

ACTION A RARITY

EEOC seeking a court order to reinstate two

Phoenix—The U.S. Equal Employment Opportunity Commission has petitioned Federal District Court here to order the Arizona Republic and Phoenix Gazette to immediately reinstate, with full back pay:

✓ A reporter—secretary of the Phoenix Guild—who, after filing sex discrimination charges against the papers, first was transferred from a preferred day beat to night police and later was fired.

✓ A Guild-exempt editor who was fired after allegedly refusing to participate in alleged efforts to retaliate against the reporter for her having filed the sex discrimination charges.

The EEOC is seeking the restoration of each to their jobs with the Republic "pending final disposition" of their discrimination charges against Pulliam's Phoenix Newspapers, Inc., publisher of both the Republic and Gazette.

A representative of the EEOC in Washington said the commission seeks court-ordered reinstatement as in the action here "rarely" and "only in the most flagrant" cases. No similar previous action by the EEOC against a newspaper publisher could be recalled.

Filed with the approval of the EEOC's general counsel in Washington, the petition states that the two being fired has severely hampered the commission's investigation of discrimination charges filed by the reporter, Bonnie E. Bartak, before and after her firing on April 3 and by the editor, John G. (Jack) Mayne, Jr., after he was fired on Jan. 15.

Earlier the National Labor Relations Board's regional office here had issued unfair labor practice complaints against the papers for their actions against Bartak and Mayne [Guild Reporter, April 11].

A hearing on the EEOC petition was set for June 9 before Federal District Judge Valdemar Cordova.

Employer retaliation against employees who exercise their rights under Title VII of the Civil Rights Act "exerts an immeasurably chilling effect" and "is perhaps an even more egregious offense than the original violation," said the EEOC in a memorandum to the court supporting the petition for a back-to-work order.

"An employer's successful retaliation discourages other employees from availing themselves of rights guaranteed by the statute or from assisting the commission in investigation of charges, thus frustrating its ability to carry out its statutory responsibilities," the memorandum said.

The purposes of the federal ban on sex discrimination in employment would be "totally frustrated" if employers could retaliate against employees who file sex discrimination charges. (Continued on Page 2)



Float a prize-winner—until boss objects

Float entered in this year's Delta, B.C., community parade by fledgling Vancouver-New Westminister Guild unit at the weekly Optimist was adjudged the "best commercial entry" until Elizabeth Bexley, wife of the Optimist's publisher, objected that the paper had not authorized the entry causing the judges to withdraw the prize. Sign on the other side of the float read: "Optimist staff members join Newspaper Guild." More than 1,000 leaflets

pointing to provincial labor board's precedent-setting findings against the weekly [Guild Reporter, May 23] and appealing for public support were distributed at community picnic after the parade. Optimist membership voted by 90 percent two days before May 25 parade to authorize strike if necessary for initial contract. Members on float are Gail Fee, Nola Bowling and Judy Miller. Driver of the pickup-turned-float is Valerie Lennox.

TELERAM 2277s, ONTEL OPI/16s

U.S. tests VDTs, finds 'little reason' for fear

The U.S. Bureau of Radiological Health, after conducting laboratory tests on Teleram and Ontel VDT models, has concluded that their radiofrequency emissions are in a frequency range so low that there is "little reason" to fear harmful effects.

The BRH tested Ontel models basically similar to those from which the National Institute for Occupational Safety & Health (NIOSH) obtained high radiofrequency readings, later discounted as erroneous, at San Francisco and Oakland newspaper plants.

It also tested the Teleram 2277 Mark I, on which high readings were obtained in three disputed cases at Newsday and the New York Times.

But the Ontels, unlike those tested in the Bay Area, had metallic-coated cabinets, and the Teleram had a metal shield of the type made available to cut radiation after the Newsday and Times tests. BRH test results indicated that the metal coating and shielding greatly reduce the radiation emissions, but a BRH official said they do not affect the

frequencies, which were decisive in the bureau's judgment of the VDTs' safety.

The BRH reported that its tests showed that 95 percent of the energy emitted by the Ontels and Telerams was in the frequency range from 18 to 125 kilohertz [18,000 to 125,000 hertz]. Federal safety standards do not apply to radiofrequencies below 10 megahertz [10 million hertz].

"Radiation in the frequency range reported deposits very little energy into the human body and, on that basis and on the basis of

the available research literature, there is little reason to expect any harmful biological effects," Earl W. Robinson, chief of the BRH's Consumer - Industrial Products Branch, said in a letter to the Teleram Communications Corp.

But Dr. Frank Rosenthal, a physicist serving as TNG consultant in connection with NIOSH's San Francisco reports, said in comments prepared for NIOSH that while "it can be expected on theoretical grounds that energy absorption will be

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VDT-pay dispute brings strike

the award "derisory."

All but one of the journalists were fired from Rupert Murdoch's national newspaper, The Australian. The Sydney Morning Herald fired the other employee.

The Australian and another national paper, the Financial Review, have suspended publication. Other major dailies are publishing, but with diminished national and local coverage. They are carrying much syndicated material from other nations.

Meanwhile, the strikers have started their own publication, The Clarion.

On June 2, the Arbitration Commission's president called

the AJA and the publishers back for a conference.

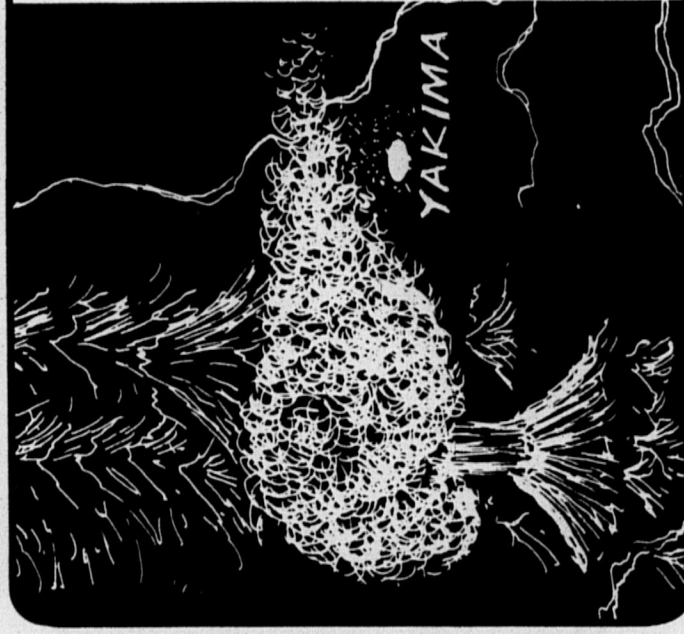
Murdoch's Australian is the only Australian paper where VDTs and computers have been introduced throughout the plant, but other papers have begun to install VDTs or are about to "introduce elaborate new systems," according to a report in the Washington Post.

The AJA has been seeking the extra payment for employees required to operate VDTs for three years.

TNG President Charles A. Perlik, Jr., has pledged the Guild's "wholehearted support"

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(Continued from Page 1)
 treated if the employer may take independent and unilateral action" against employees who resort to it, the EEOC said.

In addition to an order for immediate restoration of Bartak and Mayne to their jobs, the EEOC is asking the court to issue preliminary injunctions to:

- ✓ Enjoin the papers, their "officers, agents and employees and all other persons in active concert" with them from doing anything that "might have the effect of precluding or discouraging" Bartak, Mayne or anyone else "from making charges, testifying, assisting or participating in an investigation, proceeding or hearing" on a sex discrimination charge.

✓ Restrain the papers from taking any retaliatory measure against Bartak, Mayne or anyone else for opposing illegal sex discrimination.

✓ Require the papers to pay Bartak and Mayne interest on their wages lost since their discharges and restore their seniority, vacation sick-leave and pension benefits.

✓ Compel them to expunge from personnel records "all adverse comments" entered since Bartak filed her first sex discrimination charge last August.

✓ Order the papers to inform every employee, "both orally and in writing," of the fact that the papers would be under court order "to take no retaliatory action against any employee who

exercises his or her rights" under federal antidiscrimination law.

If the court issues the order, Bartak would be restored to the Republic's urban affairs reporting beat. She had been reassigned from it to night police, and placed on probation, last fall after she and several other Republic and Gazette employees charged the papers with sex discrimination in pay and promotion policies.

She then filed another charge with the EEOC, accusing the papers of retaliating against her for filing the first charge, and she filed a third charge with the commission after she was fired, on grounds she had failed to measure up during probation.

Mayne charged the Republic in a filing with the EEOC with firing him in January from his job as Republic economic-news editor in retaliation for his refusal to be unfairly critical of Bartak's work "as requested" by Republic management.

Mayne's firing was cited as an unfair labor practice under the National Labor Relations Act in a complaint issued by the NLRB against the Republic and Gazette March 28. So were Bartak's reassignment and her being placed on probation. An additional, subsequently issued NLRB complaint also cites Bartak's dis-

charge as an unfair labor practice.

Bartak, a former president of the Arizona Press Club, first went to work for the Phoenix dailies when she was in high school—on teen pages. She

worked in the proofroom while going to Arizona State University at nearby Tempe on a partial scholarship from the papers and joined the newsroom staff fulltime upon graduation about seven years ago.

Phoenix Guild files new unfair charges

Phoenix—The Phoenix Guild has filed five new unfair labor practice charges against Phoenix Newspapers, Inc., publisher of the Arizona Republic and Phoenix Gazette.

One of the charges, filed with the National Labor Relations Board May 29, accuses the company of engaging in surveillance of employees' union activities through the use of electronic devices. Earlier the Guild had withdrawn a similar charge.

The Guild also is charging that a law suit filed by the Phoenix papers against the local and five Guild leaders was initiated to intimidate and coerce employees because of their union activities and was in retaliation for the local's filing an earlier set of unfair charges with the NLRB.

In April the NLRB issued complaints on earlier Guild charges that the papers fired an exempt editor for refusing to cooperate in efforts to discriminate against Guild Secretary Bonnie Bartak, that the company discriminated against Bartak because of her Guild activity and because she had filed sex discrimination charges, that the papers illegally refused to provide the Guild with payroll information and that through all of these actions the company interfered with its employees' exercise of rights guaranteed by the National Labor Relations Act [Guild Reporter, April 11].

In its newest set of charges the Guild also accuses the company of two counts of refusing to bargain and of having unilaterally implemented changes in employees' wages without notifying the Guild or providing it an opportunity to bargain about them.

EEOC encourages unions to correct bias

Washington—The Equal Employment Opportunity Commission has adopted a new policy of recognizing and encouraging union efforts aimed at correcting employment discrimination.

In a resolution adopted in April, the EEOC said that in filing charges aimed at ending employment discrimination it will not name unions that have a good record in working to eliminate discriminatory practices.

The EEOC, said it will determine on a case-by-case basis whether to immunize a union from litigation and said it "will be looking for concerted, aggressive action of a compelling nature."

The EEOC resolution is the result of 22 months of meetings between the commission and rep-

resentatives of labor and business groups. J. William Blatz, TNG's director of field operations, and TNG Human Rights Co-ordinator Hanna Jo Rayl were among the union leaders that met with the EEOC to discuss how unions could work with the commission in eliminating job discrimination.

The new EEOC policy encourages unions and employers to adopt voluntary affirmative action measures, noting that the U.S. Supreme Court's 1979 "Weber" decision upheld the adoption of such programs even in the absence of a finding of past discrimination.

NEDC conducts grievance workshop

Salem, Mass.—The New England District Council's spring meeting here May 10-11 included a grievance workshop conducted by labor attorney Dave Wanger.

Wanger, whose firm represents several New England Guild locals, stressed the value of a strong steward system and the importance of thoroughly investigating grievances.

About 25 council delegates and local Guild leaders attended the training session.

The delegates also heard reports on TNG finances and the International Executive Board's recommendations to TNG's June convention from TNG Secretary-Treasurer Charles Dale and TNG Vice President Elwood B. (Woody) Bigelow.

Phoenix 4 move for aid from papers' libel policy

Phoenix — The attorney for four Phoenix Guild leaders has demanded that the Bermuda-based company that insures Phoenix Newspapers, Inc., against libel suits defend the four against a libel suit by the papers against them.

The suit by the Arizona Republic and Phoenix Gazette against the four alleges libel in a Guild membership bulletin that reported in detail the Guild having filed unfair labor practices charges against the papers in February.

"At the time of the alleged tort [libel]," all four were acting within the scope of their employment," attorney Philip T. Goldstein said in making the demand on Mutual Insurance Co., Ltd., which sells libel, strike and First Amendment insurance to members of the American Newspaper

Union. The U.S. attorney for the insurance company told the Guild Reporter, however, that he will advise that the claim be denied.

Arthur B. Hanson, who also is the ANPA's general counsel, said the libel insurance is intended to protect publishers from loss in libel actions stemming from material published in insured papers.

Policy-holding publishers can pick and choose on a case by case basis whether the insurance covers individual reporters in their employ who might be sued, he said.

The insurance would cover defense of the Phoenix Gazette and Arizona Republic, however, against a countersuit by the Guild leaders alleging that stories in the papers damaged their names and professional reputations [Guild Reporter, May 9], Hanson said.

Guild named representative of affected class in AP suit

New York—A U.S. District Court has certified the Wire Service Guild and seven individual plaintiffs as class representatives of all blacks and women employed in news positions with the Associated Press in a suit charging the wire service with discrimination in its hiring and promotion policies.

In a May 1 ruling, U.S. District Court Judge Pierre Leval, upheld a motion by the Guild and the individual plaintiffs that they be permitted to serve as class action representatives in the case.

The Guild, the seven individuals and the Equal Employment Opportunity Commission filed suits against AP in 1978 after efforts to conciliate a 1973 Guild discrimination complaint failed.

The judge's ruling includes all blacks and females employed in news jobs by AP since Nov. 20, 1972 in the class affected by the company's alleged discrimination. The judge deferred a ruling on AP's motion that the EEOC's complaint against the company be dismissed. The EEOC complaint charges that Hispanics, as well as women and blacks, have been discriminated against by AP's employment policies.

Another motion by AP seeking dismissal of charges that its pension policy discriminates against women was denied by the judge, as was one that would have dismissed the Guild as a plaintiff in the case.

Pitso was a guest of TNG last year on a seven-week visit to the United States under a \$5,000 grant from the AFL-CIO's African-American Labor Center.

Most of Pitso's visit was spent as an observer at negotiations between the San Diego Guild and the San Diego Union and the Evening Tribune.

Perlik called on Botha to re-

Restore Pitso's visa, Perlik urges

Washington—In a letter to South African Prime Minister P. W. Botha, TNG President Charles A. Perlik, Jr., has expressed dismay over that country's refusal to admit Mike Pitso, secretary of the Lesotho Union of Journalists.

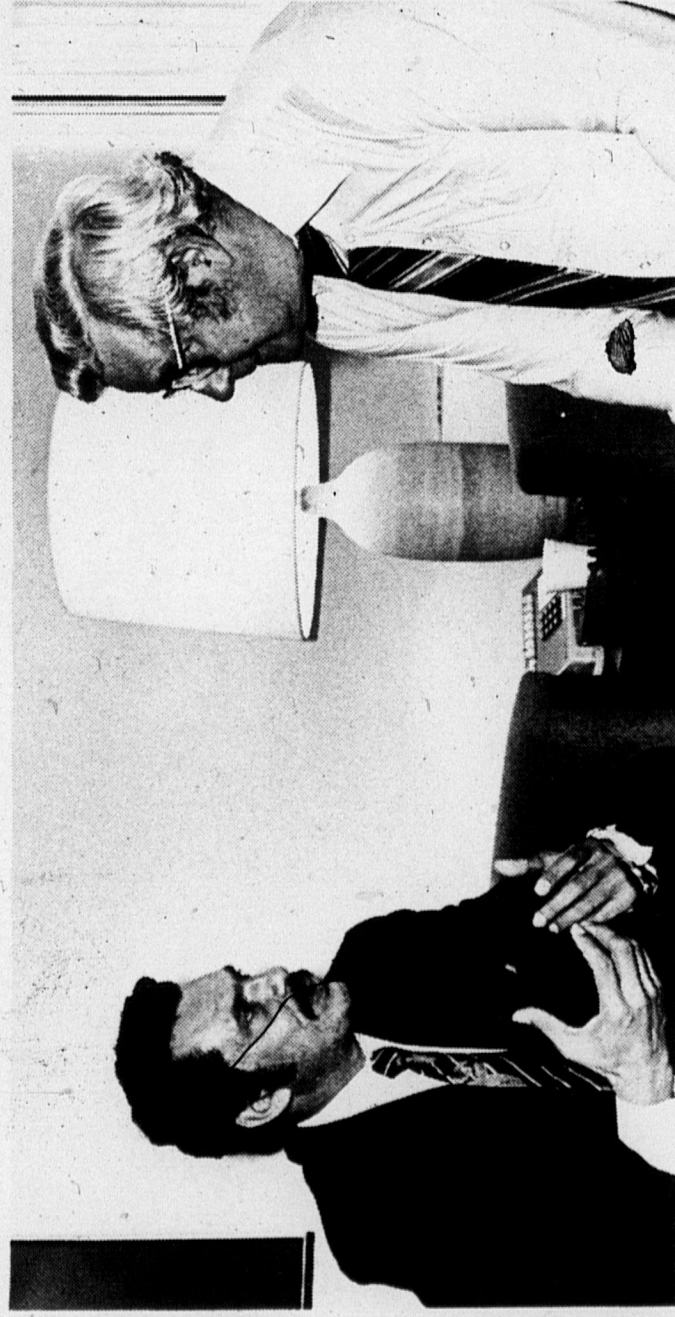
Pitso, who writes for the Rand Daily Mail and other publications, was turned back from the South African border late in February and told his right to enter the country had been withdrawn.

Perlik called on Botha to re-

Alcibiades Gonzalez del Valle, secretary-general of the fledgling Paraguayan Journalists' Union and columnist for the daily ABC Color, left, tells TNG President Charles A. Perlik, Jr., of his appreciation for TNG message in November to Paraguay President Alfredo Stroessner demanding del Valle's release from prison. He had been arrested and held without charge

Paraguayan says 'gracias'

Raymond Crowell/Merkle Unit/Washington-Baltimore



after writing in a column that if all in that nation "revealed to have been involved in corruption committed suicide, there wouldn't be enough coffins to go around." Released late in December, de Valle, 43, was in the United States under the auspices of the federal International Communication Agency. He said TNG's message was influential in his release.



Guides on sex harassment confirm TNG's position

Washington — Guidelines on sexual harassment recently issued by the U.S. Equal Employment Opportunity Commission confirm TNG's position that fair-employment-practice clauses banning sex discrimination prohibit employers from engaging in or condoning sexual harassment, TNG Human Rights Co-ordinator Hannah Joy Rayl has informed locals.

Rayl noted that 80 percent of Guild contracts prohibit sexual discrimination by employers.

The guidelines affirm the EEOC's long-standing policy that the ban on sex discrimination in employment contained in Title VII of the Civil Rights Act of 1964 also makes sexual harassment in the workplace illegal, Rayl said.

She pointed out that separate legislation barring sexual harassment is not necessary; nor is it necessary for Guild contracts prohibiting sex discrimination to specifically refer to sexual harassment, she said.

The guidelines, issued by the EEOC on March 11, make it clear that employers are responsible for the acts of their "agents" and supervisory employees with respect to sexual harassment, regardless of whether the specific acts complained of were authorized.

For service to humanity

David Lewis, right, who served as the Guild's Canadian counsel in the early 1950s, and Tommy Douglas receive the Canadian Labour Congress' first awards for Outstanding Service to Humanity during the CLC's 1980 convention. Lewis, one of the founders and former Leader of The New Democratic Party, also was one of 60 Canadians appointed last December to the Order of Canada, Canada's highest distinction.

Ouellet shares monopoly concern

Ottawa—Canada's Minister of Consumer and Corporate Affairs has said that he shares the Guild's "concern that serious questions respecting the free dissemination of news and opinion are raised by increasing corporate concentration" in the newspaper industry.

Andre Ouellet, who heads the government agency charged with enforcing federal legislation prohibiting mergers and monopolies that are detrimental to the public interest, was responding to the TNG Canadian Region's call for a new investigation into the Canadian newspaper industry with an eye toward legislation to decrease monopolization and increase a competitive free press. [Guild Reporter, May 23.]

Ouellet said he believes "the law as it now stands is inadequate to address itself to the issue of corporate concentration, particularly in the newspaper industry."

As an example of the present law's inadequacy he pointed to

"seems to imply that the acquisition by one firm of all of Canada's daily newspapers would not necessarily be contrary to the public interest," Ouellet said.

He said he hopes to introduce new legislation during the next session of Parliament and assured the Guild he would "give careful consideration" to its submission in drafting the bills.

Safety record access

Washington — Employees will be guaranteed access to medical and toxic-exposure records maintained by employers under a new Occupational Safety & Health Administration standard to take effect Aug. 21.

The standard also assures unions access to employer exposure records and analyses based on exposure and medical records. Unions can also obtain access to an employee's medical records on the employee's written consent. Within 15 days of request, an

employee or a union representative with authorization must be allowed to examine and copy employer records of exposure to toxic substances, personal medical records and analyses based on these records.

The new standard does not impose any additional record-keeping requirements on employers, but rather sets requirements for the maintenance and availability of existing records.

Under a previous OSHA stand-

Efforts urged to gain freedom of Pakistani

Here, through the International Federation of Journalists and in co-operation with Amnesty International, is a brief synopsis of the case of a recent journalistic "prisoner of the month." It is published here as part of an international effort to secure improvement of such prisoners' condition, if not their release. Others will be published as demands on space permit.

publication of material seeking to dismember Pakistan on a provincial or sectarian basis."

During 22 years as a reporter, Ali has worked for several publications in Pakistan and elsewhere. He was honored for fair and balanced reporting by the Asia Press Foundation when it selected him for the 1978 Mitsubishi Award for journalism.

[Soon after Ali's military court hearing, where he appeared with his hands manacled and escorted

by two police officers, TNG President Charles A. Perlik, Jr., called upon Pakistan's president to free Ali in keeping with an earlier pledge that reporters for foreign publications were free to write what they chose.]

Letters calling for clemency for Ali should be addressed to: His Excellency, General Zia-ul-Huq, President and Chief Martial Law Administrator, General Headquarters, Rawalpindi, Pakistan.

ized or even forbidden by the employer and regardless of whether the employer knew of their occurrence."

Three basic criteria are set out in the guidelines for determining if "unwelcomed sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature" are discriminatory acts prohibited under Title VII of the Civil Rights Act.

The criteria:

- ✓ Submission to the approach is made an explicit or implicit condition of employment.

- ✓ Reaction to the approach is used as the basis for an employment decision affecting the harassed employee.

- ✓ The harassment substantially interferes with an employee's work performance or creates an intimidating, hostile or offensive work environment.

Rayl noted that four states—Illinois, Wisconsin, Michigan and New York—and the District of Columbia define sexual harassment as "unsolicited, deliberate or repeated sexually explicit statements, gestures or physical contacts which are objectionable to the recipient and cause discomfort or humiliation."

Although federal and provincial human rights commissions in Canada handle charges of sex discrimination, Rayl said the Women's Bureau of the Canadian Labour Congress reports that many of them "still are refusing to hear cases of sexual harassment."

Rayl said that the CLC's Women's Bureau "rightfully asserts that 'the woman worker has her best and least expensive remedy against sexual harassment through her union,'" noting that pursuing discrimination complaints through legal channels can be a long process.

opened

maintain exposure records if employees handle certain toxic substances.

The new OSHA rule requires employers to maintain exposure records for 30 years and medical records for the duration of employment, plus 30 years.

Schools for union women set in summer

Washington—Four week-long union-skills schools for women union members and leaders are scheduled in June, July and August at the University of Kentucky, Rutgers, the University of Connecticut and the University of Iowa. U.S. Guild locals have been notified.

At least one local—Buffalo—is sending one of its members.

The schools, designed to help women get more involved in their unions, is sponsored by the University and College Labor Education Assn., in co-operation with the AFL-CIO Education Dept. and the Coalition of Labor Union Women.

Room, board and tuition is \$130 at all but the Iowa session, where it is \$145.

The Buffalo Guild's membership voted in April to pay tuition and expenses for Maria Scrivani, the local's secretary and former human rights chairperson, to attend the union-skills school at Rutgers.

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 2.7-point rise in the index in April to 242.6, up 30.8 points from April, 1979, and 51.2 points from April 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 April 1978. The Urban Wage-Earners' and Clerical Workers' Index is the source.

	Index	Percentage over Same month prior year	April 1978†
May, 1979	214.3	10.9	12.0
June	216.9	11.1	13.3
July	219.4	11.5	14.6
August	221.5	12.0	15.7
September	223.7	12.4	16.9
October	225.6	12.4	17.9
November	227.6	12.8	18.9
December	230.0	13.4	20.2
January, 1980	233.3	14.0	21.9
February	236.5	14.2	23.6
March	239.9	14.6	25.3
April	242.6	14.5	26.8
			†Index = 191.4

*1967 = 100



James R. Reid/Memphis

Memphis makes awards

The Memphis Guild's 34th annual Citizen of the Year Award goes to Bishop Carroll T. Dozier of the Catholic Diocese of Memphis for his humanitarian efforts and concern for the needs of the poor and elderly in the Memphis area. Presenting the award, above, are Shirley Downing, left, co-chairperson of the Guild's selection committee and Memphis Guild President Faye McCracken. Awards were also given to Joan Elmore, at left, for long-term Guild service and Margaret Boyd, at right, the local's Member of the Year.



UPI accused by NLRB of bad-faith bargaining

New York—United Press International has been charged with bad-faith bargaining in an unfair labor practice complaint issued by the National Labor Relations Board's regional office here.

At the same time that the NLRB issued the May 23 complaint on refusal-to-bargain charges filed by the Wire Service Guild, it dismissed a single charge filed by UPI against the Guild.

The NLRB complaint upholds Guild charges that the company engaged in bad-faith bargaining by withholding its economic proposals from Guild negotiators so they could not adequately consider them, by refusing to supply merit pay information requested by the Guild for bargaining purposes and by rejecting a Guild proposal over its message wires before discussing the matter in negotiations.

Wire Service Guild negotiators said the NLRB's complaint reinforced their conclusion that the "UPI bargaining team is inept and intent on frustrating an agreement."

The day before the NLRB's complaint was issued the Guild told the UPI negotiators that they were calling for a federal mediator "to help you out." A mediator entered the talks May 29.

The Guild is seeking renewal of its contract that expired April 15.

A hearing on the complaint has been set for Dec. 10.

Promotion is won in San Jose

San Jose—A clerk in the Mercury News dispatch department has been promoted to a job in ad makeup as the result of a Guild grievance settlement.

The company agreed to the promotion a week before the case was scheduled to be heard by arbitrator Francis Richard Walsh.

The dispute arose when the company bypassed the grievant and hired a new employee in filling a vacancy in the general advertising department. The promotion section of the contract requires that the company give "preference" to present employees in filling vacancies.

The clerk, a black woman with eight years' service at the Mercury News, had also filed a charge with the Equal Employment Opportunity Commission.

The grievant ended up being promoted to a higher-paying job than the one for which she was originally turned down.

The Guild's Paper, San Jose Guild

1979-80 TNG audit: what came in; where it went

Following is the report of TNG's financial standing, including the Defense Fund, and General Fund operations for the fiscal year ended March 31, 1980, as audited by Shulman, Kurtz, Turer & Topaz, certified public accountants:

Balance Sheet—General Fund, March 31, 1980

ASSETS	
Cash in banks and on hand	\$ 309,846
Advances receivable	13,720
Loans receivable	29,717
Exchangeable receivable	34,584
Prepaid insurance and transportation expenses	62,887
Deposits	675
Investments	100
Accounting equipment (net)	23,038
Total assets	\$ 474,567

LIABILITIES	
Accounts payable	\$ 8,525
Due to Defense Fund	46,510
Payroll taxes payable	10,348
Servance pay reserve	198,688
Total liabilities	\$ 264,071
Net worth surplus	\$ 210,496
Total liabilities and net worth	\$ 474,567

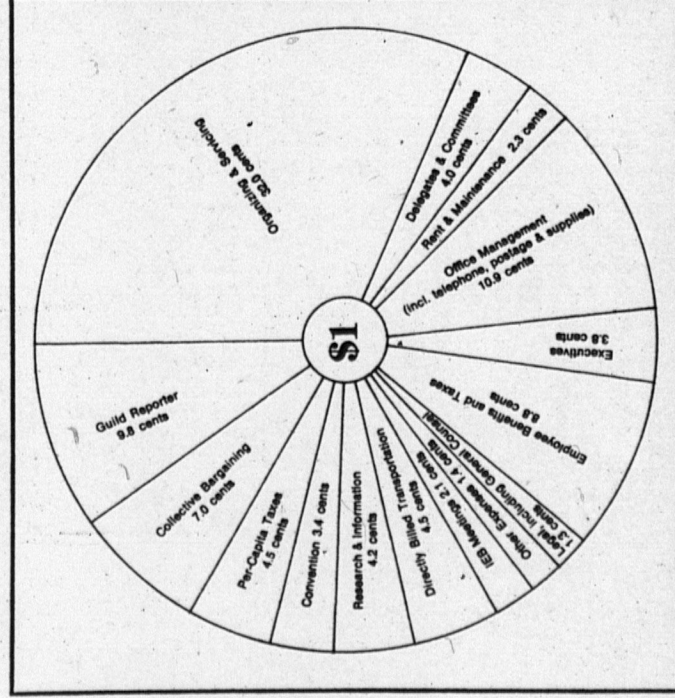
Income & expense, General Fund, year ended 3/31/80

INCOME	
Membership—Per-capita taxes	\$2,090,016
Initiation fees	15,903
Reinstatement fees	539
Agency fees	17,579
Servicing salaries and expenses paid by locals	25,628
Guild Reporter income	2,257
Research Dept. sales	2,859
Expenses paid by Defense Fund	55,618
Other income	12,334
Total income	\$2,222,733

EXPENSES	
Per-capita taxes	\$ 99,605
Field operations	870,713
Administrative operations	312,010
Office management	503,041
Executives	84,072
Other expenses	356,729
Total expenses	\$2,228,170
Operating deficit for year	\$ 5,437
Deficit—beginning of year	\$ 552,675
Net worth adjustment per 1979 convention	\$ 768,608
Net worth surplus—end of year	\$ 210,496

General Fund, budget & expense, year ended 3/31/80

	Expended Year Ended 3/31/80	Budget Year Ended 3/31/80	(Over) or Under Budget
1. Per-capita taxes	\$ 99,605	\$ 96,500	\$ (3,105)
2. Field Operations	\$ 870,713	\$ 870,713	\$ 0
A. Director—Salary	\$ 40,073	\$ 40,100	\$ 27
B. Organizing and Servicing:			
IRS' salaries	\$ 409,118	\$ 380,500	\$ (28,618)
IRS' expenses	171,850	175,000	3,150
Secretaries	7,972	8,250	278
Miscellaneous			
organizing and servicing	99,958	65,000	(34,958)
Organizing/servicing program subsidies	3,600	5,000	1,400
C. Collective Bargaining:			
Salaries—Executive Committee	\$ 33,055	\$ 32,825	\$ (230)
Secretary-Contracts	11,004	11,500	496
Pension consultant			
Secretaries-stenographers	7,972	8,250	278



WHERE EACH GENERAL FUND DOLLAR WENT

	Expended Year Ended 3/31/80	Budget Year Ended 3/31/80	(Over) or Under Budget
Secretaries-stenographers	23,917	24,750	833
Bookkeeping	39,169	32,500	(6,669)
General clerical	31,915	27,500	(4,415)
Expenses:			
Rent and maintenance	52,241	54,000	1,759
Stationery and supplies	28,121	23,000	(5,121)
Telephone and telegraph	3,356	3,500	164
Repairs and improvements	23,875	24,000	125
Postage	3,261	3,000	(261)
Auditing	14,529	13,500	(1,029)
Insurance and bonding	8,400	8,400	0
Employee pension	13,000	12,000	(1,000)
Employee health and welfare	52,790	55,000	2,210
Directly billed transportation costs	57,068	55,000	(2,068)
Data processing	99,876	88,500	(11,376)
Miscellaneous	29,094	20,000	(9,094)
5. Executives:			
Officers' salaries	\$ 67,185	\$ 75,650	\$ 8,465
Officers' expenses	\$ 16,887	\$ 12,500	\$ (4,387)
6. Other Expenses:			
Legal	\$ 84,072	\$ 88,150	\$ 4,078
Payroll and personal property taxes	\$ 28,030	\$ 30,000	\$ 1,970
Contributions and tickets	50,365	50,000	(365)
Delegates and committees	14,343	9,500	(4,843)
I.E.B. meetings	89,466	35,000	(54,466)
Severance-pay provisions	47,378	38,000	(9,378)
Convention reserve	35,004	35,000	(4)
Brown Award	75,000	74,000	(1,000)
AFL-CIO-IUD	1,000	1,000	0
Conventions	2,175	1,500	(675)
CLC Convention	1,404	5,000	3,596
IEJ Convention	51	1,000	949
Guild Service	10,999	7,500	(3,499)
Award	1,514	1,500	(14)
Irving Leichter Scholarship Fund	-0-	1,500	1,500
Totals	\$ 2,228,170	\$ 2,228,170	\$ 0

Balance Sheet—Defense Fund, March 31, 1980

ASSETS	
Cash in banks:	
Checking account	\$ 168,455
Savings accounts	295,377
Investment account (at cost)	868,437
A.T.A. fund	40,000
Loans receivable—Guild affiliates	202,845
Due from General Fund	46,510
Other investments (at cost)	8,685
Total Assets	\$1,590,810
LIABILITIES	
Strike benefits payable:	
Montreal Guild	\$ 175,335
New York Guild	85,386
Washington-Baltimore Guild	14,160
Loans payable—other unions:	
United Auto Workers	850,399
Industrial Union of America	50,000
International Assn. of Machinists	40,000
Total liabilities	\$1,300,280
Net Worth Surplus	\$ 290,530
Total Liabilities and Net Worth	\$1,590,810

Yakima's Ash Sunday . . . Monday . . . Tuesday . . .

Newspapering in the shadow of the volcano

By BRIAN F. DALY
Yakima Guild

Yakima, Wash.—By 11 a.m. on May 18, the Sunday sky had turned black. Street lights had come on and volcanic ash was falling in a dry, choking "rain."

And Herald-Republic reporters, photographers and desk personnel were struggling to the newsroom to cover the 8:32 a.m. eruption of Mount St. Helens 90 miles to the southwest.

Chief photographer Kurt Smith, who had spent the weekend hiking in the Cascades, walked the last three miles back to his car by flashlight.

Guild Vice President Jackie Humphries, a police reporter, abandoned her attempt to plant flowers when she noticed the "rain" wasn't wet.

As each person made it to the newsroom, he or she told of thoughts and feelings as the black cloud of ash rolled into the valley, and of problems of driving through the ash and dust.

Several stories weren't heard for several days. A number of the news staff had gone to Seattle for the weekend and had found Interstate 90 closed when they tried to return to Yakima.

City editor James Wallace took advantage of having a reporter on the west side of the mountains, however.

Since the paper wasn't getting much over the wire about the state agencies in charge of disaster assistance, he told reporter Lyn Watts to go from Seattle to Olympia to provide that coverage.

Watts was sent because Wallace had been unable to contact the paper's capital reporter, Bill Lee.

Lee had been in Yakima over the weekend, but hadn't been heard from. It was assumed he had been caught in the ash while driving back to Olympia.

Actually, Lee had seen the black cloud rolling into the valley as he was rolling out. He said later he was glad

to miss what he thought was a thunderstorm.

Lee drove to Seattle and spent the day at Longacres race track. It wasn't until the announcer mentioned travelers' advisories that Lee became aware of the eruption.

Photographer Dean Spuler knew about the eruption earlier, but that didn't help. He and his wife, reporter Phyllis Spuler, were stranded along with 30 other travelers in a small cafe in Desert Aire.

The Spulers made it back to Yakima the next day. It took the reporters caught in Seattle a day longer. They were forced to detour several hundred miles through Portland, Ore.

Even in Yakima, travel was almost impossible. Besides reducing visibility almost to zero, the inch of dust and ash was clogging car air filters.

Reporters and photographers were dispatched in CB-equipped trucks from circulation. The CBs allowed them to co-ordinate assignments and provided a means of summoning help if necessary. Those sent out also were issued face masks from the mailroom supply. (The masks are used regularly there to protect employees from breathing "paper dust.")

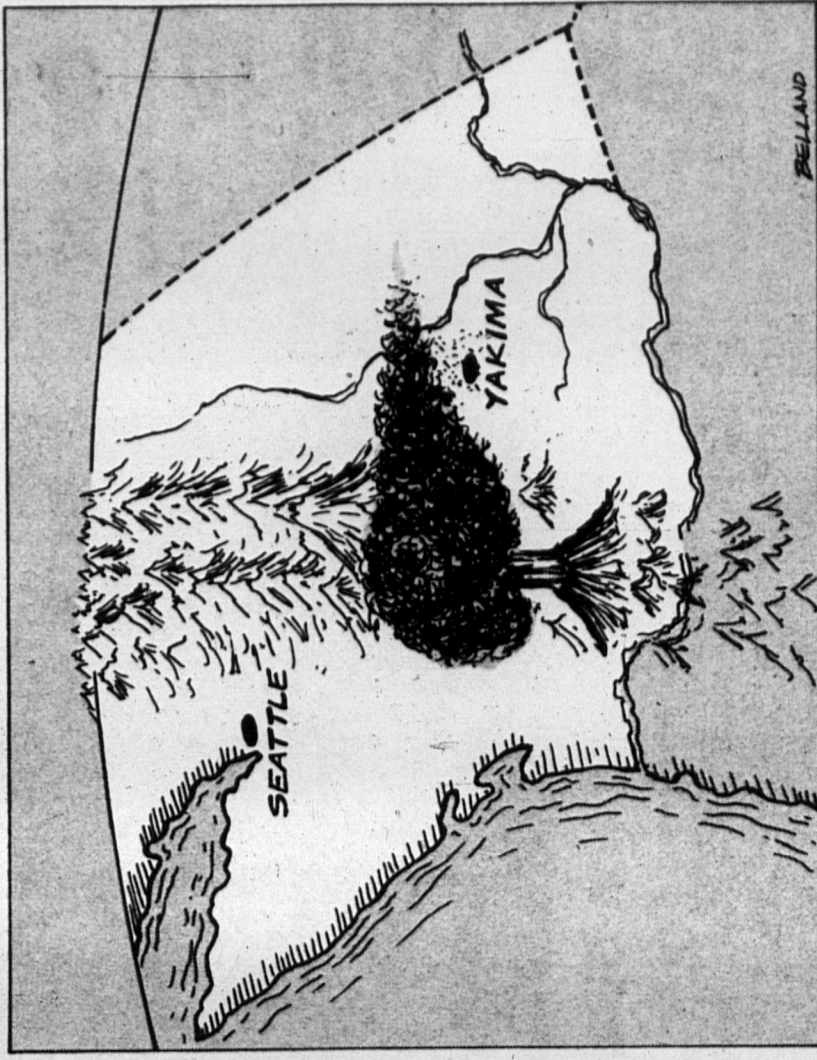
Because the eruption occurred on Sunday, officials also had problems getting to their posts.

The county's emergency services director was stranded on the highway for a number of hours and some city and county officials tried to handle duties from their homes.

Reporters found it difficult to contact them for information.

Compounding the problem was the telephone system. Long-distance calls were almost impossible. Marge St. George manned the switchboard for more than 10 hours and was frequently forced to dial 10 to 20 times to get a long-distance line.

Yakima, Wash., 90 miles northeast of Mount St. Helens, was in the center of the heaviest fallout from the eruption of the mountain May 18. An estimated 600,000 tons of ash and grit covered its downtown area. The volcanic cloud made the area dark as midnight from 10 a.m. until sunrise the next day. The Yakima Guild represents advertising, business office, circulation, editorial and maintenance employees of the Yakima Herald-Republic, a Harte-Hanks paper. Daly is president of the local.



Even within the city the circuits were overloaded.

Once officials were contacted, however, the problems weren't solved.

Official reports came in fast and furious—and contradictory.

Breathing the ash could cause respiratory problems . . . no, the particles were too large to enter the lungs. The ash had a high acid level . . . no, it was nearly neutral. Yakima County's \$2-million fruit crop was in danger . . . no, the ash wouldn't harm the fruit if shaken off . . . no, washed off . . . no . . .

By late afternoon, although by looking outside no one could have estimated the time, most reporters were back at their VDTs trying to consolidate their information.

As the reporters—and the ash—filtered into the newsroom, the publisher, Jim Barnhill, announced that the scheduled 28-page paper for Monday had been bumped to 36 pages. An eight-page open section, devoted entirely to the volcano's effects, would be added to the front of the paper.

A special edition was ruled out because there was no way to distribute the papers if printed.

Columnist Jim Gosney noted that despite the efforts being made to print a Monday paper there was no guarantee anyone would see the results.

Distributing the Monday paper, in fact, did prove something of a problem. Circulation district managers and carrier counselors put in 12-hour days Monday and Tuesday delivering the papers themselves inside the city, rather than having carriers outside in the choking fallout. On the third day, Wednesday, they still had to cover many routes themselves since many

carriers' parents still were fearful of possible effects from breathing ash-dust laden air.

To insure the fastest and best coverage, an attempt was made to deliver a copy to every house in the city. The press run was increased from a normal 40,000 to 50,000. But when the extra copies were all sold within a few hours, another 12,500 were printed.

Extra copies were ordered the next three days as well, as people bought souvenir copies in lots of 10s and 20s—500 in one instance.

Even after the initial fallout ended, the news staff was confronted with more problems. Many government offices and businesses were closed and streets blocked for a number of days as the cleanup began.

Reporters were among the few people allowed into the downtown area, but they had to park their cars several blocks from the plant and walk in.

The advertising sales staff reported "business as usual" after the first day. (Thousands of dollars in Memorial Day sales ads had to be dumped, however, when the shopping centers were closed while snow removal crews ploughed away the worst of the fallout.)

Maintenance personnel replaced filters on the Herald-Republic's air-conditioning system three times the first week—it's usually about once a month—and the air inside was kept clean enough to keep the computers and VDTs humming without interruption.

Within a week, the city was almost back to normal, but there were fears the May 18 efforts might become routine. The last time Mount St. Helens was active its eruptions continued, off and on, for 30 years.

CBTU refuses to make Presidential endorsement

By JOYCE WALKER-TYSON
Detroit Guild

Detroit—Delegates at the 9th Annual Convention of the Coalition of Black Trade Unionists handed President Carter a slap in the face by refusing to endorse his candidacy for re-election.

The backside of the same hand offered some minor consolation though, since CBTU delegates also refused to endorse any other candidate.

Most delegates conceded, however, that if the polls proved correct, voting for Carter come November would be tantamount to choosing the lesser of two evils.

Many of the resolutions passed at the convention here May 23-26 dealt with political action

election would make him a poor choice for an endorsement.

The same held true for Republican-turned-independent John Anderson, Lucy said.

"There was no support whatever for Gov. Reagan," Lucy said.

AFSCME President Jerry Wurf told the 900 delegates that rising unemployment, as high as 50 percent for black youths, could be the catalyst for the kind of racial violence that erupted a few weeks ago in Miami.

Despite dissatisfaction with the probable presidential choices in 1980, CBTU 1st Vice President Cleveland Robinson warned the union members not to allow apathy to disenfranchise them.

"This year we have one party in America," said Robinson, president of the Distributive Workers and a CBTU founder. "The Democrats have become Republicans.

But you must vote simply to demonstrate the power of your vote—to protest."

Robinson compared the struggles on the political front to those between labor and management, saying that complacency is the enemy in both cases.

"If we can't put our money where our mouths are then we'll have to keep our mouths closed," Robinson said.

"Freedom will never come to people who can't make the least sacrifice for what they believe. We've got to be dissatisfied.

We've got to fight with ourselves."

Delegates re-elected all the CBTU's principal officers:

Lucy, president; Robinson, 1st vice president; Charles Hayes of the Food and Commercial Workers, executive vice president; Alzada Clark of the Furniture Workers, 2nd vice president; William Simmons of the Teachers, treasurer; Horace Sheffield of the Auto Workers, secretary, and Robert Simpson of the Teamsters, corresponding secretary.

(Walker-Tyson, a TNG vice president, attended the CBTU convention as a representative of TNG. She was so designated by the International Executive Board during its spring meeting.)

VDT tests show little rf danger

(Continued from Page 1)

quite small at these frequencies, this in itself does not preclude the possibility of a biological effect."

"Indeed," he observed, "effects attributable to nonthermal mechanisms have been observed at higher frequencies and at lower frequencies (as low as 40 hertz)."

"A conservative, precautionary approach would be to shield the units so there is negligible emission of electromagnetic fields of any frequency."

Rosenthal noted that while ordinary metal shielding suffices for electric fields, special "mu-metal" (a highly magnetic alloy) might be necessary for magnetic fields. As an alternative, he said, the VDT could be housed in a cabinet large enough to insure that the radiation would be dissipated by the time it reached the exterior.

Teleram called a press conference May 29 to make the BRH report and letter public.

Teleram also distributed a press release stating that, while the report showed its 2277 had "some harmonics in the 21 megahertz range," their radiofrequency radiation was "so low as to be meaningless."

Earlier BRH Deputy Director James Benson, commenting on the bureau's findings in a letter to NIOSH, said "the small amount of energy emitted in the frequency bands which are addressed by generally recognized personnel standards... was found to be less than one-millionth of the recommended limits at a distance five centimeters [two inches] from the video display devices."

With one exception in each case, the BRH tests on the Teleram were performed with the metal blocking radiation from the transformer, and the Ontel tests were performed with their cabinets' metal coating having the same effect. The Bay Area Ontels have all-plastic cabinets.

A reading taken with the Teleram's transformer removed from the metal shielding showed a tenfold increase in the recorded emissions, according to Paul S. Ruggera, the BRH official who performed the tests.

Even with the transformer shielded, a reading higher than 1,000 volts per meter was recorded two inches from a "hot spot" on the Teleram's top, al-

though this fell to 16 a foot away. In the case of the Ontel model OP-1/32k/50, no radiation at all was recorded with the metallic-coated cabinet shielding the transformer. But with the cover removed, readings of more than 1,000 volts per meter two inches away and 300 volts per meter 7½ inches away were recorded near a "hot spot" on one side.

The federal occupational-safety standard is 200 volts per meter, but it applies only to higher frequencies, above 10 megahertz.

Teleram president C. J. Satuloff, informed after the press conference that the tests had been made with the shield in place, expressed surprise. He said he was aware a shielded model had been sent but had assumed it would be tested with the shield both on and off.

A NIOSH official, queried about the Ontel models sent by the manufacturer for tests, said the company no longer produces any plastic-covered models.

Concern over possible radiofrequency radiation from the Teleram 2277 was generated last year when readings of 15 milliwatts per square centimeter were registered on the tops of two machines at Newsday and a reading of 40 milliwatts was registered on the top of one at the Times. The federal standard prohibits emissions over 10 milliwatts at frequencies of 10 megahertz and higher.

The reliability of the instrument used to test both the Times and Newsday Telerams was challenged, and tests on other Telerams, at Newsday and in a lab-

IT SEEMS TO US

on and would like to hear from anyone who has information about a song written by a newspaper person—a song that was recorded and which received performances.

Please address your letters to:
GERALD MARKS
ASCAP
1 Lincoln Plaza
New York, N.Y. 10023

Editor:
Newspaper people are multi-talented.
Recently I discovered that several newspaper people have written hit songs, past and present. I have a project I am working

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

Editor's note: ASCAP is the American Society of Composers, Authors and Publishers. Marks, a songwriter and longtime ASCAP director, is the husband of TNG International Representative Edna Berger.



Nury Hernandez/New York

N.Y. Guild on display in Post classified

Classified telephone salespersons at the New York Post pose in their New York Guild T-shirts. All from time to time wear the shirts to work. Standing: Lynn Harris, Norma Cohen, Laura LaFanci, Gail Sacarfuto, Liz Dunat, Loren Dobbs, JoAnn

Chmielowski, Joe Zanchelli, Ervin Horton, Howard Manas and Charlotte Beck. Seated: Michelle Malise and Radu Salcu. Malise is a member of the unit council, a shop steward, chairperson of the safety committee and representative assembly delegate.

made in the Ontels' frequency range within two inches of the radiofrequency source. But Rosenthal, in his comments on the NIOSH reports, said the interaction could artificially lower as well as raise readings.

Asked at the May 29 press conference whether Teleram would give 2277 users the metal shields, Satuloff said: "No, we will sell them. They represent a profitable item for us to sell."

Satuloff said later that, on the basis of the BRH report, he didn't think the shields were necessary. Of "several hundred newspapers using 2277s, he said, only 'eight or 10' have ordered them."

Satuloff said the high radiofrequency readings reported at Newsday and the Times had nothing to do with the company's deci-

sion to switch from a plastic cabinet to a metal one on its new Mark II 2277, recently introduced. That design change was under way earlier, he said.

TNG recommended that its local insist shields be installed on all the old Teleram 2277s after the readings were reported. It acted similarly while NIOSH was exploring the reason for the readings it obtained from the Ontels.

TNG's Research and Information Director, David J. Eisen, questioned at the press conference, said the Guild had no reason to question the BRH finding that neither the Telerams nor the Ontels emitted hazardous radiation. But he said the Guild continues to consider it necessary to monitor VDTs for radiation periodically as a safety precaution.

B.C. ministry demands report on its VDT lighting proposals

Vancouver — The provincial labor ministry has asked this city's two daily papers to tell it in writing what steps they are taking to correct lighting inadequacies found by two ministry inspectors in one of the papers' VDT-equipped newsrooms.

The ministry action came after the Vancouver-New Westminster Guild said it found totally unsatisfactory responses by the papers when the Guild sought to work out with them a timetable for eliminating VDT operators' visual discomfort, as recommended by the provincial occupational environment branch.

One of the labor ministry's inspectors, Ralph L. Robson, had recommended to the papers that they either "hire a knowledgeable consultant... to design a new lighting system and room decor that would eliminate or drastically reduce visual discomfort" or try to do it themselves in accord with suggestions by the ministry inspector.

Attempting to modify existing conditions rather than redesigning the lighting system and decor is "the only available alternative," Robson said, offering the following suggestions:

- ✓ Reducing general illumination to 30 footcandles for VDT reading.

"This could be partially accomplished by very selective disconnection of approximately one out of three of the existing fixtures and fitting the remaining with 35-watt energy saving lamps," he wrote.

✓ Providing supplementary illumination at each work station for reading "hard copy."

"This could consist of a good quality, shielded desk lamp... to supply not less than 70 footcandles... as required by the Occupational Environment Regulations," Robson wrote.

✓ Adequately controlling direct glare from light sources.

"Reasonable results can be obtained by replacing the existing diffuser panels, with louvre-grid type [panels], similar to those in part of the Province newsroom but having a louvre depth of approximately 45 degrees. A non-glossy gold tone is the preferred color," Robson wrote.

✓ Refinishing "walls, partitions, columns, etc., with a light colored mat finish."

✓ Covering the floor with carpeting having "a reflectance value of less than 30 percent."

✓ Covering all windows with drapes capable of eliminating all of the light from those windows.

✓ Refinishing all glare producing surfaces, on equipment and furnishings, using a nonglare material.

✓ Providing moveable partitions at each work station, with their positioning under control of the VDT operators to allow each to shield his or her work station from the worst sources of disturbance.

VDT-pay strike

(Continued from Page 1)

for the strike in a telegram to AJA President John Lawrence. Perlik noted that TNG is "familiar with Murdoch's high-handed methods."

Lawrence urged that U.S. and Canadian journalists refuse to send copy and pictures to Australian dailies and the Australian Associated Press for the strike's duration.

FOOD, FUEL, HOUSING, MEDICAL

Rise in the necessities double that of other costs

Washington — Prices of basic necessities raced upward at a 23.7 percent annual rate in the first quarter of 1980, more than double the 11.5 percent seasonally adjusted rate for all other items in the U.S. Consumer Price Index, according to the National Center for Economic Alternatives.

The center reported that this is the first time price increases for necessities—food, fuel, housing and medical care—exceeded an annual rate of 20 percent

since its necessities index was introduced three years ago. If there had not been a remarkable slowdown in food prices during the first three months of the year, the overall inflation rate for necessities would have been far worse, the center noted.

The four items measured by the center's index comprise about two-thirds of household budgets for four of five U.S. families. The items represent expenditures that most families cannot put off—rent and mortgage payments, grocery bills, gasoline to get to work, heating fuel and electricity for the home and routine medical charges.

AP ordered to implement all checkoffs

New York—An arbitrator has ruled that the Associated Press violated its contract with the Wire Service Guild when it refused to honor dues checkoff authorizations of probationary, temporary and part-time employees. The controversy involved the interpretation of the contract's checkoff clause that requires a company to deduct dues upon a "regular employee's" voluntary request.

Arbitrator Lewis Gill said the company's long-standing practice of honoring dues deduction requests from all employees signing checkoff cards had to be considered an interpretation of the contract agreed to by the parties. He ruled that the past practice must be continued.

This was the third time since 1971 that the Wire Service Guild has had to go to arbitration to enforce the contract's checkoff provisions.

Wire Service Guild Administrator Richard Olive argued before the arbitrator that the company in refusing to checkoff dues from anyone except permanent full-time employees was attempting to gain what it failed to win in negotiations with the Guild in 1978.

percent in last year's second quarter and 10.7 percent in the third quarter.

Meanwhile, food price increases slowed from a 12.1 percent rate in the fourth quarter of 1979 to a 3.8 percent annual rate in the first three months of this year. Declines in the price of meat, fruits and vegetables accounted for the slowdown.

Economists Gar Alperovitz and Jeff Faux, the center's co-directors, also noted a price surge "spillover" into non-necessities. They climbed into the double-digit range for the first time in the three years that the study has been conducted.

The annual rate of increase in last year's second quarter and 10.7 percent in the third quarter.

for non-necessities rose from a 7.4 percent rate in the last quarter of 1979 to an 11.5 percent rate in the three months ended in March.

The surge in the non-necessities rate tends to cast doubt on some forecasts that the overall inflation rate will drop below 10 percent by the end of the year, they said.

Alperovitz and Faux suggested that the inflation rate may ease with a reduction in interest rates and the impact of the recession.

But they warned that the "current recession will in all likelihood lead to politically unacceptable levels of unemployment before it has a dramatic impact on prices."

Budgeting helps stretch shrinking dollars

BY ESTHER MARGOLIUS
FAMILIES with money problems can do much to help themselves, as can families who want to get ahead and save, if they review their spending.

Scrutinizing all your spending is the heart of managing money in these inflationary times.

The most successful spending plan is one tailored to your own needs, not based on an "average" or "typical" budget.

Even if you keep records for only a short time, you will be able to see what you are spending. Comparisons with last month or the same month last year, etc., can reveal leaks and unplanned spending and signal where you may want to cut back.

With almost 50 percent of women working today, "his" and "her" money may become a problem, especially when each tries to push the other into paying bills so he or she can have more money for personal use.

There must be unanimity of financial goals. The heart of the spending plan is to know where your money goes and make it go where you want, instead of letting it leak away in unnoticed and really unwanted expenses.

Esther Margolius, for years chief researcher and writing assistant to her consumer-columnist-author husband, Sidney, is continuing his "How to Buy" column following his death Jan. 31. And the Guild Reporter will continue to publish the column as possible to try to help members get the most from their paychecks' dwindling purchasing power.

Here is a way to develop a money-management plan that works:

✓ **List** (and pool) all income. Include earnings on savings but not temporary income, such as overtime.

Estimate your monthly after-tax income. Include all your pay except tax withholdings, even pay withheld for health and life insurance, retirement fund and installment payments for a car or furniture.

✓ **Estimate** monthly expenses. Monthly is preferable to weekly since many expenses are paid monthly and even some weekly spending, as for food, fluctuates.

Be sure to include all your expenses. Underestimating basics such as medical care often leads families into overcommitting themselves for large purchases.

Also make sure to include one-twelfth of the expenses you pay annually, such as car license fees,

lotted by the monthly spending plan for periodic expenses, such as housing, furnishing, insurance, auto, clothing and gifts. You draw from this account when the anticipated expenses come due. Meanwhile, these "set-asides" earn interest and guard you against late penalties or charge account fees often necessary if you do not anticipate these needs.

It is also wise to have a separate bank account for medical-care allotments. It, too, will accumulate and earn interest until needed, or if not can be transferred to other family goals.

You also can have accounts, labeled for "education," "home improvement," "retirement" or whatever long-range allotments the family mutually has decided to set aside.

Some find it convenient to use budget envelopes for allotments for weekly needs, but only as a supplement to special bank accounts. This system need not be rigid. One could borrow judiciously from one envelope to supplement another, if expenses go over in some category one week, then catch up in succeeding weeks.

And you should provide moderate allowances for each member, to be spent for personal wants and needs without detailed accounting.

A recent survey found that in the majority of families, wives assume responsibility for food spending and also for most of the family clothing. Husbands usually decide about cars. Couples usually share decisions about life insurance, savings, household equipment, vacations, recreation and children's education.

What is important is that any major buying commitment first be discussed and mutually agreed upon.

Beck, Bigelow fill vacant IEB chairs

Washington—TNG Vice President Carla W. Beck of Great Falls was named chairperson of the International Executive Board's Research & Information Committee at the outset of the IEB's spring meeting April 28.

At the same time, Vice President Elwood B. Bigelow of Portland was named to the IEB's Finance Committee.

Both positions were held by Richard V. Sabatini of Philadelphia before he resigned as a vice president upon becoming his local's administrative officer at the end of February.

WORDSMITH

Reprinted by permission of Tim Menees, the cartoonist



Washington—Eighty-seven percent of Guild contracts include some form of union security according to a new study by TNG's Collective Bargaining Dept.

The study, distributed to local officers and bargainers, shows that 41 percent of the Guild's contracts have full Guild shop provisions requiring all covered em-

ployees to become and remain members.

In 36 percent of the contracts a modified Guild shop provision is included. Under a modified Guild shop some employees are exempt from the requirement of joining the Guild.

Some modified provisions require all new hires to join, while

others require membership of a proportion of new hires. The proportion of new hires required to join under Guild modified shops ranges from 70 to 91 percent.

The study also shows that 88 percent of Guild contracts include dues checkoff provisions. Twenty percent of these contracts call for weekly checkoff.

WANTED: Equal pay for work of equal value



BELLAND for The Guild Reporter

DATELINE: OTTAWA

Quebec result settles nothing; campaign tugs journalists' emotions

By HUGH WINDSOR, Southern Ontario Guild

THE TENSIONS created by the just-completed referendum in Quebec ripped apart families, strained friendships and drove deeper wedges between the French-speaking majority and the English minority and the immigrant communities which have tended to identify with the English.

The tensions have also been mirrored beyond Quebec's frontiers as the French-speaking minorities in other provinces have used the referendum campaign as a form of blackmail to win additional benefits or rights for themselves.

The other provincial governments, all of which wanted the federalists' side to win, were caught in a philosophical vice. Any appearance of bias or second-class treatment of their French minorities would give weight to Quebec Premier Rene Levesque's argument that French language and culture can only be preserved in an independent state.

The apparent "concessions" to Quebec by other provinces have

also stirred up anti-French sentiment in English Canada.

So the result on May 20, although the federalists appeared to win by a substantial margin—about 60 percent to 40 percent—does not put an end to the problems.

THE REFERENDUM campaign created another type of tension for the journalists covering the extended campaign.

The referendum was a polemic about the fundamental future of the country. Unlike a conventional political campaign during which it is relatively easy for a reporter to divorce himself or herself from partisan loyalties, this was a question going to the gut of the observers as well as the observed.

The competing tugs were even more wrenching for the French-speaking journalists. The Quebec francophone journalistic tradition has always been more emotional and opinionated. Editorials in leading papers are always signed by the writer.

Moreover, journalists have always been held in higher regard in Quebec society than their

SIGN OF TIMES:

Return to pencil inhibits editor

Toronto—Adjusting to editing copy with a pencil on paper after having done so on VDTs probably contributed to a copy editor's difficulties when he went to work at the Toronto Star, an editor told on arbitrator hearing testimony about the propriety of the employee's discharge.

The copy editor, who had worked for the Montreal Star until it was folded last September, was fired from the Toronto Star's national desk shortly after his probationary period ended there.

The arbitrator found that the grievant's performance was neither incompetent nor inadequate and ordered reinstatement with back pay, upholding the Southern Ontario Guild and the copy editor.

Boycott J.P. STEVENS PRODUCTS

TNG's International Executive Board and the international labor movement are calling on all consumers to stop buying J. P. Stevens Company products.

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



SHEETS & PILLOWCASES

Beauti-Blend
Beauticaile
Fine Arts
Peanuts (comic-strip figures)
Tastemaker
Ullica & Mohawk
Designer labels:
Yves St. Laurent
Angelo Donghia

TABLE LINEN

Simtex
BLANKETS
Fortmann
Ullica

TOWELS

Fine Arts
Ullica
Tastemaker

CARPETS

Contender
Gullistan
Merryweather
Tastemaker

HOSIERY

Finesse
Hip-Lets
Spirit

Editorial

The call for parity

TNG's International Executive Board is asking that delegates to the 1980 Guild Convention late in June give a renewed emphasis to achievement of the Collective Bargaining Program's call for wage parity for inside classified sales with outside sales. The IEB voted to recommend the action during its spring meeting.

At the same meeting, the IEB approved and sent a message to Equal Employment Opportunity Commission hearings then in progress calling upon the commission to make the issue of equal pay for work of equal value a priority item in enforcement of Title VII of the federal Civil Rights Act.

The two actions are not unrelated.

"Wage discrimination and job segregation are directly correlated," the IEB said, pointing out that 80 percent of women work at lower-paying jobs, many of them regarded traditionally as women's jobs. While these jobs may be different in content from traditionally male jobs, they often "are not different in the skill, effort and responsibility required," the IEB pointed out.

Nor are they different, particularly in the case of inside classified sales, in their value to employers as revenue and, more importantly, profit producers.

It is accepted wisdom in the counting houses of the nation's newspapers that classified ads produce about 30 percent of a newspaper's advertising revenues. National ads produce about 15 percent. Retail display, about 55 percent. Nobody we've heard of for years resists the notion that retail and national salespeople ought to work under the same basic wage structure—and that is, after all, what the minimums established in Guild contracts are, a basic wage structure.

It is also accepted newspaper counting-house wisdom that the publisher keeps more of each dollar of classified advertising revenue as profit than most other categories of revenue. It is, after all, straight copy for the most part.

But, the argument goes, the work is somehow easier, requires less skill, talent, etc., etc., than outside sales.

The same sort of thing was said when the Guild moved to gain parity for outside classified sales with outside display sales some few years ago. That parity now exists in all but a dozen of the contracts that cover the two jobs.

The same sort of arguments were advanced against the effort to gain parity for writers of so-called women's and social news. Disparity of minimums is practically extinct there now, too.

Anyone who doubts the level of skill, talent, diplomacy, etc., etc., demanded in selling ads on the telephone ought to spend some time in a phone room. A credible argument could be made that it requires more, not less, talent (and especially diplomacy) than selling space to a potential buyer face to face. Turning down a telephone salesperson is a lot easier than turning down an outside salesperson. All you've got to do is hang up.

All Guild members and leaders—in editorial, circulation, outside sales and elsewhere—should take a cold, hard look at the skills, talents, effort, responsibility and working conditions of telephone sales jobs and demand meaningful movement to recognize their true worth and value, i.e., to parity.

The Guild Reporter



JAMES M. CESNIK
Editor

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DAY BOOK

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

Canadian Policy Conference, 9:30 a.m. June 22, Hotel Toronto, Toronto.

Conference of District Councils, noon, June 22, Hotel Toronto, Toronto.

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

International Executive Board, fall meeting, Oct. 20-23, TNG headquarters, Washington.

Middle-Atlantic District Council, fall meeting, Oct. 25-26, New York.

Midwest District Council, fall meeting, Oct. 25-26, Sweden House Lodge, Rockford.

Southern District Council, fall meeting, Oct. 25-26, Morgantown (tentative).

Western District Council, fall meeting, Oct. 25-26, Sacramento (tentative).