

Continuing cost-of-living spiral is forecast

By JAMES M. SHEVIS

Washington-Baltimore Guild
AFL-CIO Unit

Washington — U.S. consumers can expect to pay more for retail goods and services well into the new year as the result of steeper interest rates on home mortgages and expected higher prices for food and transportation.

Standing 12.7 percent above the year-earlier level, the govern-

ment's consumer price index for November seemed to pre-figure the probable course of inflation in at least the first part of 1981. Higher prices for food, housing, and transportation accounted for practically all of the month's 1-percent increase in the CPI, the Bureau of Labor Statistics reports.

"The outlook over the next few months is for continual worsening

of inflation, with food prices continuing to rise sharply, housing further affected by high mortgage interest rates and oil prices reflecting the newest round of OPEC price changes," observed Rudy Oswald, director of the AFL-CIO Dept. of Economic Research.

"Inflation rates in the 12- to 13-percent range appear to be likely for quite a few more months to come," Oswald said.

Some forecasters see a slight slowdown in the price spiral possible by the end of 1981, with the inflation rate dropping to 10 or 11 percent. But variables in the inflation mix, particularly energy prices and mortgage interest rates, make long-range projections difficult, they acknowledge.

Several key factors that analysts expect to start pumping up the CPI during the next few

months began accelerating in November. Gasoline prices, which fell five-tenths of 1 percent in September and rose only three-tenths of 1 percent in October, jumped nine-tenths of 1 percent in November. Beef prices rose eight-tenths of 1 percent after declining six-tenths of 1 percent the month before.

Also, mortgage interest rates, (Continued on Page 7)

TNG-ITU unity talks continuing

Washington—Tentative agreements were reached on "several additional clauses" for a proposal to merge TNG and the International Typographical Union, and the Guild reopened a question on strike sanction within a merged union during a meeting of the unions' merger committees here Dec. 8-11.

In addition, TNG's merger committee said in its 13th written report to locals, the presidents of the two unions set an early February meeting of the unions' merger summit committees, preparatory to the full committees meeting later "in continued efforts" to complete talks in time for membership action in 1981.

The tentative agreements reached during the December meeting included "major portions of the language" on membership eligibility in a merged union and on the handling of funds, TNG's committee reported.

Acting in response to mandates by the Guild's 1980 Convention, the committee told the ITU committee of several areas of concern, including a directive that a previous tentative agreement on strike sanction be renegotiated.

The convention said it should take only "a simple majority" of a merged union's International Governing Board to overturn the International Executive Council if it should withhold strike sanction. The present working draft would provide for a two-thirds vote to overturn such an IEC action.

A special Guild subcommittee drafted a statement expressing the Guild's "deep concern" in the area.

"We have been directed to come back and renegotiate this matter and obviously we have been handed a mandate that we must follow," said the statement, read by TNG Chairperson Harry Culver. Others on the special subcommittee were TNG Vice President John M. Lowe of Southern Ontario and Paul MacLennan of Buffalo.

Several ITU committee members said they felt their commit-

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The

GUILD REPORTER

OFFICIAL PUBLICATION OF THE NEWSPAPER GUILD (AFL-CIO, CLC)

Vol. XLVIII, No. 1 Washington, D.C. January 9, 1981

AP, Pawtucket talks 'go public'



TOM RAUM/Wire Service Guild

LUNCH TIME, AP WASHINGTON BUREAU

Harry Humphries leads informational pickets on day before retirement from AP news staff. Behind him, Bob Parry. Similar lines are appearing in other major cities.

Guild members at Associated Press bureaus in at least five major U.S. cities and at the Ingersoll chain's Times in Pawtucket, R.I., have taken up informational picket signs to express their impatience with their employers' refusals to agree to adequate new contracts.

News, ad tops up \$132 in 3-year Monterey pact... 5

Pawtucket members began their informational picketing early in December. The old contract expired Dec. 21, 1979. They have not had a negotiated increase since a year before that.

Associated Press members first put up informational lines in four cities — Washington, Chicago, Sacramento and New York — during lunch hours Dec. 31, the final day of the Wire Service Guild's contract with AP. Five days later, the picketing was extended to Los Angeles.

Just before the new year, the Pawtucket Guild also be-

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OUTSIDE PAWTUCKET TIMES

Pawtucket Guild members take contract difficulties with Times to the public. From left: Anne Turcotte, Lois Krue, Mike D'Ambre, Craig Cotton.

Metal shields urged in all plastic VDTs

Washington—TNG has recommended that all locals representing employees operating plastic-encased video display terminals insist that the machines be tested promptly for radiation emissions and, as a precaution, that metal shields be installed around certain transformers wherever readings exceed one milliwatt per centimeter squared.

The recommendation followed by a day official release of a report by the National Institute for Occupational Safety and Health (NIOSH) that a third brand of plastic-encased VDT—the Systems Integrated ET960—produced abnormally high radio-frequency readings when testing instruments were placed near its flyback transformer.

Similar readings have been produced in earlier tests of Ontel

OP-1 and OP-1/16 and Teleram 2277 Mark I VDTs. No such readings have been produced in testing VDTs with metal or metal-coated-plastic cabinets.

As it did after learning of high readings from Teleram and Ontel models, TNG also urged all locals with members working with the ET960s to insist that managements install protective metal shields around the machines' transformers. Installing the shields "is an inexpensive precaution against any possibility that radiofrequency radiation is being emitted, TNG Director of Research and Information Dave Eisen told locals.

"By this time," Eisen wrote, "it is clearly possible to generalize

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Obits premature for news, ads on paper

By BEN H. BAGDIKIAN

IT ARCHES through the air in a trajectory duplicated in thousands of communities across the United States, its historic black and white visible as it comes to rest beneath a hydrangea bush. It is the daily newspaper, picked up and carried into 62 million American homes every day. Its place in the life of the average adult and in the history of democracy is fixed. It has been feared by despots and sanctified by the Constitution of the United

States. It is the product of an industry not only protected by the First Amendment but nourished by profits twice the national average for all industries.

Nevertheless, there are people who believe that by 1990 the daily newspaper as we know it will be dead or dying. For some prophets the cause will be modern technology, whereby news will not be sent to the home on printed paper, but transmitted electronically to a computerized television set. (Such systems already are in use

in England and Japan and are now being tested here.) Others see the decline and fall as a result of erosion of press freedoms by hostile courts and other potent forces. Still others point to the growing conversion of news organs to advertising vehicles, or to the ownership of news systems by multinational corporations for whom the daily news will merely be a byproduct.

Whether any of these prophecies prevails is not a minor matter. It could affect the nature of public life. The

newspaper as we know it now is a unique collection of information not readily available elsewhere. It is the common base from which a community begins each day. And in a society in which access to information is rapidly replacing wealth as a source of power, it becomes crucial to the future of democracy that serious news be equally available to all classes. Yet political and corporate pressures could eliminate crucial information, and the new

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\$371 key top won at Star in San Juan

San Juan—The top minimum for key advertising, editorial and data processing jobs is raised by \$66, to \$371 a week, in a new three-year contract between the Puerto Rico Guild and Scripps-Howard's San Juan Star.

The agreement, retroactive to Oct. 1, includes upgradings for classified phone room employees and copy persons.

It takes the top minimum for employees in the classified phone room up \$58, to \$234 a week. Of the \$58 increase, \$24 is retroactive to Oct. 1, with additional increases of \$4 each on April 1 of 1981, 1982 and 1983 and \$11 increases on Oct. 1, 1981 and 1982.

The top minimum for copy persons is raised by \$53, to \$218 a week.

The \$66 increase for reporters, photographers, copyreaders, display and outside classified salespersons, artists and computer programmers, comes in alternating increments of \$15 and \$7 each Oct. 1 and April 1 of the contract's term.

The company's payment to the pension fund is increased by \$5 over the term, to \$12 a week, and its weekly payment toward the cost of health insurance is raised by \$3, to \$10.20 a week.

Group life insurance coverage for employees is raised by \$2,500, to \$10,000.

The rate paid employees using their vehicles on company business is increased by 8 cents, to 28.3 cents per mile, and a provision for adjusting the mileage rate as the price of gas changes



Little drummer boy

A "junior member" joins striking Musicians on the picket line at Universal Studios in Hollywood. Some 5,000 members of the American Federation of Musicians have been on strike against motion picture and television film producers since Aug. 1. Sporadic talks have produced little progress.

is improved to require an adjustment of three-quarters of a cent for each 5 cent change in the price of a gallon of gas. It had called for an adjustment of 1.5 cents for each 10 cent change in gas prices.

Other increases and resulting new top minimums include:

Journeyman in the shop—Up

\$57, to \$285 a week.

District managers—Up \$57, to \$319 a week.

Computer operators, drivers, proofreaders—Up \$45, to \$234 a week.

Stenographers—Up \$42, to \$218 a week.

Telephone operators—Up \$39, to \$204 a week.

AFL-CIO launches evaluation series

Washington—The AFL-CIO has announced that it will hold a series of seven regional conferences early in 1981 to bring together federation leaders, officers of state and local central bodies and national and regional staff to discuss strengthening the federation's structure and programs.

"As we enter the AFL-CIO's centennial year," AFL-CIO President Lane Kirkland said in a letter announcing the conferences, "it is time once again to re-examine labor's aspirations and challenges. It is time, too, to strengthen and nourish the local roots of our movement."

The regional meetings, which begin in March, are an expansion of the area conferences formerly conducted by the AFL-CIO Committee on Political Education. Kirkland said they "will concern all aspects of the AFL-CIO" and are designed "to produce a free flow of ideas, opinions and evaluations of labor programs at all levels."

Kirkland, AFL-CIO Secretary-Treasurer Thomas R. Donahue and heads of the federation's staff departments will participate in each of the two-day conferences and meet with state and local central body officers and the federation's regional and COPE staff.

Also taking part will be representatives of the Coalition of Labor Union Women, the A. Philip Randolph Institute, Frontlash, the National Council of Senior Citizens and the Labor Council for Latin American Advancement.

"The new year brings both opportunities and challenges," Kirkland said. "We mean to take full advantage of the new possibilities by strengthening the structure of the AFL-CIO and the two-way flow of ideas."

The schedule of conferences:
✓ March 5-7, Philadelphia: Pennsylvania, Ohio, West Virginia, Delaware, Maryland, Kentucky, Virginia and the District of Columbia.

✓ March 9-11, Boston: Massachusetts, New York, New Jersey, Connecticut, Rhode Island, Vermont, Minnesota and New Hampshire.

✓ March 19-21, Chicago: Illinois, Michigan, Iowa, Wisconsin, Indiana and Minnesota.

✓ March 26-28, San Francisco: California, Washington, Oregon, Nevada, Hawaii and Alaska.

✓ March 30-April 1, Denver: Colorado, Montana, Utah, New Mexico, South Dakota, Wyoming, Idaho, Arizona, North Dakota and Nebraska.

✓ April 2-4, Atlanta: Georgia, Alabama, Tennessee, Florida, Mississippi, North Carolina and South Carolina.

✓ June 4-6, New Orleans: Louisiana, Oklahoma, Arkansas, Texas, Kansas and Missouri.

Sacramento weekly chain shuts doors

Sacramento—Sacramento Suburban Newspapers went out of business Dec. 12 and the Sacramento Union has begun publishing a weekly insert distributed in some of the areas previously served by the suburban papers.

John P. McGuff and Richard Mellon Scaife, owners of the Union, also owned the suburban chain where the Central California Guild had won an election among a plant-wide unit Oct. 3, by a vote of 29 to 16.

The publishers said the chain lost \$400,000 in 1980.

The local reported that most of the employees of the suburban chain have found other jobs. Two, including one from the Guild's unit, have been hired to work on the Union's new weekly insert. Both are now members of the local's Union unit.

The Guild negotiated severance pay for the employees of the suburban papers and, through contributions raised among West Coast Guild members, paid a Christmas benefit of nearly \$50 to each of 27 members of the suburban unit.

The local also secured back pay and severance pay for two composing room employees dismissed before the papers closed and reimbursement for two other employees who had been improperly denied commissions.

Debt to unionism to aid strikers

Washington—A former Washington-Baltimore Guild member who received the severance pay due her from the Washington Post only after Post unit officers pressed a grievance on her behalf, returned part of that payment to the local to pay "my debt to the power of trade unionism."

The local membership, in turn, voted to forward the \$250 contribution to striking Guild members in Wilkes-Barre, Pa. "as a gesture of . . . solidarity."

Wade, slate win N.Y. executive races

New York—At least 15 of 20 New York Guild offices contested in a local-wide election Dec. 18-19 have been narrowly won by members of a slate headed by Betsy Wade of the local's Times unit.

Wade, as a candidate for her second term as local president, was among the 15 members of her slate that a federal judge on Jan. 6 ruled could be certified as winners by the local elections committee. (Wade also is a TNG vice president.)

Certification of any winners had been stopped by another federal judge Dec. 19 when Wade filed suit to enjoin certifying any results that included the votes of 144 members of the local's unit at Radio Free Europe-Radio Liberty in Munich, Germany.

Also certifiable as winners under the Jan. 6 order were Edwin R. Egan, as the local's new executive vice president, and James H. Orcutt, as its new secretary-

treasurer. They had no opposition and were endorsed both by Wade's "Membership Slate" and by the contesting "Dues Reduction Party," headed by Barry F. Lipton, also of the Times unit, who challenged Wade for the presidency.

Under the Jan. 6 court order, winners of the remaining five contested offices—all seats on the local's executive committee—cannot be certified until final disposition of Wade's challenge to the Munich members' voting eligibility is approved by the court.

If the Munich votes are counted, all five of the executive committee seats would go to members of Lipton's slate. If the Munich votes are not counted, all five seats would go to members of Wade's slate.

The Munich votes affect the margins, but not the results of the other 15 contested elections. With the Munich votes, Wade's margin would be 33 votes; with-

out the Munich votes, 177 votes.

Wade is challenging the eligibility of the Munich members to vote on grounds that they have not paid all the dues required of other members, particularly the portion of so-called higher dues that goes to TNG's Defense Fund. She also is challenging the propriety of the local's executive committee at a special meeting Dec. 15 voting to bring the Munich members into good standing for October and November—required for voting—by remitting to TNG funds equivalent to the members' defense fund dues, per capita, and reinstatement fees as a loan to the unit. In response to an inquiry from the local's election committee on the status of the Munich members, TNG President Charles A. Perlik, Jr., subsequently advised the committee that TNG considered the Munich members to be in good standing in light of its timely receipt of funds for them.

Stokes, ex-leader in Washington, dies at 72

Washington—F. Dillard Stokes, a former president of the old Washington Newspaper Guild and nationally renowned reporter with the Washington Post, died Dec. 15. His death, at 72, came just two months after he was honored at the Washington-Baltimore Guild's Front Page Awards dinner (Guild Reporter, Nov. 28).

An attorney, Stokes had won TNG's 1942 Heywood Broun Award for a series in the Post

exposing a Nazi propaganda network in the United States and was awarded a special 1947 Broun Award citation for "brilliant reporting and penetrating analysis of Supreme Court decisions . . . without parallel in American journalism."

He was president of the Guild local here in 1943 after serving two terms on its executive board, chairing the Guild unit at the Post and representing the local at

the 1941 and 1942 Guild conventions.

After leaving the Post in 1948, Stokes worked for a time as an attorney for the Congress of Industrial Organizations' Political Action Committee, as a reporter in Council Bluffs, Ia., and as an assistant attorney general for the state of Iowa, from 1969-72.

Survivors include his wife, Jane, a daughter, two sons and five grandchildren.

Obits premature for news, ads on paper

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technology, though efficient, will cost more than the average family will be able to afford, increasing the knowledge gap between rich and not-so-rich.

DOES ALL this mean, as John Senders, engineering scientist at the University of Toronto, sees it, that we are at "the end of the Gutenberg era"? Not yet and not necessarily ever. Indeed, the signs are that the printed newspaper will be a fixture on the American scene for a long time to come. Although electronic delivery will undoubtedly change the content of the daily paper, print will have a long life because of a curious amalgam of factors: cost, the political organization of the United States, the physiology of eye-brain co-ordination and the relationship of advancing technology to newspapers.

A computerized news system is most rapidly created with centralized sources of news, but in the United States, crucial decisions—such as those affecting education, police, land use and property taxes—are made at the city and town level. In many countries, such issues are decided in the national capital; the main body of news is therefore published in the capital and distributed nationwide. For that reason, there is minimal journalistic staffing in foreign countries outside of their capitals or primary cities. In contrast, most news staffs in the United States work outside of New York and Washington. Although the 39,000 local governments in the United States are not on the whole, well covered, their activities form an important part of the American daily news. The tiny Wink (Texas) Bulletin expresses it for all localities, large and small, in its plaintive motto, printed on top of Page One of each edition: "The Only Newspaper in the World That Cares Anything About Wink."

Despite the lure of the screen, print has some inherent advantages. The screen is only able to carry limited amounts of text at one time. Moreover, it is not easily portable to the bedroom, bathroom, train or bus. . . .

COST is another reason that newspapers will endure. Current costs for electronic news in the home are about \$2.50 a day, compared to less than 25 cents for most home-delivered daily newspapers. True, the price of home electronics will drop eventually. Nevertheless, for at least the next decade or so, the growth of electronic news in the home will be confined for the most part to those people with a professional (and usually subsidized and tax-deductible) use for it.

Finally, home retrieval, whatever the speed of its adoption, will affect newspapers in the same way that previous broadcast technologies have. Brief items of immediate need—news bulletins, election returns, stock market quotations, movie and television listings and selected classified ads—will be easily obtained on the screen. They won't require multiple manipulations of the keyboard, and the viewer won't have to spend long sessions at the terminal. This will intensify the role of printed journalism as provider of detail, explanation and background.

Forty years ago, many people predicted that radio and television would kill printed news. In fact, they have had the opposite effect. Coverage of presidential press conferences and sports has increased sales of newspapers, to which readers turned the next day for a more comprehensive look. The most spectacular gains in newspapers have been made by those like The Wall Street Journal and The Los Angeles Times, which present long stories that interpret and analyze recognized developments. Thus, the odds are strong that the daily newspaper will survive as a concurrent daily

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This article is reprinted from the January-February issue of NEXT, which describes itself as "a general-interest magazine with a particular eye on the future . . . science and technology . . . the way of tomorrow."

information source—even assuming widespread adoption of home consoles.

The one place where communications technology will make a big difference in the next ten years will be in the printing plant. Newspapers will use satellites to transmit whole pages from their central offices to printing plants in outlying communities. Constantly updated news with inclusion of neighborhood and community information, requiring distribution in limited areas, will be more economical and attractive than the abandonment of an existing system.

This is not to suggest that newspapers have an untroubled future. Though they will probably survive the new electronics, they will have to overcome ominous trends that got their starts long before the invention of the home computer.

For two generations, the number of newspapers sold in the United States per household has been dropping. In 1930, the Depression already a year old, there were 133 daily papers sold for every 100 households; by 1950 it was down to 123, and by 1979 only 80 papers were sold per 100 households.

One obvious cause is broadcasting. It heightened interest in newspapers, but at the same time it hurt them. Radio, announcing dramatic news at once ("We interrupt this program . . ."), took away from "Extras," the unscheduled editions published for major news breaks. Television had an even more profound impact on family habits. The average home has its television set on for more than six hours a day, pre-empting many domestic activities—including the reading of newspapers.

The elimination of locally competing

morning paper as they went, millions now drive, eyes on the road and ears to the radio. At night, they are likely to turn on the television for the news.

Broadcast news, always scandalously weak in serious local news and depth or detail, is improving slowly. The growing number of cable systems routinely carry running lines of news, although they are almost always the briefest of items from the wire services. A new national network of video news by cable already reaches 3.5 million subscribers.

While broadcasting has reduced newspapers' share of all advertising, newsprint has increased in price during the last ten years from \$152 to \$470 a ton. With food, fuel, housing and education taking larger portions of the average family income, there is less money available for the optional buying toward which most newspaper advertising is directed. Newspapers maximize advertising profits by concentrating content and distribution on high-income communities and ignoring lower-income circulation, a strategy much desired by major advertisers. . . .

One formula for building "quality" circulation calls for creation of new special sections—on food, fashion, leisure, real estate and the like. . . .

ANOTHER dramatic experiment in harvesting readers is being conducted in New York. The New York Post used to be a journalistically shallow, wretchedly run tabloid. In 1976, it was bought by the Australian entrepreneur Rupert Murdoch, who turned it into a daily eruption of sex and sensation. His New York demonstration is still in its infancy, but for a clue as to how it will turn out, one can look to Texas.

A frame of information
on a TV screen
via Knight-Ridder's
experimental
'Viewtron'



papers, now 98 percent complete in U.S. cities, has reduced the number of people who buy more than one paper a day. At the same time, high profits nurtured by monopoly have attracted investments by chains and multinational conglomerates whose main business is nonjournalistic. Should profitability decline, these corporate owners are apt to cut costs dramatically, take out assets and then abandon the weakened property. Even if this should not occur, there is the pervasive fear, already demonstrated in some cases, that a conglomerate will use its journalistic subsidiary to control news in ways useful to its other corporate interests.

REARRANGEMENT of communities in the years following World War II also worked to newspapers' disadvantage. Downtowns were converted to glassy daytime commercial headquarters, and the former residents moved to the suburbs. While people once took trolleys and trains to work, reading the

In 1973 Murdoch bought two of the three dailies in San Antonio and set out to destroy the third, a sensationalist Hearst paper called The Light. Most publishers have two prayers, in this order: (A) Let me have no competition, and (B) if I must have competition, please let it be the archaic and rumbling Hearst. Murdoch's afternoon paper, inappropriately called the News ("Uncle tortures Pets With Hot Fork"), has been stalled at slightly more than half of Hearst's afternoon circulation, while in seven years he has reduced Hearst's circulation by less than 5 percent—hardly a wipe-out. The great San Antonio experiment in trash has gone nowhere. And so will the New York one, probably. Although Murdoch raised The Post's circulation substantially—from 500,000 to 650,000—he is reliably reported to be losing about \$10 million a year. And he now faces new competition in an afternoon edition of the Daily News.

At the same time, newspapers are

facing more than economic problems. These have been troubled times for the status of the country's newsrooms, with increasing pressure against rigorous reporting techniques.

For years "news" was defined pretty much as what various authorities announced. But after the 1950's, when the accusations of Senator Joseph McCarthy were printed by the press without serious inquiry into their validity, a new generation of reporters, stimulated by a more sophisticated population, began investigating high-ranking politicians, generals, bankers, clergy, judges and corporations. Many of these new targets responded bitterly and with considerable influence, and they continue to do so.

Some corporations buy full-page ads to attack the press. For the first time, judges have thrown press and public out of previously open trials. And for the first time, law-enforcement agencies have obtained court permission to enter private property, including newspaper and broadcast newsrooms, on fishing expeditions for unspecified material. They have seized reporters' notes, photographers' films and television news footage. For the first time in history, American newspapers and magazines have been censored by the government, and books have been suppressed.

By continuing closure of trials and suppression of information, censorship could, for the first time, become a standard practice in the United States. Large corporations, sensitive to market pressures and insistent on avoiding unnecessary costs, could decide to reduce or eliminate troublesome news of society's malfunctions, an essential therapy in any democratic system.

What is the overall prognosis, then? For the near future, it seems pretty good. For the next 20 years at least, you'll still be able to run down to the corner newsstand and pick up the latest edition.

For the distant future, however, the prospects are uncertain. Acceleration of current trends could mean that in the 21st century, newspapers will be not only electronic, but also devoid of content for the great majority of Americans. The shadow of the future fell on the newsroom of The Detroit News in 1976, when the city editor told his staff, "We are aiming our product at people who make more than \$18,000 a year and who are in the 28-to-40-year-old age group." He said the stories he wanted "won't have a damn thing to do with Detroit and its internal problems."

THE MAIN users of home information retrieval will be affluent professionals using their tax deductions and expense accounts to pay for the new machines and the service charges. These are also the prize audiences for newspaper advertisers.

The trend toward wealth could make the American daily newspaper an elite, expensive publication, and its duplication of services to the same audience an obvious argument for suspension of printing on paper.

If that should happen, the majority of the population, slow to adopt the new machines because of their cost, will be left without papers, and dependent on low-quality broadcast news.

For the moment it seems probable that the majority of consumers of news will continue to depend on the printed newspaper, not because it is sacred, or perfect, or even deserving in its greedy drift away from the average citizen, but because with all its faults and foibles it is still the least expensive way to get a fairly serious daily briefing of very serious events.

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Guild asks bargaining order for ad group in Minneapolis

Minneapolis—The Twin Cities Guild has called upon the National Labor Relations Board to order the Minneapolis Star and Tribune to bargain with the Guild for the papers' classified advertising employees despite the Guild's apparent narrow loss in a representation election among the employees Dec. 19.

The Guild's petition for directed bargaining is based on allegations by the local that the company used illegal tactics dur-

ing the final days of the election campaign and cost the Guild the support of the majority of the 130 employees in the group.

The tally in the election was 55 votes for the Guild and 61 for "no union." The Guild and the company challenged a total of eight voters. Their ballots remain uncoun-

tered. The local's objections to the company's pre-election conduct cite the circulation of materials promising wage increases and

improved benefits and working conditions and allege that supervisors improperly interrogated employees and engaged in surveillance of Guild organizing activities.

The Guild charges in its objections, filed Dec. 26, that two days before the election the company announced 8.5 percent wage increases to be effective Jan. 4. On the day before the vote, a Guild representative alleged, the company also promised to re-evaluate the appropriateness of the pay level of a group of 40 employees.

The company also circulated allegedly improper materials promising improved working conditions and purporting to show that part-time employees in its classified department were better off than their counterparts at the St. Paul Pioneer Press and Dispatch, who are represented by the Guild.

A Guild representative said that 54 of the employees eligible to vote were part-timers.

The local is considering also filing unfair labor practice charges, in addition to the objections to the company's pre-election conduct.

The Office & Professional Employees' Union, originally also seeking to represent the group, withdrew a week before the vote.

The Twin Cities Guild currently represents employees in the Star and Tribune's editorial, promotion and outside circulation departments.

processed quickly by the Ontario board, it took an extra month in this case after the company attorney demanded proof that SONG is a union. He cited the local's two-year-old name change from Toronto Newspaper Guild, to Southern Ontario Newspaper Guild.

The local submitted evidence of its status as a union, minutes of the membership meeting authorizing the name change and a copy of a letter to the board advising it of the change.

The local reports the company's attorney has dealt with it before, both as the Toronto and Southern Ontario Guild.

Inland Publishing is owned by the Bassett family, which once owned the old Toronto Telegram where the local had a contract.

SONG, a union, certified for two editorial groups

Toronto—The Southern Ontario Guild was certified as bargaining agent for two groups of editorial department employees Dec. 8—after a month's delay while the Ontario Labour Relations Board considered whether SONG is a union.

A representative for Inland Publishing Co., publisher of a chain of weekly and twice weekly papers in the Toronto suburbs, raised the question during a Nov. 7 hearing on the local's applications for certification as bargaining representative for 19 employees at two papers of the chain—the Burlington Post and Oshawa This Week.

Although applications for certification backed by membership cards signed by a majority of the employees in a unit are normally

Guild files for Greensboro ad department

Greensboro, N.C.—The Greensboro Guild on Dec. 30 petitioned the National Labor Relations Board to certify it as bargaining representative of the 60-plus advertising department employees of Landmark Communications' Daily News and Record.

The local currently represents the papers' editorial employees.

A representative of the local said that a "substantial majority"

of the papers' inside and outside advertising employees have applied for membership in and representation by the Guild.

About a week before the representation petition was filed, the Guild filed unfair-labor-practices charges against the papers over the firing of a retail-ad salesperson who was active in the Guild organizing effort. The company charged the 13-year employee with failing to maintain sales revenue and with developing a "poor attitude," the representative said.

The Guild has been seeking a contract for the papers' news room employees since being recertified as bargaining representative for that group following a 55-to-43 vote for the Guild in an NLRB election on Oct. 20, 1977.

In the interim, the company has been found guilty of unfair

Knoxville printers decertify Guild

Knoxville, Tenn.—Composing room employees of Scripps-Howard's News-Sentinel voted 22 to 14 against continued representation by the Knoxville Guild in NLRB-supervised balloting Nov. 21.

The Guild was certified as the group's representative on Dec. 11, 1975, following an NLRB election five months earlier, and had been unable to conclude a satisfactory agreement with the paper in the time since.

Dinners for scabs net strikers \$20

Abingdon, Va.—Dinner for two. On the house. Westinghouse, that is.

That's what that company owes some 250 workers at its plant here under a settlement of unfair labor practice charges filed by the Electrical Workers' Union (IUE).

The union charged illegal discrimination for union activity after the company sent thank-you notes, plus tickets for dinner at a local steak house, to about 50 employees who worked behind picket lines during a seven-week strike here last year.

The settlement, part of an NLRB order backed up by an appellate court, requires the company to send \$20 checks to each of the 250 strikers to remedy an "oversight."

Key top up \$132 in Monterey pact

Monterey, Calif.—The key top minimum in the San Jose Guild's contract with the Monterey Peninsula Herald is raised by \$132 a week, to \$542, in a new three-year agreement with the Block paper.

A package of VDT protections, a new dental plan and increases in the publisher's payment to the pension fund are also included in the agreement, retroactive to Nov. 1.

The \$132 increase—for outside advertising salespersons, circulation district managers, reporters, photographers and mail room leaders—comes in five steps, with \$37 retroactive to Nov. 1, \$31 on next Nov. 1, \$14 on May 2, 1982, \$34 on Oct. 31, 1982 and \$16 on May 1, 1983.

A differential over the key minimum for copy editors is raised by \$2.50, to \$12.50 a week.

The publisher's payment to the pension fund will be increased by a total of \$3.90 in three steps over the contract term, to \$18.90 a week. The first increase, \$1.20 a week, will come on May 1, followed by increases of \$1.30 and \$1.40 a week on May 2, 1982 and May 1, 1983.

The new dental plan for employees and dependents covers 80-percent of the cost of preventive care and repair work and half the cost for restoration and orthodontia, up to \$1,000 a year with a \$100 deductible.

A provision requiring periodic testing of video display terminals for radiation and proper tuning and focusing was extended to require these tests any time a machine is moved or maintenance is performed on it.

The company agreed to provide room lighting to accommodate VDT use and to furnish glare shields to regular VDT-users on request.

It also agreed to furnish eye glasses if an employee is required to wear special glasses while working on a VDT.

And the company said it would provide adjustable chairs with arm rests for copy desk employees as soon as possible and for other VDT-users as needed.

The service required for four weeks of vacation is reduced by one year, to six years, and that needed for five weeks was reduced by five years, to 20 years.

Fair employment practice clauses were expanded to prohibit discrimination in hiring and employment because of marital or parental status.

The mileage rate paid employees using their vehicles on company business was increased by 4¢, to 24¢. Beginning July 1, the mileage rate and a \$25 minimum weekly guarantee for regular users will be adjusted to reflect changes in the Private Transportation Index of the Consumer Price Index for the San Francisco Bay Area.

Other increases and resulting new top minimums include:

Computer operators, senior bookkeepers—Up \$117, to \$478 a week, in increments of \$32, \$28, \$13, \$30 and \$14.

Inside classified salespersons, general clerks, telephone operators—Up \$88, to \$340 a week, in increments of \$23, \$22, \$9, \$24 and \$10.

Maintenance personnel—Up \$76, to \$309 a week, in increments of \$21, \$18, \$8, \$20 and \$9.

Copy messengers—Up \$65, to \$261 a week, in increments of \$18, \$15, \$7, \$17 and \$8.

Dispatch clerks, general mail-room personnel, circulation clerks—Up \$76, to \$314 a week, in increments of \$21, \$18, \$8, \$20 and \$9.

Guild loses election in Waukegan shop

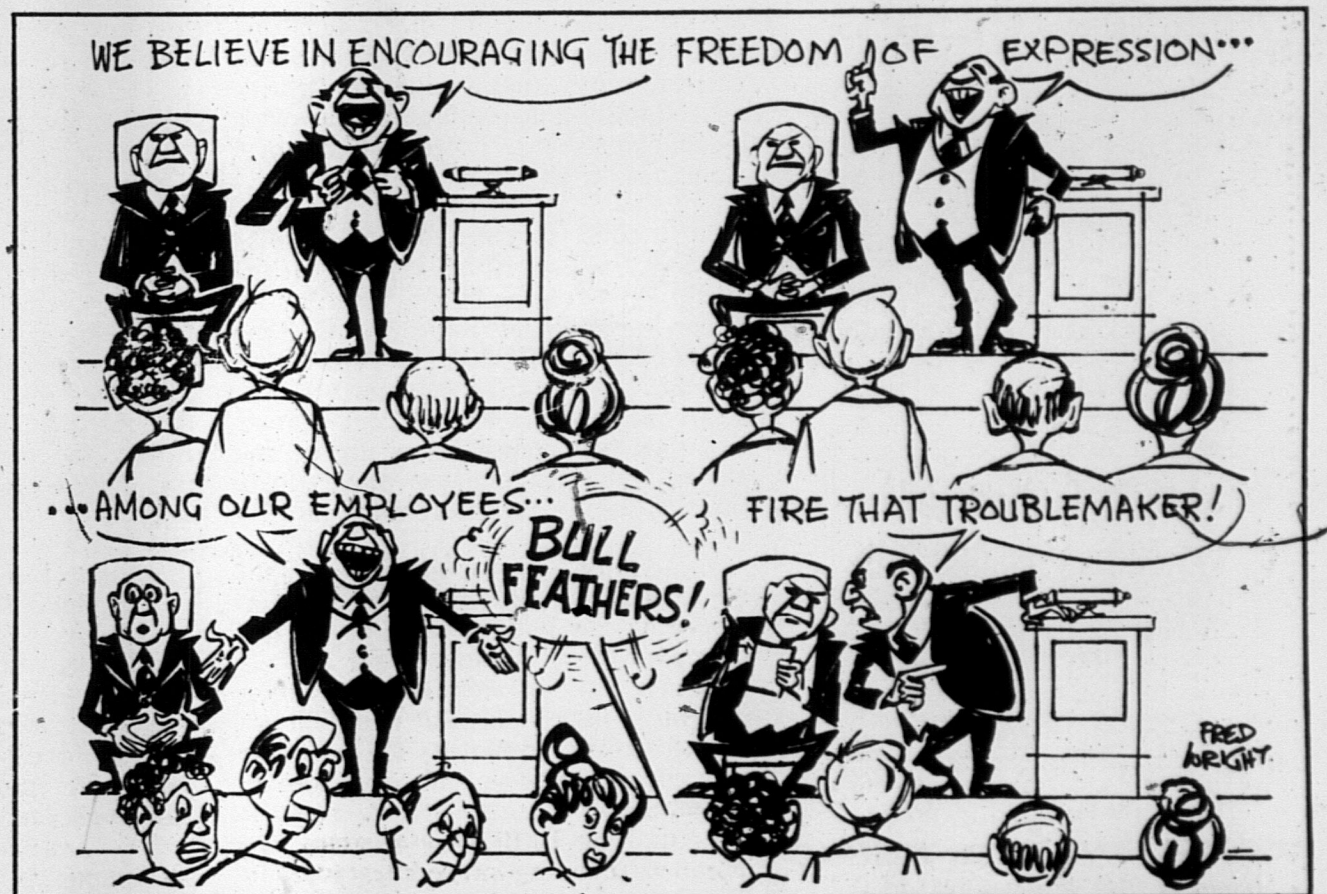
Waukegan, Ill.—Composing room employees at the Waukegan News-Sun voted Dec. 18 to continue without union representation.

The tally was 7 for the Chicago Guild to 14 for "no union" in an election supervised by the National Labor Relations Board.

The local has a contract with the paper covering editorial department employees.

Puerto Rico loses bid

Hato Rey, Puerto Rico—The Puerto Rico Guild lost a National Labor Relations Board representation election among some 100 production and maintenance employees of Ramallo Brother Printing, Inc., here Nov. 14. The vote was 13 for the Guild, 81 for "no union."



The Guild Reporter (ISSN: 0017-5404) is issued semimonthly, except monthly in July and December, at 1125 15th St. NW., Washington, D.C. 20005. \$10 a year. Second-class postage paid in Washington, D.C. and additional mailing offices. Printed in U.S.A.
Postmaster: Send address changes to The Guild Reporter, 1125 15th St. NW., #835, Washington, D.C. 20005.

Fred Wright in the UE News

Call for shielding in VDTs spurred by NIOSH report

(Continued from Page 1)

this recommendation to apply to all plastic-cabinet VDTs."

Noting that metal or metal-coated cabinets provide the protection the shields produce in plastic-housed models, he passed on TNG's recommendation "that at the very least" locals insist that all plastic-encased VDTs be tested for radiofrequency radiation and that shields be installed if readings are found in excess of one milliwatt per centimeter squared—the revised safety standard the American National Standards Institute is preparing to adopt.

"It is unlikely" that plastic-cabinet VDTs "are emitting hazardous radiation in view of the very low frequencies characteristic of VDTs," Eisen said. "But there is no reason not to take the elementary precautions that will put operators . . . in at least as safe a position as those using metal-housed terminals," he concluded.

The report released by NIOSH Jan. 6 tells of the results of tests the agency performed on VDTs at the Lexington Herald and Leader in August. NIOSH found both ionizing and nonionizing radiation from terminals at the Lexington papers well below federal safety standards and in most cases below the detection capability of the testing instruments.

However, NIOSH did get positive readings of an undisclosed magnitude when testing for radio-

VDTs on Lou Grant draw query

Washington—An engineer who works with video display terminals for an instrument manufacturing company in a suburb of New York called TNG Jan. 6 for information on possible radiation hazards from the machines.

He explained that he'd watched the Lou Grant television show the night before. Part of its secondary theme—the computerization of the news room—dealt with staff concerns over possible health hazards in working with the machines, including radiation emissions.

In one scene the assistant city editor, Art Donovan, complained of back pain and neck strain, attributing them to chairs that forced improper posture by VDT users.

frequency near the flyback transformers of the Systems Integrated ET960 and Ontel OP-1 and OP-1/16 plastic-encased terminals.

NIOSH testers encountered this same phenomenon when testing Ontel model VDTs in San Francisco and Oakland last January. As it did in reporting its findings in the Bay Area, NIOSH's report on the Lexington tests said these positive readings were not true measures of radiation but artificial ones resulting from electrical interaction between the transformer and the testing meter.

Nevertheless, NIOSH suggested that grounded metal shields, preferably ones of cold-rolled steel, be installed around the transformers. Installing the shields would eliminate the measurement problem and protect persons servicing the machines from contact with a high-voltage area, NIOSH said.

Dr. Frank Rosenthal of the

New York University Institute for Environmental Medicine, commenting as a TNG consultant on NIOSH's report on its Bay Area tests, recommended shielding as a "precautionary approach" to assure "negligible emission of electromagnetic fields of any frequency at any distance from the units."

NIOSH performed the tests in Lexington at the request of management after a pregnant employee expressed concern about possible effects from radiation in the face of the alarm last summer when it was discovered that four VDT operators at the Toronto Star had given birth to children with birth defects over a short period of time.

As Canadian investigators did at the Star, NIOSH found there was no radiation hazard in Lexington to either employees or developing embryos.

JOURNALISTS & NEW TECHNOLOGY



NATIONAL UNION OF JOURNALISTS Revised 1980 90p

The British view

Britain's National Union of Journalists has published a 68-page revised edition of a handbook on the computer-centered technology of the publishing and communications industries. Besides the nature of the technology, the book's contents include reviews of associated employee health and safety concerns, implications for industry unions and their relationships with each other, the emergence of the "electronic newspaper" and the NUJ's policies and approaches to it all. One of its conclusions: "International trade union co-operation of the members of all trades in the media . . . needs to be strengthened."

'Malignant growth' of union busting analyzed

By SUSAN DUNLOP

Washington-Baltimore Guild
AFL-CIO Unit

THE RECENT surge in sophisticated anti-union activity and the growth of the anti-union labor relations consultant industry has spurred organized labor to explore its legal recourses for dealing with the problem, according to a study released by the Center to Protect Workers' Rights.

The report—"Union Busting and the Law: From Benign Neglect to Malignant Growth"—outlines the tactics employed by union-busting labor relations consultants and examines the current state of the law to pinpoint strategies unions can use to counteract the improper and illegal activities of the consultants.

Data on the consultants are incomplete, the study points out, but the AFL-CIO has begun to gather information to clarify the extent and operations of this industry. At present, the AFL-CIO estimates that over 1,000 firms engage in union-busting activity, including about 1,500 individuals who work at it full time. Employers use outside consultants in about two-thirds of all organizing campaigns and expenditures

This article is excerpted from a review in the November issue of the American Federationist, monthly magazine of the AFL-CIO.

for these services are estimated to exceed \$500 million a year, the study indicates.

The consultants counsel their clients on how to handle representation elections and collective bargaining, and the private firms in particular often offer their services to employers to provide "preventive" measures designed to help a company "maintain non-union status."

"If such firms did their work openly and respected ethical and legal standards," the report notes, "labor might well be left only to devise its own responsive strategies."

The report observes that such firms often thrive precisely because they do not conform to such standards; "rather, their counsel and conduct are rife with hidden persuasion, deceit and outright violations of the law."

THE STUDY explains that labor relations consultants are already regulated directly on the federal level by the Labor-Management Reporting & Disclosure Act (LMRDA). The parts of the act that apply to consultants are unclear, the report notes, and not enough case law has come out of these employer and consultant reporting provisions to resolve the many important issues.

In addition, the report suggests that the Labor Dept. has in the past adopted a very narrow interpretation of the law in applying it to employers and consultants and has not enforced the statute vigorously in spite of evidence of abuse of the law by employers and consultants uncovered by several congressional committees.

In drafting LMRDA, Congress had intended reporting procedures for employers and consultants to act as a

deterrent to improper and illegal activities by requiring exposure: Employers must report their own expenditures where the object "directly or indirectly is to interfere with, restrain, or coerce employees," and both employers and consultants must report agreements or arrangements where the consultant undertakes persuasive or information-gathering activities. Insufficient enforcement of these provisions has crippled their effectiveness, the report contends.

Although the law reflects the intent of Congress that it be applied mutually to labor and employer, in practice LMRDA has been enforced virtually "for unions only," the report concludes.

Through fiscal 1979, the study shows, labor organizations had filed 1,291,039 information and financial reports; employers and consultants only 5,018 since the law was enacted in 1959. Since these figures contradict the widely observed proliferation of consultants, the study points out, the law is being extensively ignored or evaded.

Although noncompliance is widespread, the report notes, the law is far from toothless and unions can encourage the Labor Dept. to step up its existing enforcement mechanisms to apply to employers and consultants.

Unions also have recourse to information about the union-busting consultants through the National Labor Relations Board, the study points out, although the NLRB is as much in need of stepped-up investigation, enforcement and the application of remedies as is the Labor Dept.

The report shows how union-busting consultants assist their clients in the commission of unfair labor practices. Thus far, legal action has been taken only in the most overt and crudely conducted union-busting campaigns rather than to the more subtle but equally destructive forms of coercion.

One possible avenue of recourse for unions is the application of the "agency" theory to reach the consult-

ants directly, the report suggests. Federal labor law defines "employer" to include any person acting as the agent of an employer, which could make the agent legally responsible for activities under the scope of the law. This opens the way for charges against consultants who advise employers to commit unfair labor practices.

IN SUGGESTING that the NLRB more aggressively pursue this policy, the report also points out that the board could extend more control over consultants' improper or illegal activities by using its own existing, although slow-moving, remedial authority to name consultants as parties to unfair labor practices charges.

The report concludes that the response to the onslaught of union-busting consultants demands creative responses, and solutions will take time to perfect and put into action.

One essential, the study notes, is that labor, the government and responsible employers expose the illegal activities of consultants and show the public that their actions threaten a labor relations system that has functioned successfully for more than 45 years.

Marshall's regret: law-reform failure

Washington—Ray Marshall said Nov. 28 that one of his biggest disappointments as Secretary of Labor in the Carter administration was Congress' failure to pass revisions in the National Labor Relations Act—the labor law reform bill—which he called "modest."

"Most employers observe the law," he told the New York Times' Philip Shabecoff. "But an increasing number will not because it is becoming increasingly acceptable in the business community to disobey the law and hire firms to show you how to get away with it."

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AD IN THE WALL STREET JOURNAL
Page 27, U.S. Election-Day issue

A glossary of 'contractese' for consumers

By ESTHER MARGOLIUS

THE PROSPECT of having to wade through legal documents such as contracts, loan applications and apartment leases has been known to make even strong men and women apprehensive. There are a number of everyday legal terms which, if familiar to consumers, can be of great help. And their understanding and use do not require a law degree.

Some states are attempting to take the confusion out of legal documents by instituting "plain English" laws which pare the technical legal terms from documents and substitute language which might be more readily understood by laypersons. Ironically, precise legal terminology is often the most concise and best form of expression for oftentimes complex concepts.

For example, a person applying for a loan ordinarily would be required to submit a statement of his or her net worth. *Net Worth* is a person's true financial position, based on the difference between all that you own and all that you owe. This would include personal property, which is any possession other than land or buildings and real property.

Collateral is something of value that you pledge as security on a loan to be sold by the lender if you are unable to repay. Continuing in this somewhat morose vein, a debtor's property may be seized legally if he or she fails to pay a debt by means of a process called an *attachment*. A *foreclosure* is a court action for sale of mortgaged property to pay the mortgage from proceeds of the sale. A *lien* is a claim on another property as security for a debt.

WHEN confronted with a contract, read it carefully. If you don't understand the language, seek help or research it. You may not realize what you're getting into if you simply plunge ahead and sign.

Following are some common words and terms a consumer likely will come across:

Amortization — Gradual payment of debt.

Attorney-in-fact — Layman or

lawyer authorized to act in another's place.

Class action—A suit by one or more of a group of people who have been similarly affected by the action of a government agency, private corporation or individual, either seeking to stop continuation of the offending practice, or requesting compensation for losses suffered, or both.

Community property—In areas with community property laws, husband and wife own as partners everything acquired during the marriage.

Conditional sales contract—Sales agreement that gives you immediate possession of merchandise but the seller retains title to it until you have met all specified terms.

Consignment — Arrangement under which seller (*consignor*) continues to own the merchandise until his agent (*consignee*) sells it.

Co-signer—If you co-sign a friend's loan note, you assume full responsibility for repayment in the event he or she should be unable or unwilling to repay.

Debenture — Debt certificate issued by commercial corporation or government unit in return for borrowed money.

Fiduciary—Someone in a position of trust.

Garnishment—Creditor action to reach defaulted debtor's money that is under control of debtor's employer or other person who owes the debtor money.

Holder-in-due-course—Anyone to whom a merchant sells an installment contract. Generally, the buyer of the contract is not responsible for contract fulfillment. But some areas are enacting laws making the holder-in-due course unable to collect if merchandise is faulty or the seller fails to carry out contractual guarantees.

Injunction—Court order requiring that something be done or forbidding performance of an act.

Intestate—Failing to leave a valid will.

Joint tenancy—Money or other property owned by two or more persons with an agreement that if one of the joint tenants dies,

full title goes to the survivors. A person's will does not affect property which he owns as a joint tenant.

Liabilities—Debts or obligations.

Liquid assets—Investments and other property that can be readily converted to cash.

Non-installment credit—A debt you meet with a single payment or without a specific repayment schedule.

Prepayment penalties—Charges assessed to borrower if he pays off money owed before due date.

Power of attorney—Written authorization to act as another's agent.

Principal—The actual amount you invest or borrow without added charges or other extras.

Probate—Processing of a will to establish its validity.

Promissory note—Written evidence of debt that establishes repayment schedule (an IOU in legal form).

Replevin—Court action to recover goods from defaulted buyer who refuses to return merchandise voluntarily.

Repossession — Legal owner's action to reclaim merchandise from buyer who did not meet conditions of installment contract.

Retainer — Advance payment for professional services.

Subpoena duces tecum—Order requiring a witness to come to court and bring records in his possession that may be related to a pending trial.

Truth-in-lending—Federal law, which enables you to compare credit costs accurately by requiring all granters of consumer credit to disclose to each customer in writing the exact cost of credit, expressed as a dollar amount and as an annual percentage rate (APR).

Having a working knowledge of legal terminology won't enable the consumer to close real estate deals on his or her own, or to draw up wills, but it can help one better understand many of the situations one is likely to encounter in the business world. Legal counsel is recommended, of course, when anyone experiences trouble requiring professional advice.

Forecasters see continued cost-of-living spiral

(Continued from Page 1)

which work their way into the CPI with a lag of a few months, rose faster during November than in the previous month. Mortgage rates were up 2.8 percent over the month, compared to a 1.9-percent increase in October, the BLS reported.

These special, volatile components of the CPI are not expected to moderate in the next few months. If anything, many forecasters expect them to accelerate. Recent price increases by the Organization of Petroleum Exporting Countries (OPEC) have not yet shown up at the gasoline pump. Interest rate increases will continue to work their way into the index even after short-term rates begin to peak. And the outlook for beef and other food prices is expected to worsen over the first half of 1981. The Agriculture Dept. recently forecast that overall food prices would rise by 10 to 15 percent in 1981.

Meanwhile, workers' purchasing power continues to trail rising prices. Real spendable earnings—take-home pay stripped of the impact of inflation—increased a slight two-tenths of 1 percent in November. But on a year-to-year basis they were down 5.1 percent. A typical non-farm worker in private industry who had three dependents grossed \$243.57 in current dollars in November. In constant, 1967 dollars, however, this was the equivalent of just \$94.92—a drop of \$4.11 over the past 12 months.

November's increase in the CPI — the third consecutive monthly rise of 1 percent—made it certain that when the December figure is announced the index will have climbed at a rate of more than 10 percent for the second straight year. The CPI rose 13.3 percent in 1979.

Food and beverage prices rose 1.1 percent in November, after

climbing nine-tenths of 1 percent in October. Prices for eggs, beef, pork, fish and other seafood all moved substantially higher, the BLS said. Poultry prices decreased by 2 percent after rising for four months.

"The 1.5 percent increase in other foods at home was largely due to a 7.8 percent increase in sugar and artificial sweeteners and higher prices for soft drinks," the BLS said. Prices for fresh fruits and vegetables rose eight-tenths of 1 percent, following a 3 percent decline in October.

Rising shelter costs accounted for most of the 1 percent jump in the housing component of the CPI, reflecting the renewed surge in mortgage interest rates, which are more than 15 percent in some localities.

Transportation costs were up 1.5 percent over the month, following a rise of seven-tenths of 1 percent in October. Used car prices soared by 5.1 percent, the

third consecutive large monthly increase in this category. New car prices increased five-tenths of 1 percent.

After relatively modest increases in some recent months, the energy price picture for November was mixed. Gasoline prices increased eight-tenths of 1 percent while natural gas and electricity charges fell 2 percent. But household fuel oil prices jumped 1.5 percent.

The BLS reported that the average nationwide price of a gallon of regular, leaded gasoline was \$1.188, unchanged from October. For unleaded gasoline, the average November price was \$1.25.

Apparel prices rose a slight one-tenth of 1 percent in November. Medical care costs increased seven-tenths of 1 percent.

AFL-CIO News Service

Minimum wage rises to \$3.35

Washington — The minimum wage in the United States rose by 25 cents, to \$3.35 an hour, on Jan. 1.

Reminding U.S. locals of the increase, TNG has pointed out that the \$3.35 minimum wage supersedes any lower minimums that might exist in local contracts.

The increased minimum wage produces a weekly minimum of \$134 for employees working a 40-hour week, while the weekly minimum for employees working 37½ hours and 35 hours goes to \$125.63 and \$117.25, respectively.

The rise to \$3.35 is the final increase for the minimum wage under legislation passed by Congress three years ago.

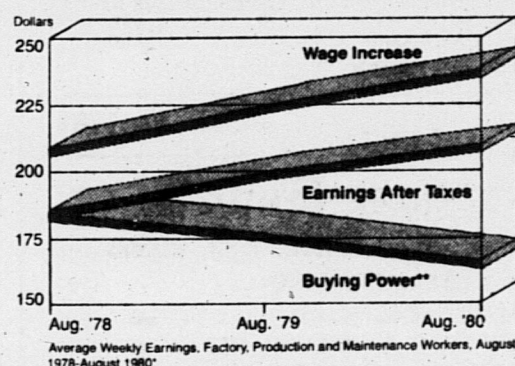
Union numbers rise

Washington—National and international unions headquartered in the United States had membership increases totaling 605,000 between 1976 and 1978, according to the U.S. Labor Dept.'s Bureau of Labor Statistics.

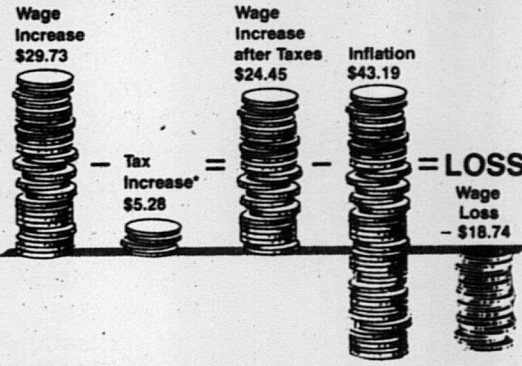
This reversed a two-year decline and put total union membership at 21.7 million.

'78-'80 decline in workers' buying power

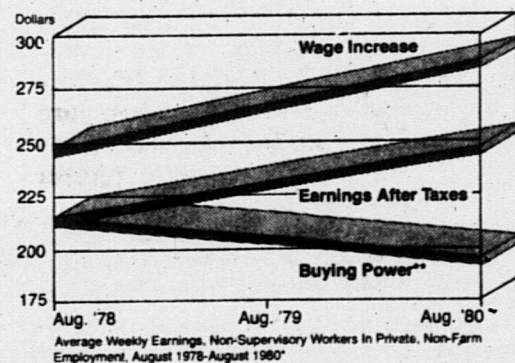
All Non-Supervisory Workers



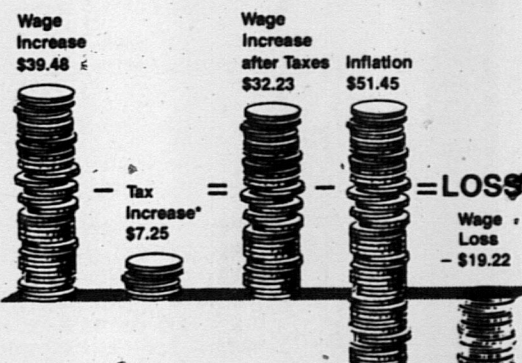
How That Loss Comes About



Factory Workers



How That Loss Comes About



The buying power of U.S. workers' earnings has been cut more severely during the past two years than at any time in recent history, according to Rudy Oswald, director of the AFL-CIO's Dept. of Economic Research.

"The average worker's real income has dropped by 10.2 percent" from August 1978 to August 1980 even though the average weekly pay of nonsupervisory workers in private industry increased by 14.4 percent during that period, Oswald pointed out in the American Federationist magazine for November.

The cut in the buying power of the average worker's paycheck resulted because "weekly pay has failed to keep up with inflation and taxes," Oswald said.

Prices have increased by more than 26 percent during the two year period, he pointed out, with the rate of increase escalating from 12 percent in the first of the two years to 12.7 percent in the second year.

The major increases have been in the necessities, "with prices accelerating particularly sharply for energy, food, shelter and medical care," he noted.

"The basic diminution of real earnings during the past two years is clearly the overall pattern," Oswald wrote.

*Preliminary
*Buying Power is spendable earnings for an average worker, assuming tax adjustment of worker and three dependents, Aug. 1978 dollars.

*Includes social security and federal income tax deductions.

Ring out the old, ring in the . . . ?



GARY HUCK in Racine Labor

Penello retiring from NLRB; sees successor in his image

Washington—John A. Penello announced Jan. 7 that he will resign as a member of the National Labor Relations Board Jan. 14 after serving more than nine years on the five-member panel.

Penello, a Democrat who was first appointed by Richard Nixon in 1971 and reappointed by Gerald Ford in 1976, is resigning seven months before his second five-year term expires.

In a letter to President-elect Ronald Reagan explaining his decision to resign now, Penello said he had already served "more than a year beyond the point at which retirement would have been most financially advantageous," sacrificing several cost-of-living adjustments in the process, "because I felt the President [Carter] would most likely choose as my successor someone whose views were philosophically incom-

patible with mine."

"Now," Penello told Reagan, "I am confident that my successor will have the same balanced approach to labor-management relations that I have tried to bring to board decisions."

If he delayed retirement beyond Jan. 16, he would lose "yet another cost-of-living increase" in his pension, Penello explained.

TNG General Counsel David S. Barr expressed "amused interest" on learning of Penello's "claim to have exercised a 'balanced approach' in administration" of federal labor law.

"In my view," Barr said, "his decisions have usually been delicately balanced between pro-management and antilabor philosophies."

Court ruling on VIP status clears way for legal ads

Vallejo, Calif.—A county superior court judge has ruled that the Vallejo Independent Press is a newspaper of general circulation and cleared the way for the paper—published by the five unions striking Donrey's Times-Herald—to accept legal and other specialized advertising, such as that of public utilities.

Prior to the ruling, the Times-Herald had been the only paper in Vallejo eligible to handle legal advertising under a state law.

The ruling opens a "substantial" new source of revenue for the strike paper, the San Francisco-Oakland Guild reported.

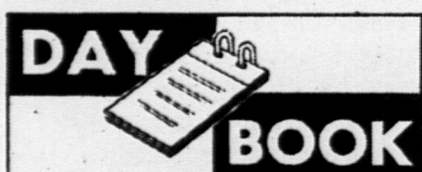
The VIP, established seven weeks after the Guild, Printers, Pressmen, Mailers and Engravers struck the Times-Herald on June 20, 1978, had a circulation of nearly 31,000 during the first half of 1980 according to an audit by Verified Audit Circulation of Santa Monica, Calif. The Times-Herald had a daily circulation of 22,377 in September 1979, according to Audit Bureau of Circulation figures.

And a market research study conducted by VAC found that the VIP is read in 96 percent of the households that receive it.

The Guild reported that the struck Times-Herald had fought the VIP's petition for recognition as a newspaper qualifying for legal advertising, resulting in a three-month court fight before the designation was awarded.

Meanwhile, the National Labor Relations Board has dismissed a charge by the Guild that management of the Times-Herald instigated the filing of a petition with the board in June 1979 that sought to decertify the Guild. But, at the same time, the board dismissed the decertification petition itself because it had been circulated by a supervisor.

Another petition to decertify the Guild was filed Dec. 22, and on Jan. 5 the Guild filed a new unfair labor practice charge against the Times-Herald alleging that the company instigated and conspired in filing the petition.



Guild Service Award, entry deadline, Jan. 16, at TNG headquarters, Washington.

Heywood Brown Award, entry deadline, Jan. 17, at TNG headquarters, Washington.

International Executive Board, winter meeting, Jan. 26-29, TNG headquarters, Washington.

Middle-Atlantic District Council, winter meeting, Jan. 31-Feb. 1, Philadelphia (tentative).

Western District Council, winter meeting, Jan. 31-Feb. 1, Seattle.

TNG and ITU merger summit committee, joint meeting, Feb. 5-8, Colorado Springs.

Midwest District Council, winter meeting, Feb. 21-22, St. Louis.

International Executive Board, spring meeting, April 27-May 1, TNG headquarters, Washington.

48th Annual TNG Convention, Rivermont-Holiday Inn Hotel, Memphis, June 29-July 3, 1981.

As they put it

As the year turns

The turn of the year—any year—is an occasion for self-analysis, for a review of accomplishments and shortcomings and an examination of what needs to be done to preserve one's physical, mental and spiritual well-being.

The AFL-CIO itself will shortly undertake such a review in a series of regional conferences reaching to organized labor's local roots and exploring all aspects of the federation and its programs. (Story, Page 3).

Of course there has never been a shortage of editorial writers, columnists and academicians willing to do the job for us.

As AFL-CIO President Lane Kirkland put it in a 1980 Federationist magazine article, "Academic analysts and journalistic pulse-takers who have adopted the decline of the labor movement as their thesis are not exactly treading new ground. Since the founding in 1881 of the national trade union center which has evolved into the AFL-CIO, such observers have alternatively predicted either its imminent demise or its eventual withering away."

Small wonder, then, that labor prefers to make its own analysis. Meanwhile, Kirkland offers a capsule prognosis:

"I look for substantial gains in union membership over the next decade," he said, "for continued growth in fields in which unions have been gaining members and for expansion in industries and geographic areas in which progress has been slow."

"There are many reasons for this, few of them readily reducible to statistical analysis, which is not the most useful tool for gauging the way people perceive their own needs, goals and common interests. . . .

"As often in the past, an unstable and deteriorating economy is a powerful incentive to union membership. Workers whose buying power is falling daily in the grip of inflation and whose jobs are jeopardized by growing unemployment awaken in such times from the inertia of the vanished status quo to the value of cost-of-living provisions, seniority in layoffs and job recall rights."

"Government wage guidelines that call attention to normative increases that are achievable only through collective bargaining make unorganized workers more conscious of being out in the cold."

"The aging of the workforce and the changing role of women will also encourage union membership. While youngsters without responsibilities tend to change jobs or put up with inferior treatment, older workers with family and community ties are more inclined to try to improve the jobs they have."

"As more women become responsible for others and second incomes become more vital to family finances, they, too, can be expected to see that their progress depends on collective action."

"All in all, the prophets of doom have badly misread both the present strength and the future prospects of trade unionism in America, and I think my view is shared by America's business leaders. If unions were dead or dying, they would save their energy and money."

—From the AFL-CIO News

The Guild Reporter



17



JAMES M. CESNIK, Editor

BARBARA E. NELSON, Assistant 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 July and December. \$10.00 per year. Single copies, 50 cents.

Guild Reporter deadlines at 1125 15th St. N.W., Washington, D.C. News, Monday before publication; features and letters, Friday before publication. Letters limited to 200 words by TNG convention action.

POSTMASTER: "Notice to Publisher Form 3579" should be sent The Guild Reporter, 1125 15th St. N.W., #8 Washington, D.C. 20005. Publication #2315

ISSN: 0017-5404

Vol. XLVIII, No. 1

January 9,

The Newspaper Guild

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