of profit.

Black workers have an especially large stake in saving OSHA. According to several reliable studies, black workers have a 27 percent greater chance than white's of dying from job-related injuries and diseases, and a 37 percent greater chance of contracting occupational illnesses and suffering from serious industrial accidents. Moreover, blacks are disproportionately concentrated in dangerous jobs and industries. For instance, 22 percent of the labor force in the steel industry is black, but 91 percent of those blacks work in coke ovens which spew out benzo(a)pyrene, a known cause of cancer. In the rubber industry, 60 percent of the workers in the mixing and compounding areas, are black. They, much more than others, are regularly exposed to cancer-causing substances like benzene, asbestos, beta-naphthylamine and nitrosamines.

Unless OSHA survives the business / conservative attack, black workers, especially those in non-union plants, will have little or no protection from life-threatening chemicals and other workplace hazards. To save OSHA, black people and their organizations must tell Congress and political leaders that the right to a safe job is a civil right—a right worth fighting for.

International Executive Board, spring meeting, April 28-May 2, TNG headquarters, Washington.
Western District Council, spring meeting, May 3-4, Stardust Hotel, San Diego.
New England District Council, spring meeting, May 10-11, Hawthorne Inn, Salem, Mass.
Middle-Atlantic District Council, spring meeting, May 17-18, Albany.

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

The Guild Reporter

JAMES M. CESNIK
Editor

Published by The Newspaper Guild (AFL-CIO, CLC) twice monthly (generally second and fourth Fridays, occasionally two other Fridays after published advance notice), except monthly in February and December. \$10.00 per year. Single copies: 50 cents.

Guild Reporter deadlines at 11:25 15th St. N.W., Washington, D.C. 20005: News, Monday before publication; features, letters, Friday before publication. Letters limited to 200 words by TNG convention action.

POSTMASTER: "Notice to Publisher Form 3579" should be sent to The Guild Reporter, 1125 15th St. N.W., #835, Washington, D.C. 20005. Publication #231580.

ISSN: 0017-5404

Vol. XLVII, No. 7
April 25, 1980

The Newspaper Guild

1125 Fifteenth St. N.W., Washington, D.C. 20005
Area Code 202-296-2990

INTERNATIONAL CHAIRPERSON: HARRY S. CULVER
PRESIDENT: CHARLES A. PERLIK, JR.
SECRETARY-TREASURER: CHARLES DALE

AT-LARGE VICE PRESIDENTS: Elwood B. Bigelow, 28 Brentwood Rd., Cape Elizabeth, Maine 04107; William T. Davis, 2661 Cardinal Lane, San Jose, Calif. 95125; Robert C. Holt, Jr., 433 Dickens Ave., St. Louis, Mo. 63122; David M. Mulcahy, c/o Standard & Poor's Corp., 23 Broadway, New York, N.Y. 10004; Floyd Tucker, 570 El Dorado Ave., Oakland, Calif. 94611; Joyce Walker-Tyson, 19736 Littlefield, Detroit, Mich. 48235.

REGIONAL VICE PRESIDENTS: Region 1—Vacant; Region 2—Carlos J. Sutton, 8528 Acorn Circle, Vienna, Va. 22180; Region 3—John B. Mitchell, 1115 N. St. Joseph St., Gary, Ind. 46403; Region 4—Carla W. Beck, 520 46th St. S., Great Falls, Mont. 59405; Region 5—Betsy Wade, 96 Park Terrace W., New York, N.Y. 10034; Canadian Region: East—John M. Lowe, 144 Broadview Ave., Toronto, Ont. M4N 2G2; West—Roger L. Stonebanks, 407-1571 Mortimer St., Victoria, B.C. V8P 3A7.

DIRECTOR OF FIELD OPERATIONS: J. William Blatz.
DIRECTOR OF ADMINISTRATIVE OPERATIONS: Ellis T. Baker.
EXECUTIVE SECRETARY, CONTRACTS COMMITTEE: Richard J. Ramsey.
CANADIAN DIRECTOR: William H. McLeman.
DIRECTOR OF RESEARCH & INFORMATION: David J. Eisen.
HUMAN RIGHTS CO-ORDINATOR: Hannah Jo Rayl.

INTERNATIONAL REPRESENTATIVES: Edna Berger, William M. Brown, Leo J. Ducharme, Willard Hatch, Fred W.S. Jones, Harry L. McCormick, Luis Montanez, Jr., James H. Orcutt, G. Richard Pattison, Marshall W. Schiewe.