

Board finds most Post 'bosses' are not

Washington—The National Labor Relations Board has for the most part rejected a 5-year-old effort by the Washington Post to carve more than 150 advertising, business office, circulation and editorial employees from coverage under the Washington-Baltimore Guild's contract with the paper.

Acting on a petition filed by the Post in 1976 to exempt 156 employees from Guild coverage,

the NLRB on Jan. 14 affirmed that the jobs of 110 of the employees are properly included in the Guild's jurisdiction, while upholding the Post on the jobs of the remaining 46.

In a 185-page decision released Jan. 26, a three member panel of the board reviewed in detail the duties, authority and responsibility of each of the contested jobs, measuring them against the criteria established by federal la-

bor law and precedents for establishing supervisory, managerial and confidential status.

The board said it was "compelled to exclude" those that met the criteria even though they had long been included under successive Guild contracts with the paper. Twenty-six of the exclusions were in business departments; 20 in the news room.

TNG General Counsel David S. Barr observed that the board's

decision appears to have rejected the Post's argument for supervisory status where testimony indicated an employee exercised minimal or routine supervisory authority involving limited or no individual judgment. The mere giving of an opinion on hiring was not sufficient for the board to find supervisory status, Barr said.

The decision, signed by NLRB chairman John H. Fanning and

members John A. Pennello and John C. Truesdale, made clear that "the job function and not the title of the particular position . . . controls the determination of supervisory/managerial status, adding: "we place no undue reliance on the title."

Under federal labor law the board will exclude as "supervisory" employees with the authority to hire, fire, transfer, promote, (Continued on Page 2)

The

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'Most extensive' VDT study unveiled



WALTER MCCARDELL/Sunpapers Unit/Washington-Baltimore Guild

VDT-USER EYE TESTS UNDERWAY AT UNIVERSITY OF MARYLAND HOSPITAL
Dr. R. D. Richards examines Sunpapers copy editor Sheila McCauley in effort sponsored by National Institute for Occupational Safety & Health.

SYSTEM INTEGRATORS' ET960s

Maker to supply VDT shields

Sacramento—The president of a firm that manufactures plastic-encased video display terminals reports that by the end of April his company will provide to all 60 of the newspapers using its machines metal shields to cover their flyback transformers.

There will be no cost to the newspapers for the shields, James P. Lennane of System Integrators, Inc., told the Guild Reporter. It will be up to the publishers to have them installed, he said.

In addition, he said, the shields thenceforth will be installed during manufacture in all plastic-encased SII VDTs.

"This small change in our product line is the least we can do to show our concern" for the "peace of mind" of newspaper workers using SII VDTs, Lennane said in a Feb. 5 letter to the Guild Reporter in which he charged that the structure of an article in the paper's Jan. 9 issue

made it "inflammatory and misleading."

The article reported TNG's recommendation that all plastic-encased VDTs be tested promptly for radiation emissions and that, as a precaution, metal shields be installed around flyback transformers wherever readings exceed one milliwatt per centimeter squared.

The recommendation was made following a federal agency's reporting that a third brand of plastic-encased VDT—SII's ET960—had produced abnormally high radiofrequency readings when test instruments were placed near the transformer.

Lennane severely criticized the article's not reporting until eight paragraphs later that the National Institute for Occupational Safety & Health also said, as it had with its earlier reports on other machines' tests [Guild Reporter, April 25, May 9, June 6], that

the readings were not true measures of radiation, but artificial ones from electrical interaction between the transformer and the test meter.

The Guild Reporter contacted Lennane to inquire further about his statement in the letter that "within the next 90 days all SII customers using ET960s will be supplied with a metal shield to cover the flyback transformer."

SII has ordered the metal covers and will distribute them without charge to newspapers using the ET960s as soon as it can, he said.

The shields are costing SII "like a buck or two" each, he said. The cost to publishers for their installation "depends on the capability of their papers' [VDT] maintenance people."

SII will install a few on its own machines so it can recom-

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TNG, Mt. Sinai set survey in 4-6 locals

Washington — TNG and the Mount Sinai School of Medicine in New York City have announced plans for a wide-ranging study into the health effects of operating video display terminals.

The study will include ophthalmological examinations, radiation tests, a questionnaire for VDT operators and, if the questionnaire results appear to justify it, full-scale medical examinations.

The study, announced Feb. 4, is expected to cover some 2,000 employees—both VDT users and nonusers—in four to six Guild locals in the United States and Canada.

The pilot phase of the study is expected to get underway by April, at the Vancouver-New Westminster Guild, which was involved in the study's initiation, and at the Los Angeles Guild. It is hoped to be able to begin the principal phase of the survey in the summer or fall.

TNG's International Executive Board observed that the study promises to be the "most extensive" of its kind in North America, perhaps anywhere, on the physical effects of VDT use.

"It should begin to provide a definitive answer to whether VDTs produce cataracts or other damage to eyes as well as answer

persistent questions about other possible effects of radiation, among other things," said TNG President Charles A. Perlik, Jr.

It will be an epidemiological study, measuring the responses, symptoms and physical condition of VDT operators against those of nonusers in the same offices.

If its first phase turns up significant differences, Mount Sinai will seek funds for full medical examinations of affected employees.

Participants in the second stage will be selected by TNG in consultation with Mount Sinai. The IEB said it supports Vancouver-New Westminster's request for inclusion, in view of its role in the study's initiation.

The study will be co-ordinated with a broader investigation Mount Sinai and the Workers Institute for Safety and Health (WISH) are planning of the effects of nonionizing radiation in the workplace. The scope of the Guild survey however, will go beyond nonionizing radiation and will be designed to cover health effects that may be produced by other causes, as well.

The survey questionnaire is being developed by Mount Sinai's Environmental Sciences Laboratory in consultation with the (Continued on Page 6)



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assign or discipline other employees, or those who responsibly direct employees or adjust their grievances. It will also exclude employees who can effectively recommend these actions, but will not exclude an employee on supervisory grounds if the employee's authority and responsibility is of a "merely routine or clerical nature," not requiring independent judgment.

The board will exclude on "managerial" grounds employees "who have authority to formulate, determine or effectuate employer policies by expressing and making operative the decisions of their employer."

It will exclude as "confidential" employees "who assist and act in a confidential capacity to persons who formulate, determine and effectuate management policies in the field of labor relations."

In refusing to exclude several Post jobs, the board found that the employees were "more akin to leadmen, who are responsible for insuring the quality and correctness of a product, than they are to statutory supervisors."

The decision noted that the board "has found that leadmen who on occasion make recommendations and perform lower level supervisory actions such as scheduling and allowing vacation and time off are not supervisors when significant supervisory authority is vested in higher personnel and decisions are . . . reviewed by these management employees."

Among the employees it labeled as "leadmen" were seven classified advertising phone room supervisors, the night national editor and several regional editors and assistant editors.

In likening the classified phone room, or row, supervisors to "leadmen," the board noted that their "alleged supervisory functions are limited to, at best, informal reprimands and temporary relocations of personnel." They are not involved in hiring, firing or more formal discipline, the panel said, and pointed to the need for the phone room manager's approval to permanently change a solicitor's location.

The board excluded the phone room training manager, however, on grounds that the employee interviews and hires telephone solicitors.

Of the night national editor, who works in a copy-desk slot, the board said that although the employee makes recommendations concerning the hiring of copy editors, the final decisions are made at a higher level. Assigning work to copy editors and

91 days, 10,650 pages, \$800,000

Washington—Hearings before the National Labor Relations Board on the Washington Post's petition to "clarify" 156 employees out of coverage by the Washington-Baltimore Guild's contract with the paper consumed 91 days and generated 10,650 pages of transcript.

The Guild said its legal fees and related hearing costs, including lost-time reimbursements to witnesses, totalled more than \$300,000, with \$95,374.43—half the legal fees—paid by TNG.

Larry Wallace, the Post's vice president for labor relations, said that the paper had spent "at least" as much as the Guild. The local, meanwhile, estimated that the Post's costs were \$500,000, at a minimum.

reviewing it "does not prove supervisory authority," it held.

The board refused to exclude other copy desk slot persons who had given job candidates tryouts and made recommendations on hiring. But it did exclude the chief copy editor on the metro desk, noting that he had "hired employees in the past, but recently . . . only part-time copy editors" and that he had once discharged an employee.

Affirming the inclusion of a District of Columbia editor and assistant Maryland, Virginia and state editors, the board pointed out that "not all direction or involvement by editors with reporters . . . is supervisory."

It cited past rulings in which it held that although editors may be responsible "for the efficient function of the newsroom, such responsibility sometimes calls for the exercise of only such judgment and exercise of only such tasks as appropriately fall within the scope of the newswriting craft."

The board noted that some of the editors had interviewed prospective employees and made comments about the work of others, but said these factors were "insufficient to render the jobs supervisory especially considering the fact that there are two higher levels of supervision."

Another employee the board included in the "leadman" category was the printing services supervisor, who heads the section where in-house printing is done. The board noted that while the employee is consulted about hirings, firings and discipline, the final decisions are made by supervisors and the employee's authority to schedule vacations and assign overtime is regulated by the needs of the department and a fixed allowance.

The company argued that the printing services supervisor should be excluded on managerial as well as supervisory grounds, but the board said that the "ordering of supplies and repairs is not the 'pledging of employer credit'

which the board has found to support a finding of managerial."

Nor is the selection of repair services, or training, that sort of managerial authority which involves independent discretion or actions outside the employer's guidelines which convert an otherwise rank-and-file employee into a managerial employee."

It also refused to exempt the assistant purchasing manager on managerial grounds, noting that although the employee was able to "commit the employer's credit," purchases have to conform to guidelines.

The board refused to reconsider past rulings that editorial writers are not managerial employees and was not persuaded by the Post's arguments that the duties of its editorial writers are significantly different.

Editorial writers continue to be covered by the contract, but one who also was a speechwriter for the Post's publisher was excluded on grounds that she worked in a "confidential capacity to a labor relations policymaker" in her speechwriting capacity. The local reports that the job is currently vacant.

Among other jobs the board found properly included in the unit were:

Assistant home delivery managers—"Do not independently enter into or cancel contracts. . . . That they make adjustments of credits for lost or damaged newspapers does not convert them . . . to managerial status . . . determinations are made within guidelines and are reviewed by higher management."

Assistant night circulation managers—"Determining the order in which trucks are loaded does not . . . constitute managerial discretion."

Assistant insurance manager—Education and unique talent "do not convert an experienced, knowledgeable employee into a managerial employee." Access to confidential information does not lead to exclusion as a confidential employee.

Night employee relations manager—"Is neither supervisory, nor managerial, nor confidential. . . . Not so much an adjuster of grievances, as he is an answerer of questions. . . . Supervises no employee. . . . The mere fact that the night employee relations manager has access to personnel files . . . does not render the position confidential."

Living editor—"Sporadic and limited exercise of authority . . . does not demonstrate supervisory status. . . . Nor do we conclude that the authority to purchase freelance material proves managerial status. . . . Choosing stories for placement . . . is not a managerial decision."

Deputy financial editor—Although "involved in the expansion plans for the financial desk and . . . may have desired and urged such changes, he was not the managerial entity determining whether they would go into effect. . . . It is well established that employees, too, are concerned about improving working conditions. . . . The time he spends in making assignments is certainly de minimis and routine."

Librarian—"We are not persuaded that the librarian is a supervisor merely because he sometimes schedules work or reminds employees when they are late. . . . Cannot agree . . . that the librarian's function in purchasing books forms a basis for a managerial finding."

Chief makeup editor—"When dealing with the printers, she contacts the supervisor . . . of the printer if he 'is stubborn'."

Among jobs that the board excluded were:

Classified sales manager—"Assigns and directs the approximately 16 employees in the classified sales section . . . exercises independent judgment and utilizes management discretion in dealing with . . . salesmen."

Chief telephone operator—"Has independently hired employees."

Home delivery managers—"Make effective recommendations with respect to hiring and termination . . . they have overall responsibility for their large geographic areas."

Consultants, advance systems

research department—"In developing and improving policies and procedures which impact on the employer's business, especially its use of technology and personnel, the research consultants meet the standard of managerial employees."

Data processing managers—Have hired or made recommendations "involved in disciplining. . . . Assign work to employees and determine staffing for projects. . . . Prepare evaluations of probationary employees."

National editor—"Assists in the selection of national assistant editors . . . undisputed evidence that a national editor has hired a researcher. . . . Shares . . . major responsibility for the direction of the national desk. . . . Exercises supervisory authority in daily administrative and personnel matters."

Virginia, Maryland, District and weekly editors—"Have made recommendations with respect to the hire and transfer of employees. . . . Handle assignments to beat reporters, are involved in changing beats and approve overtime. . . . The frequent independent exercise of various supervisory powers," establishes employees are "first-line supervisory personnel who must be excluded."

Deputy editors of Style—While the "relationship between the deputy editors and the writers and critics is relaxed and informal . . . deputy editors can and do give assignments. . . . Also have been consulted about prospective personnel changes, including hires. . . . Participate on a regular basis in the editorial conference."

Day sports editor—Exercises independent authority in the direction of work. . . . For similar reasons, night sports editor also.

News editor—"Uncontroverted evidence of . . . involvement in the hiring of new personnel."

Art director—"While higher management appears to review hiring and policy decisions, the art director does make effective recommendations and takes positive action in these areas."

TNG Counsel Barr said that NLRB rulings in representation cases are not appealable to the U.S. Court of Appeals.

Board to 'clarify' 5 other units

Washington—The Washington Post's unit clarification petition was only one of six employer-initiated petitions seeking wide-ranging exclusions from major Guild units at some step of National Labor Relations Board procedures. The five others remain to be resolved.

The three New York dailies, the Times, the Daily News and the Post, filed unit clarification petitions with the board in March 1978.

The Times is seeking 415 additional exclusions in the New York Guild's bargaining unit of some 2,000 employees, while the News is seeking 300 from a unit of about 1,300 and the Post is trying to carve out more than 100

employees from a unit of about 450.

The New York Times completed its case in May 1979, and, as the Guild was about to begin its testimony, the NLRB's regional director told the parties the proceedings were "clogging up the activity of the board," and ordered them to try to negotiate a settlement.

Last fall local members rejected a tentative settlement and the issue is again before the board.

A tentative agreement between the News and the Guild also negotiated at the regional director's behest was similarly rejected.

Hearings on a petition by the Associated Press seeking to ex-

clude 111 employees from the Wire Service Guild's 1,200-employee bargaining unit were concluded last summer after 21 months, and briefs were submitted in October.

A petition by the Seattle Times filed last May seeks 28 employees from the Pacific Northwest Guild's unit of about 500 employees, plus five employees the company has unilaterally exempted. Hearings on the Seattle petition have been concluded.

A unit clarification petition filed by the Washington-Baltimore Guild also is before the board. It seeks to include in the local's Washington Post unit several secretaries the company maintains are "confidential."



W. MacPHERSON BROWN/Federation of Guild Representatives

For service . . .

Jean Rae Turner-Phillips, longtime delegate to and a former secretary of the Middle-Atlantic District Council of Guild locals, receives a gold membership pin and corsage from the hands of Betsy Wade, New York Guild president and TNG vice president, in recognition of her long service to the council. Presentation occurred during council's winter meeting. Turner-Phillips was active in the council both for the old North Jersey Guild and, as an alternate delegate, for the New York Guild after the two locals merged. Looking on is Victor J. Alfano of Scranton, outgoing council president.



Marking hostages' return

TNG's International Executive Board took time out during its winter meeting to join hundreds of thousands of others in welcoming to Washington the hostages freed by Iran. At right, Vice President Patrick Rushton of Wilkes-Barre holds aloft TNG banner in front of U.S. Treasury as crowds, including other IEB members, await passage of buses bearing hostages to the White House. Above, Washington-Baltimore Guild Administrative Officer Dorothy Struzinski adjusts a yellow rose on lapel of TNG President Charles A. Perlik, Jr. Struzinski presented each of the 16 IEB members with a rose to mark the hostages' release.



JOHN B. MITCHELL/Gary

TNG Defense Fund within 'whisper' of \$3M

Washington — TNG's Defense Fund is "within whispering distance" of containing \$3 million in "total spendable assets" and has entered the "home stretch" in its climb toward its immediate goal of \$4 million, the International Executive Board's Finance Committee reported during the IEB's meeting Jan. 26-29.

As the Board began its winter meeting, spendable assets in the Defense Fund stood at \$2,918,731, the highest level in TNG history and \$800,000 more than at the end of September. Strike, lockout and related expenditures during the October-December quarter came to more than \$300,000. At the end of the quarter, defense fund expenditures were running at \$10,650 a week in benefits for strikers in Wilkes-Barre and Vallejo and to a Guild member honoring Mailers' picket lines at the Sacramento Bee since the spring of 1978.

Defense Fund income for October-December included nearly \$950,000 from the extra amount paid by Guild members during the continuing period of higher dues, more than \$100,000 from the Defense Fund's general per-capita apportionment and more than \$50,000 from interest.

Secretary-Treasurer Charles Dale reported that some Defense Fund money has been earning as much as 19.5 percent in a "joint participation account" at the

Amalgamated Bank of New York. He described it as "equivalent to a certificate of deposit," but with the funds "instantly available with interest to date of withdrawal . . . with no penalty of any kind."

Meanwhile, however, late remittances of per-capita payments to TNG from several large locals made the third quarter the first of the fiscal year with a General Fund operating deficit, the IEB Finance Committee reported.

The October-December shortfall was \$29,414, produced by income of \$531,756 against operating expenditures of \$561,170, the committee reported.

The quarterly deficit reduced the \$57,273 operating surplus from the six months ended Sept. 30 to \$27,859, the committee noted.

Failure of locals to remit per capitas for "one or more months" during the quarter made it "hardly of any consequence" that TNG's General Fund expenditures for the period were nearly \$6,000 under budget, the committee pointed out.

Dale told the board that the locals in arrears on Dec. 31 included New York, Puerto Rico, the Wire Service Guild and the Canadian Wire Service Guild, with the latter since having brought itself current.

On recommendation of its Finance Committee, the IEB ap-

proved a General Fund budget of \$550,530 for the final quarter of TNG's 1980-81 fiscal year, ending March 31.

On Dale's recommendation, the IEB also approved TNG's undertaking "a cost study" of revising the system for locals to report members' dues payments to TNG, as recommended by an ad-hoc committee of local leaders that met in Washington in November [Guild Reporter, Nov. 28].

The new system would in effect be a "billing system," Dale said, with TNG taking over most of the work now being done at the local level. Without a careful study, he said, it is impossible to accurately gauge the costs either of conversion or operation.

Other recommendations from the dues-form forum are already underway or about to be implemented administratively, he said, and some local treasurers have reported that their work already has been greatly reduced.

A motion was defeated to leave it to the option of each local whether to report the additional amount each member pays during periods of "2(d) dues," as now. The dues-form forum, on a vote of 11 to 10, with two abstentions, had also rejected the same proposal. Dale told the board he believes such a change would require amendment of TNG's Constitution.

On a motion by Dale, seconded by Vice President Roger L. Stonebanks of Victoria, the board deferred until its April meeting consideration of a proposal by the

Victoria Guild for a special 10-member committee to evaluate and report to this year's convention on a Victoria proposal for switching dues reporting to what one IEB member described as an "averaging-head count" system.

The IEB also deferred action, on recommendation of its finance committee, on a request from the New York Guild for TNG financial assistance for 15 black members who have filed discrimination suits against the New York Daily News.

Pointing out that TNG's policy on cost-sharing with locals "rests on the fundamental concept that no grievance of Guild-wide significance be permitted to die for lack of funds," the board said it needs more information before it can determine if the New York request satisfies criteria established for that policy's implementation.

Among the criteria cited by the board: that the local has assumed its just financial obligation, that the case's significance justifies expenditure of TNG funds and that the local consult fully with TNG and follow the course TNG counsels.

The board's Human Rights Committee had recommended that TNG assistance be approved and that all locals be advised that TNG's policy on cost sharing extends to human rights actions.

Also on recommendation of its Finance Committee, the IEB approved contributions of \$2,500 to the Reporters Committee for Freedom of the Press; \$125 each

to the University of Missouri's Freedom of Information Center, the American Civil Liberties Union and the National Coalition Against Censorship; \$50 each to the National Child Labor Committee and the United Negro College Fund, and \$150 to the National Urban League.

The board also voted to notify the Central California Guild member honoring the Mailers' picket lines at the Sacramento Bee that his benefits from TNG's Defense Fund will end on April 1.

In addition, the board rejected a motion by Vice President Joyce Walker-Tyson of Detroit to cut the board's fall and winter meeting by a day, to three days. She said she felt the action "could save a little money," and that if board business could not be handled in three days a meeting could be extended.

Several board members said they could not change their travel and work schedules on short notice, however, and TNG President Charles A. Perlik, Jr., said shorter meetings would impose an undue burden on staff particularly when matters came before the board without advance notice, as was often the case.

One-fifth have open contracts

Washington—Guild contracts covering more than one fifth of TNG's membership have expired or soon will expire, TNG's International Executive Board was told during its winter meeting.

J. William Blatz, TNG director of field operations, said the major units involved include: the Canadian Broadcasting Corp., expired since Nov. 30; Associated Press, Canadian Press, Newsweek and the Boston Herald American, all expired since Dec. 31; Time, Inc., expired Feb. 1, and the New York Times, Daily News and Post, all to expire March 30.

Cook elected MADC head

Philadelphia—Joy Cook, chairperson of the New York Guild's unit at the Post, was elected president of the Middle-Atlantic District Council of Guild locals during its Jan. 31-Feb. 1 meeting.

Cook succeeds Victor Alfano of Scranton, who declined nomination for a third term.

William Berry of Hazelton was elected council vice president, succeeding Mary White of Philadelphia who did not seek re-election.

Victor Stewart of Albany was re-elected secretary and John J.

Wallace of Wilkes-Barre was re-elected treasurer.

Council delegates also participated in a discussion of the increasing necessity for co-ordinated bargaining, led by Richard J. Ramsey, executive secretary of the International Executive Board's Contracts Committee.

Ramsey stressed the need for locals to heed the Guild's constitutional procedures for bargaining and to abide by the mandates of the Collective Bargaining Program to turn back continued employer attacks on contracts.

Send dues, keep votes, Dale urges

Washington — TNG Secretary-Treasurer Charles Dale has reminded locals that all per-capita payments due to TNG through February must be received before the end of the month in order to be included in calculations that will determine local representation at this year's TNG convention.

TNG's Constitution calls for determining each local's convention representation on the basis of the average of monthly per capitas

received by TNG between March 1 and the last day of February.

Remittances postmarked later than Feb. 28, 1981, cannot be counted in the calculation, Dale said in a letter to local officers.

He warned that failure to have all remittances in on time will result in a loss of voting strength and could reduce a local's delegate entitlement.

The per-capita due "include 2(d) dues," Dale said.

Portland's 'cleaning-woman' legislator

By JIM SAUNDERS
Portland Guild

Portland, Maine—During last fall's races for the Maine Legislature, a South Portlander said he was campaigning to be returned "because I love it—an honest-to-God citizen legislature."

One of the honest-to-God citizen legislators in the Maine House has to be Portland's Democratic Rep. Edith S. (Edie) Beaulieu.

Tireless, outgoing, humorous, also full of fight and resolve, Beaulieu is the no-nonsense state representative from Portland's historic waterfront neighborhood, Munjoy Hill. Her district also takes in the city's five Casco Bay Islands, villages so to speak, for which she has a special affection—"my islands."

Entering the world of elective office, after two defeats, through the Portland School Committee, Beaulieu has just started her third two-year term in the House.

She's served four years on two key standing committees, Education and Labor, and for her new term she has received a special honor and responsibility, the chairmanship of the Committee on Labor.

And yet she still proudly describes herself, and continues to work, as a "cleaning woman" on the maintenance staff of the Portland Press Herald, Evening Express and Sunday Telegram and as a veteran member and shop steward of the Portland Guild. Her work at the paper is in the wee hours. It's the manual, essential housekeeping of a building that booms in all but those hours.

Portland Guild President and TNG Vice President Elwood B. Bigelow says he is delighted with Beaulieu—in the plant and in the legislature.

"As shop steward of her department, Edie keeps a close eye on the contract to see that it's being enforced," Bigelow says. "If there's a problem, she acts. I'm delighted she's been picked to head that important Committee on Labor. . . . Labor needs representatives such as Edie to take on the legislative challenges we face."

TO INTERVIEW Edie Beaulieu is to hear and feel her insight, common sense and convictions about politics, representation, the city, neighborhoods, working people. It is also to hear a strong, though not strident, woman's viewpoint, at a seasoned 43, from a wife, mother of four and grandmother.

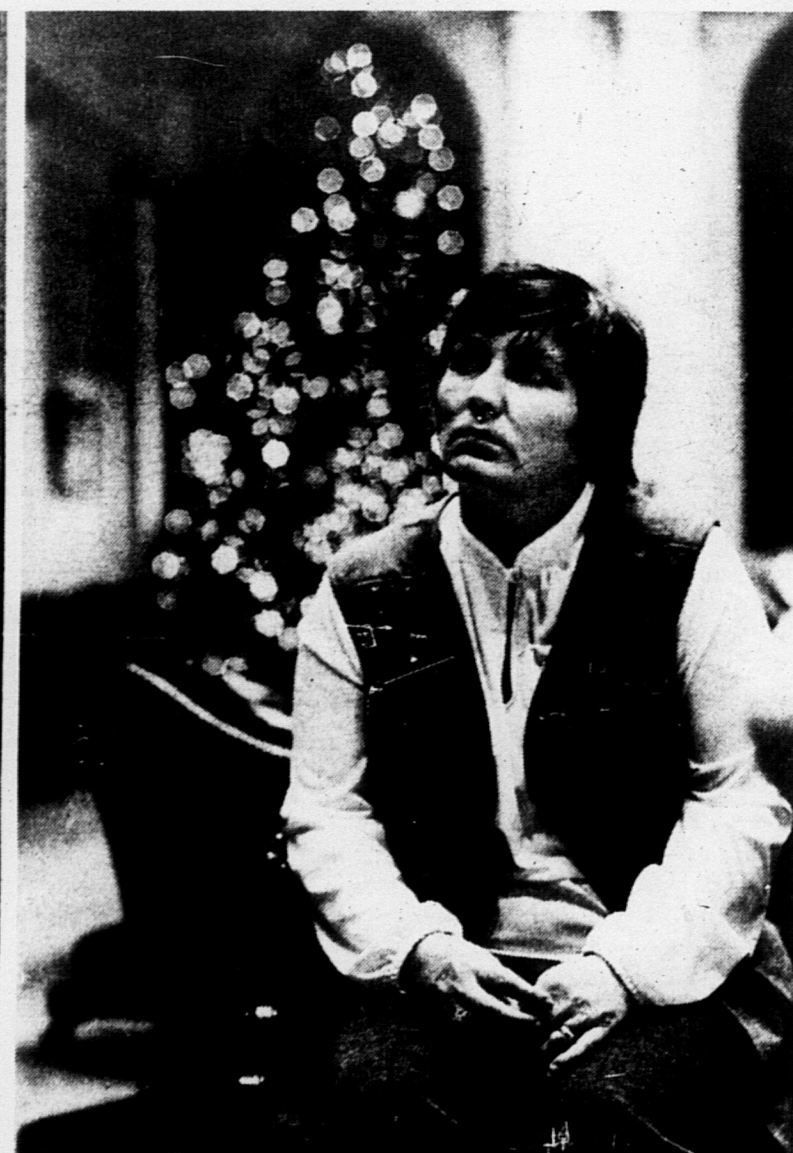
But then, her talent for expression has been well honed, by a newspaper column she once wrote, by the thrust and parry of city and then state, politics and issues, and by her periodic letters to the editor.

Not quite a native of Portland and "the Hill," her early childhood was in

Saunders, a reporter for the Portland Press Herald, Evening Express and Sunday Telegram, is secretary of the Portland Guild.



BEAULIEU AT WORK AT THE PRESS HERALD . . . WAITING TO TAKE HER SEAT IN MAINE'S LEGISLATURE



JACK MILTON/Portland Guild and EUGENE WILLMAN/Wire Service Guild

the very small, very northern town of Plaisted.

"We had an exceptional teacher who taught us to stand up and do things, be counted," Beaulieu relates. "She made us perform. That was good training, something missing today." Her teen-age years were in Portland where she was graduated from Cathedral High School.

Her small town origin and empathy have been no handicap in Augusta, capital of this still very rural state where city delegations have to be careful. "It's very healthy to be knowledgeable about urban and rural problems," and she is.

Beaulieu has found the legislature fascinating.

"The whole experience of being in the legislature—no political science course could give you as much," she says. "And sitting next to Louis with an unbroken career going back 32 years and a mind like a steel trap."

To those outside of Maine, "Louis" is Democratic Rep. Louis Jalbert of the city of Lewiston, dean of the Maine House. He has welcomed and, by example, educated countless aspiring young legislators at the desk paired with his. Last year, Edie won one of his personal diplomas as one of his graduates. Declaring she now wanted to work on her masters, she sought the same desk again.

"My impression of politics," she says, "is common sense. If you think an issue is right—say, concern about landlords refusing to rent to families with children—you should stand up

and say so." You do the best you can, "and then you go on to the next fight," but without bitterness.

"I cried when I first lost on a bill. I really believed in it." But she gradually learned to put defeat into perspective.

Strong on labor and education among other issues, she says: "I like to be thought of as hard-headed but constructive, tough to deal with but sincere, as working hard for what I believe in. I am known for questioning the establishment," she adds with a grin.

"BUT YOU have to keep your sense of humor. You can be intense in your sense of purpose, but you can't carry defeat over into bitterness. You have to separate emotion and objectivity, to say why you are opposed, why you are in favor. And you have to be able to lobby without coming on too strongly."

Beaulieu does not suffer even governors to take her for granted.

"Just recently I refused to sponsor two labor bills from the governor's office (Democrat Joseph E. Brennan). Didn't agree with them. I'm that kind of person. I don't look upon the governor as a saintly entity you should never challenge." Of course, there's another reason she has no trouble looking Joe Brennan in the eye. He's a Portlander—and from Munjoy Hill.

Beaulieu vividly remembers Brennan's predecessor, the late independent and conservative James B. Longley: "I disagreed violently with him" on

many issues, "but I sponsored a couple of bills we both believed in and I never lost my respect for him. That's very important. Your worst enemy could be your best ally on a single issue."

Beaulieu's strong opinions are not missing from the field of labor legislation, one of her specialties. She has been very supportive of concerns of public safety employees, police and fire, including ways to resolve pay disputes.

"I would never give the right to strike to a public safety employee, but there has to be something. I am working hard again on a bill for binding arbitration, but with local people on the panel, local control."

Mention "right-to-work" legislation and she sees red.

"I'm very opposed," she declares, citing the historic effort and spilled blood it took to establish the principal of collective bargaining by workers for pay and working conditions. "I consider 'right-to-work' a carefully concocted phrase that is in essence a union-busting effort, not right to work. Nobody has the right to tell me I shouldn't belong to a union. The reason for unions' existence was rightful long ago and it's rightful today."

On ERA, "I am very strong for ERA, women's rights. I don't think I need them so much, but others do. Women have come a long way. We have to get attention. I think a woman has to have a special kind of courage to put herself out there, to spur attention and respect."

Star seeks experts' advice in probe of birth defects

Toronto—The Toronto Star says it is asking "three experts in the health field, including epidemiology," for advice on further actions it might take to try to discover any workplace factors that might have caused the birth defects in four babies born late in 1979 to women who worked on VDTs at the paper.

The move was announced in a Jan. 16 letter from the Star's communications director to the chairman of the Toronto Board of

Health. The board a week earlier had severely criticized Star management's efforts to that point to try to determine the birth defects' cause. [Guild Reporter, Jan. 23.]

The Star's John E. A. Brooks wrote in response that "every question" the health department had raised "had been given full consideration as early as last summer" when the Star was planning its study of the birth defects incidence.

To the health department's rec-

ommendation that the Star conduct a company-wide study in seeking the birth abnormalities' causes, Brooks said it was the opinion of the Star's medical director, "a Diplomat in Occupational Health," that "a broader study within the Star itself . . . would not provide enough data to be of any use."

Only two of the mothers participated in the Star's study because the other two declined, Brooks said, adding that "despite

this, there is nothing in the known information to indicate common cause" of the defects in their babies.

Noting that "there is apparently . . . still a small degree of public concern" that the causes

of the babies' abnormalities were in their mothers' work environments, Brooks said the Star's new consultants would be given all documents and correspondence involving the Star and the health department in the case.

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Perlik calls time foe in merger talks

Washington—"Time again is running out" on TNG's and the International Typographical Union's merger committees completing a full proposal for merger of the two unions in time for submission to this year's Guild convention, TNG President Charles A. Perlik, Jr., told the Jan. 26-29 meeting of TNG's International Executive Board.

The convention will be June 29-July 3. Standard practice is for the IEB to formulate its recommendations to the convention at its spring meeting, set for April 27-May 1, with refinements and new matters taken up at the board's two-day meeting before the convention.

In his President's Report to the opening session of the IEB's winter meeting, Perlik said that since the last meeting of the union's full merger committees, Dec. 8-11, he and ITU President Joe Bingel have agreed that the full committees will meet again only when the Merger Summit Committees have recommendations for resolution of questions still outstanding in the 38-month-old talks.

While noting that the summit committees were to meet again Feb. 5-8, Perlik said that other business would prevent their meeting again before the end of February, leaving even less time for completing a proposal in time.

After the Feb. 5-8 meeting Perlik said there had been no major breakthroughs on outstanding questions, but that nonetheless the unions' full merger committees will meet again March 4-7.

While much of Perlik's report to the board on the status of merger was "in camera," he did point out in open session that at the December meeting the ITU



JAMES BATES/International Typographical Union

TNG and ITU MERGER SUMMIT COMMITTEES IN SESSION IN COLORADO SPRINGS

From left foreground: the ITU's Allan J. Heritage, Robert L. Warfanger and Joe Bingel; TNG's Charles A. Perlik, Jr., Charles Dale and J. William Blatz.

showed "no inclination to give us what we seek" in reopening a previous tentative agreement on strike sanction, as directed by TNG's 1980 Convention.

The convention said it should take only "a simple majority" of a merged union's governing board to overturn denial of sanction by its executive council. Under the tentative agreement, it would take a two-thirds governing board vote.

If the Guild's merger negotiators leave the question open until all others are resolved, it could "take us right up to the conven-

tion with everything but this resolved," Perlik said.

After Perlik's report, the board voted its concurrence in his appointment of Edwin R. Egan, the New York Guild's new executive vice president, to the merger committee in place of Harry Fisdell, the local's immediate past executive vice president. Fisdell resigned effective Jan. 31, the end of his term in the local office.

Three vice presidents, Carlos Sutton of Washington-Baltimore, Floyd Tucker of San Francisco-Oakland and Joyce Walker-Tyson of Detroit, said they thought a pre-

vious opening should have been filled first, with a minority-group member. Last year's convention directed that at least one of two then-existing committee vacancies be filled by a minority-group member. Vice President John B. Mitchell of Gary, a black, subsequently was named to the committee.

Perlik said he believed that the directive applied only to openings existing when it was adopted and that it would be "sheer folly not to have the executive vice president of the Guild's largest local" on the committee.

N.Y. membership acts on disputed votes

New York—A New York Guild membership meeting Jan. 22 voted to invalidate 144 ballots cast by members of the local's unit at Radio Free Europe-Radio Liberty in Munich, Germany, appearing to clear the way for certification of the winners of the remaining five of 20 offices contested in a local-wide election Dec. 18-19. [Guild Reporter Jan. 9.]

With the Munich votes invalidated, the five seats on the local's executive committee go to candidates who ran on the "Membership Slate," headed by Betsy Wade of the Times unit who earlier was certified for a second term as the local's president.

If the Munich ballots were counted the five seats would have gone to members of the "Dues Reduction Party," headed by Barry F. Lipton, also of the Times unit, who challenged Wade for the presidency.

On Jan. 21 Lipton and his slate's unsuccessful candidate for first vice president, David M. Mulchay of the Standard & Poor's unit, petitioned the local's elections committee to order a new local election, alleging that some 20 violations of the local's election rules and other irregularities took place in the conduct of the December balloting, invalidating the whole thing.

Lipton and Mulchay's allegations did not go to any aspect of the Munich unit's vote, but charged that other members were improperly included or excluded in the voting and that the election committee improperly handled some aspects of the election.

Wade had challenged the voting eligibility of the Munich members on grounds that they had not paid all the dues required of other members, specifically the portion of so-called higher dues that goes to TNG's Defense Fund.

A special meeting of the local's executive committee Dec. 15 voted 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 and reinstatement fees, as a loan to the unit.

The motion by the January membership meeting invalidating the Munich ballots also held improper the executive committee's Dec. 15 action and directed the local's secretary-treasurer to implement the resolution. The motion carried by 183 to 49.

Wade had filed suit in federal court to enjoin certifying any of election results including the Munich votes. On Jan. 6 a federal judge ruled that 15 members of the Wade slate, including Wade, could be certified as winners since disposition of the Munich ballots could not alter the outcome in those races.

At the same time the court forbade certification of winners in the other five offices—all seats on the local executive board—until the court is satisfied that the question of the Munich members' voting eligibility has been resolved.

At an executive committee meeting Feb. 10, the seated members, noting that the no challenges had been made to local membership's invalidation of the Munich ballots, voted to seat the five members of the "Membership Slate" immediately subject to the court's approval.

Charges stall decertification move

PITTSBURGH—A refusal to bargain charge against the Morgantown (W.Va.) Dominion-Post and a challenge to the validity of a decertification petition have caused the National Labor Relations Board office here to defer action on the petition, which seeks to challenge the Morgantown Guild's bargaining rights at the paper.

The petition was filed Jan. 15 by a mail room foreman who had solicited signatures while hand-

ing out paychecks that included back vacation pay for some circulation employees that was negotiated by the Guild, the local reported.

Several persons said they were not aware they were signing a decertification petition, the local added.

After the petition was filed, the papers refused to meet with the Guild, which is seeking a contract to replace one expired Dec. 31.

'Good year' ups raises at the Globe

Toronto—Minimums under the Southern Ontario Guild's contract with the Globe and Mail have been increased by as much as an additional \$12.77 a week under an agreement boosting all minimums by an extra 2.5 percent on Feb. 2.

The February increase augments previously negotiated increases in the local's three-year contract with the Thomson paper and raises the top minimum for key editorial and maintenance jobs by \$11.82 a week on Feb. 2. In addition, another 95 cents is added to the increase due July 1.

The \$11.82 increase takes the top for reporters and photographers to \$484.48 on Feb. 2. An 8 percent increase due July 1 will take the top up by another \$38.76, to \$523.24 a week, for a total increase of \$126.24 over the contract's term.

The top for electricians and machinists goes up by the same amounts, to \$468.48 a week on Feb. 2 and \$507.24 on July 1.

The top minimum for copy editors and makeup assistants is also raised by the same amounts, to \$494.48 a week on Feb. 2 and \$533.24 on July 1, as is the flat minimum for editorial writers, editorial cartoonist and senior parliamentary correspondents, which goes to \$519.48 and \$558.24 a week.

Globe and Mail management proposed the extra February increase in an effort to spread the wealth of a very good year, a Guild representative said.

Other increases and resulting final top minimums under the contract expiring June 30, 1982, include:

City truck drivers—Up by \$8.06 on Feb. 2 and by \$26.45 on July 1, taking the top minimum to \$357.07 a week, for a total increase of \$86.15 over the agreement's three-year term.

Stenographers—Up by \$6.42 and \$21.07, to \$284.43 a week, for a total increase of \$68.62 over the term.

Office messengers—Up by \$4.84 and \$15.88, to \$214.37 a week, for a total increase of \$51.72 over the term.

Editorial clerks—Up by \$6.08 and \$19.94, to \$269.20 a week, for a total increase of \$64.95 over the term.

Southern Council studies 'electronic newspapers'

Lexington, Ky.—Delegates to the Southern District Council's winter meeting here Feb. 7-8 participated in a TNG seminar on "electronic newspapers" and toured the Lexington Herald-Leader's new plant, to which the papers moved last fall.

The seminar, the third in a series of such presentations to district councils, was conducted by TNG Administrative Operations Director Ellis T. Baker and Richard J. Ramsey, executive secretary of TNG's Contracts Committee. A fourth seminar will be conducted at the meeting of the New England District Council in Providence Feb. 28-March 1.

The council voted to contribute \$500 to the Mountaineer Guild, which is fighting a decertification move at the Morgantown Dominion-Post, and \$200 to the

Hampton Roads Guild, which is engaged in negotiations for both a renewal contract at the Norfolk Virginian-Pilot and an initial contract at the Ledger-Star.

The council also voted to support a Puerto Rico Guild bid for the 1982 TNG Convention. Puerto Rico Executive Secretary Alfredo Gonzalez, Jr., told delegates that his local intends to make its bid at this year's convention, in Memphis.

Carol Jones, president of the Bluegrass Central Labor Council, welcomed the delegates to Lexington and the University of Kentucky Center for Labor Education and Research presented a program of labor history in song at the council dinner Saturday night, including an adaptation to the Guild of Joe Hill's Song, "Mr. Block."

TNG, Mt. Sinai launch major VDT probe

(Continued from Page 1)

Guild. The questionnaire will be tested in the two pilot locals before being used more widely.

Ophthalmological examinations, under a protocol being perfected by Mount Sinai, are expected to take place in some locals during the questionnaire stage of the study and in others, if financing them become a problem, during a subsequent phase.

The protocol is being developed on the basis of one submitted by an ophthalmologist working with the Vancouver-New Westminster Guild.

VDTs on which survey par-

ticipants work will be tested for emissions either during the questionnaire stage of the study or subsequently. WISH is expected to provide assistance in monitoring emissions exposures.

Mount Sinai will analyze data from the questionnaires, interpret it and decide whether to seek funding for full health examinations.

Financing required for the pilot survey and the main survey will be minimal, principally for reproducing and mailing the questionnaire and processing the results, TNG's IEB noted during its winter meeting.

TNG is committed to financing the \$2,000 it is estimated it will cost for data-processing, and it is contemplated that participating Guild locals will finance reproduction and mailing costs.

Costs for ophthalmological examinations and radiation tests may be "far higher, however," it noted, adding that "a number of methods of reducing or eliminating both these costs may be available" once participating locals are selected.

Cost of the ophthalmological tests alone, if not absorbed in some manner, will be from \$50 to \$60 per person, the IEB noted.

"Where the costs are sufficiently low, it may be possible for TNG and the participating locals to share them," the board said, adding, however, that "where they are not, it may be necessary to postpone" ophthalmological and radiation testing to a subsequent stage of the study when they might be paid for by a grant from outside the Guild or while possible sources of internal fund-

ing are explored.

Financing for medical examinations, should Mount Sinai decide the survey results justify them, would be sought through an outside grant, the IEB said.

"In the face of this uncertainty" about the study's costs, the IEB voted to defer action on a request by the Vancouver-New Westminster Guild for TNG funding beyond data processing.

Compensation sought for user's cataracts

Thunder Bay, Ont.—A provincial government clerk here is seeking workers' compensation for cataracts she developed while working on a video display terminal.

The claimant, age 40, had been using a VDT for an average of four hours a day for 19 months to do recording keeping and information retrieval work.

After developing unusual headaches and intermittent cloudy vision, she was examined by New York Ophthalmologist and microwave radiation specialist Dr. Milton Zaret, who diagnosed radiant-

energy cataracts.

Radiant-energy cataracts are described as differing from normal cataracts in that the membrane covering the lens of the eye rather than the lens itself is affected.

The claimant is no longer operating a VDT. Her doctor has instructed her to avoid sources of radiant energy, including VDTs and microwave ovens. The cataracts are to be surgically removed.

A representative for the Ontario Ministry of Labor said it is reviewing available data on VDTs.

VDT-user eye study launched by ophthalmologist in Toronto

Toronto—An ophthalmologist with the eye clinic at St. Michael's Hospital here began examining the eyes of Guild-represented employees of the Toronto Star and the Globe and Mail Feb. 3 in a study of the possible effects of video display terminals on the eyes of newspaper workers who use them.

Dr. Trevor Chin Fook has committed one afternoon a week to performing the tests as part of the study and was almost immediately booked solid through March, according to a representative of the Southern Ontario

Guild, which arranged for the study and tests.

Costs of the eye tests are being covered under the Ontario Hospital Insurance Plan.

"It is hoped that several visits by the papers' employees over a period of a few years will enable Dr. Chin Fook to determine if VDTs are having any harmful effect on users' eyes," the Guild representative said.

First groups being tested are editorial employees of the Globe and inside classified and circulation employees of the Star.

And the Globe, which a year

before declined to co-operate with the Guild in trying to set up such a study, has now asked the Guild to allow participation by its unorganized VDT-user employees.

Employee participants also are being asked to fill out questionnaires on their use of VDTs and existing vision problems.

It is hoped that the first results of the study will be available in a year or so, when participants will begin making their return visits to St. Michael's and changes—or lack of changes—in their eyes and vision may be evident, a Guild representative said.

VDT firm will provide shields

(Continued from Page 1)

mend the most efficient procedure, he said.

In his letter, Lennane said that during NIOSH's testing of the ET960s the "false readings were confirmed by covering the probe of the test instrument with metal foil."

"The readings continued to be present, indicating an interaction between the flyback transformer and the dial on the test instrument," he continued, adding:

"The same foil was then used to cover the flyback transformer.

All readings ceased. This proved the foil was an effective shield when it was used to cover the instrument probe."

He charged that there was an "inference of danger to the user" in the Jan. 9 Guild Reporter article that "has no biological basis." [The NIOSH report did not mention the foil experiments.]

"SII makes its living by supplying VDTs to the newspaper industry," Lennane said, and it is "100 percent committed to the safety of our users as well as being extremely interested in providing a device which is both

physically and emotionally pleasurable to use."

In discussing the metal shielding with the Guild Reporter, Lennane said that while he is convinced there is "no emissions hazard" in the machines "we will do what is necessary" to make operators "comfortable" with them.

Readings similar to those gotten on the ET 960s had been produced in tests last year of Ontel OP-1 and OP 1/16 and Teleram 2277 Mark I VDTs.

Teleram made transformer shields available for \$40 per machine.

A new 2277, the Mark II, put on the market subsequently, had a metal cabinet instead of a plastic one.

Ontel made metal shields available for just under \$20 each, and said installation should take about five minutes.

In a special advisory to Guild locals Feb. 11, following the Guild Reporter's receipt of Lennane's letter, TNG Research & Information Director David J. Eisen said SII's giving the shields to publishers "removes the only excuse for not installing them."



Puzzlement is reported at merger appointment

WASHINGTON, D.C.

Editor:

It puzzles me that President Perlik has appointed Edwin R. Egan to replace Harry Fisdell on TNG's merger committee. [Guild Reporter, Jan. 9.]

As one who attended last year's convention, I heard President Perlik report there were two vacancies on the merger committee. However, there was no need to

fill those vacancies since it would mean bringing the newly appointed members up to date on all that had taken place thus far, and since President Perlik believed the merger committee could indeed go forward without replacements.

The convention, however, disagreed with President Perlik. The convention adopted, as part of the Collective Bargaining Committee Report, that TNG President Perlik be directed "... to fill, with the approval of the IEB, one or both current vacancies on the merger committee with a minority-group member." One vacancy has indeed been filled, in accordance with convention policy, with a "minority-group member."

DOROTHY A. STRUZINSKI
Administrative Officer
Washington-Baltimore Guild

Editor's note: As reported on Page 5 in this paper, the IEB concurred in Egan's appointment.

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.

VDT maker borrows an acronym

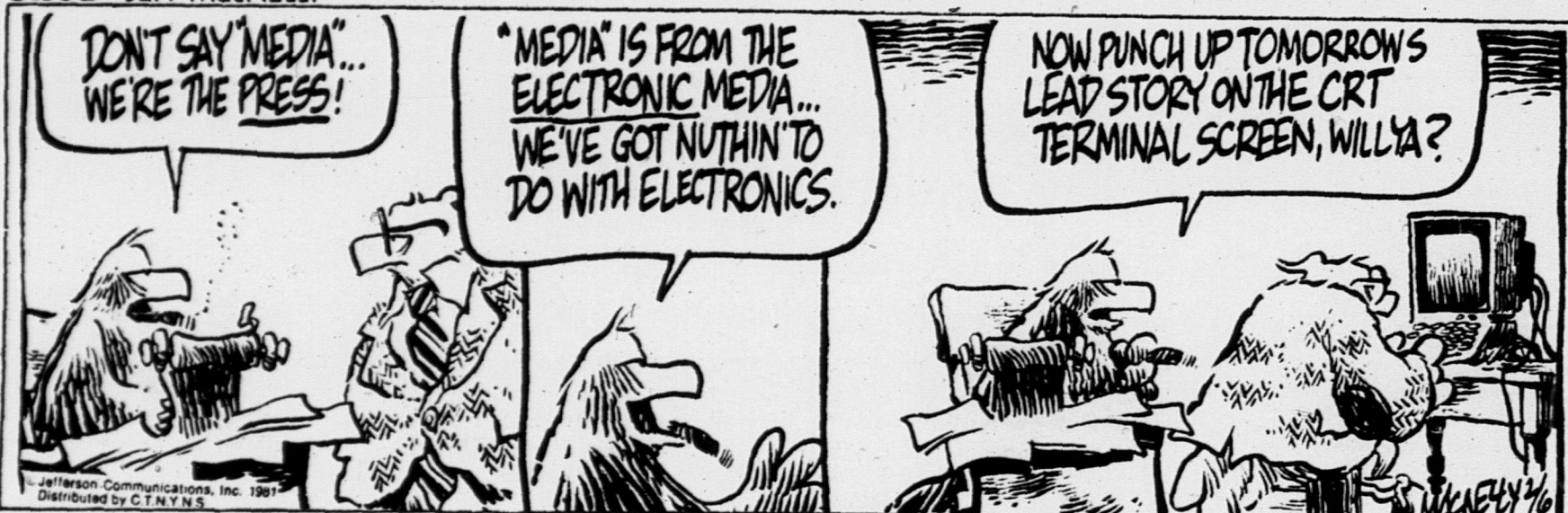
Sacramento—What do you call a metal shield for a video display terminal's flyback transformer?

James P. Lennane, president of System Integrators, Inc., says SII feels that users of its ET960 model, "many of whom are members of the TNG, enjoy the unique features" of the machine.

Providing the metal shields, he says, "is the least we can do to show our concern for their peace of mind."

So, he concludes, "we have labelled this cover the 'Transformer Negation Guard', the TNG."

SHOE JEFF MacNELLY



'UNSHACKLE MWASA'

Justice demanded in South Africa

Washington — TNG's International Executive Board has called on world leaders ranging from U.S. President Ronald Reagan and Canadian Prime Minister Pierre Trudeau to South African Prime Minister Peter Botha to take appropriate steps to reverse the latest injustices dealt South Africa's black newsmen's union and that nation's black press.

The country's two principal black newspapers, the Argus chain's Johannesburg Post and Sunday Post, were permanently closed Jan. 20 when the government announced that it would ban the papers under the Internal Security Act if the chain persisted in attempts to have the papers re-registered.

The papers' registrations had been revoked under a legal technicality as a two-month strike by the Media Workers Association of South Africa (MWASA) concluded Dec. 23. [GR Jan. 9.]

At the same time, the government issued banning orders against two leaders of MWASA, including its then president Zwelakhe Sisulu, followed by a third banning order against another leader of MWASA a week later.

And, following the Jan. 20 closure of the papers, the government issued new banning orders against Phillip Mtimkulu and Joe Thloloe who had been elected to serve as MWASA's president and vice president.

Thloloe and Mtimkulu served as president and secretary of the former Union of Black Journalists until it was outlawed in 1977. Mtimkulu addressed TNG's 1977 Convention while secretary of the UBJ, and both he and Thloloe were detained along with other journalists and union leaders that year.

The current banning orders prohibit the MWASA leaders from entering a newspaper office, school or industrial complex and from attending a political or social function. They are confined to their homes after 7 p.m. and prohibited from receiving visitors.

The banning orders also make it illegal to print anything they write or quote anything they say.

The white-owned Argus chain has reportedly converted its black weekly, the Sowetan, to a daily paper being published from the former offices of the Post and Sunday Post.

The latter papers were founded in 1978 to fill the gap left by the government's banning of the World and Weekend World in October 1977.

The IEB, however, called on the Argus chain to persist in seeking new registrations for the Post and Sunday Post, saying that "only through the resumption of papers of their magnitude can the voice of the black community be fully expressed". The IEB also noted that the chain could withdraw "all vestiges of doubt" about its motivation in withdrawing the applications by resubmitting them.

The IEB condemned the government for repressing dissent and crippling union activity by systematically banning the leaders of MWASA and called the suppression of the Post and Sunday Post "a blow at both freedom of the press and black rights."

It called the government's actions "flagrant," "indefensible," "outrageous" and an "injustice."

The board called on South African Prime Minister P. W. Botha to "reverse these indefensible actions" by permitting the black newspapers to reopen and by lifting all bans against black journalists and union leaders.

The IEB called on President Reagan and Prime Minister Trudeau to use the powers available to them to persuade Botha to take corrective measures.

The Middle Atlantic, Western and Southern District Councils at meetings following the IEB meeting, adopted resolutions echoing the IEB's condemnation of the South African government's actions and calling for their reversal. The New York Guild's membership did likewise at a meeting just before the IEB's session.



CARL CRAWFORD/Fresno Unit/Central California Guild

Never too soon . . .

Leadership of the Central California Guild and its five units—at the Fresno, Modesto and Sacramento Bees, Sacramento Union and Stockton Record—gather in Fresno preparatory to Jan. 18 representative assembly meeting for workshop aimed at kicking off co-ordinated bargaining among the units and other unions in talks set to begin late this year. Counterclockwise, from left foreground: Mike Otten, Union unit; Elizabeth Leedom, Modesto; Mary

Sanchez, Union; Doris Clancy and Bob Bondi, Sacramento Bee; Rosanne Boyer, local president and Union unit; Lanny Larson, Fresno; Bob White, Modesto; Alison Harvey, San Luis Obispo Telegram-Tribune Editorial Employees Assn., and George Randol, Guild administrative officer. Guests in addition to Harvey included members from Bakersfield and San Francisco-Oakland leaders Doug Cuthbertson and Larry Hatfield.

IEB endorses chicken boycotts

Washington — Consumer boycotts initiated by unions organizing and representing employees of two chicken processing firms were endorsed by TNG's International Executive Board during its winter meeting.

And, in doing so, the board called on Guild members and their families to boycott chickens and other poultry products distributed by Perdue and Sanderson Farms.

Perdue's poultry products are distributed primarily on the East Coast of the United States, the IEB noted, while Sanderson Farms of Laurel, Miss. distributes its chickens under the brand names of "Miss Goldy" and "Southern Beauty" in the U.S. South and Southwest.

The United Food and Commercial Workers Union launched the boycott of Perdue's products

last summer after 57 employees at a Perdue plant in Accomac, Va., were permanently replaced while honoring a drivers' picket line. The UFCW is seeking representation rights for some 1,700 employees of the Accomac plant. A National Labor Relations Board election is being delayed by unfair labor practice charges pending against Perdue.

Although the unfair labor practice strike, in its sixth month, served as the catalyst for the Perdue boycott, the UFCW points to Perdue's "aggressive anti-union philosophy" as the larger issue involved.

As evidence of that philosophy, the union notes that not one of Perdue's 6,000 employees is covered by a union contract although the company has bought plants where employees were organized, "closed them for 'modernization'

and then reopened them non-union."

More than 200 employees, mostly women and minorities, represented by the International Chemical Workers Union have been on strike against Sanderson Farms for nearly two years.

They are seeking renewal of an initial contract with an employer that the union characterizes as following "an overseer mentality of supervision."

Both poultry producers have been added to the AFL-CIO's "unfair" list.

The IEB also called on locals and district councils in areas where these chickens are distributed to likewise endorse the boycott and publicize their actions.

The Middle Atlantic, Southern and Western District Councils subsequently endorsed the boycotts.

Schultz re-elected by WDC

Seattle—The Western District Council, meeting here Jan. 31-Feb. 1, elected Gerald L. Schultz of San Diego to a fourth consecutive term as the council's president.

Schultz was elected without opposition, as were the other officers:

Stan Souza of Hawaii re-elected 1st vice president, Jack Hopkins of Pacific Northwest elected 2nd vice president, replacing Emmett Murray of the same

local, and Lanny Larson of Central California, re-elected secretary-treasurer.

Among other actions, the delegates pledged council support to members of the Pacific Northwest Guild's Pos-Intelligencer unit in whatever efforts they may undertake in the face of plans to form a joint publishing operation announced by the P-I and Seattle Times. [Guild Reporter Jan. 23.]

The council's next meeting was set for May 2-3 in San Francisco.

IEB, WDC support redress efforts

TNG's International Executive Board and the Western District Council of Guild locals have voted support for efforts of the Japanese American Citizens League's National Committee for Redress to obtain a speedy, thorough investigation of the events and circumstances of the U.S. government's relocation, dispossession and incarceration of Japanese Americans during World War II.

Last July President Carter

signed a bill creating the Commission on Wartime Relocation and Internment of Civilians to investigate those actions and to make recommendations for redress.

The Guild bodies called the episode a "glaring violation of constitutional rights and a stain upon the honor of the United States." Until this period of history is set right, "it serves as a dangerous precedent of law for all citizens," they said.



Bay City

Tim Younkman, president; Louis Taylor, vice president; Jeanette Lupowski, secretary; Karen Rivard, treasurer; Marion Owczarzak, sergeant-at-arms.

Denver

Arthur Guerrero, president; Nancy Burkhardt, 1st vice president; Diane Eicher, 2nd vice president; Don Lyle, secretary; George Utley, treasurer.

Los Angeles

Bob Sanders, president (elected to fill unexpired term).

Mountaineer

Scott Shields, president; Joe Fatt, vice president; Diane Tennant, secretary; Evelyn Ryan, treasurer.

Pacific Northwest

Jack Hopkins, president; Emmett Murray, vice president; Craig Stevens, secretary (Stevens, 238; Kathy Arndt, 221); Kerry Webster, treasurer.

Pueblo

Mike Spence, president (Spence, 50; Judy Hildner, 33); Mike Fitzgerald, vice president (Fitzgerald 48; Gilbert Zamora, 35); Neal Perkins, treasurer; Pete Geier, secretary.

Yakima

Tom Jameson, president; Brian Daly, vice president; Jack Richards, secretary-treasurer.

Washington-Baltimore

Carlos Sutton, president; Patrick Gilbert, vice president; Jim Brown, treasurer; Mary Esslinger, secretary.

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 2.3-point rise in the index in December, to 258.7, up 28.7 points from December 1979, and 55.8 points from December 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 December 1978. The Urban Wage-Earners' and Clerical Workers' Index is the source.

	Index*	Percentage over	
		Same month prior year	Dec. 1978†
January, 1980	233.3	14.0	15.0
February	236.5	14.2	16.6
March	239.9	14.6	18.2
April	242.6	14.5	19.6
May	245.1	14.4	20.8
June	247.8	14.3	22.1
July	248.0	13.0	22.2
August	249.6	12.7	23.0
September	251.9	12.6	24.2
October	254.1	12.6	25.2
November	256.4	12.7	26.4
December	258.7	12.5	27.5

*1967 = 100

†Index = 202.9

Exposé of brutality wins '80 Broun Award

Washington—A series exposing police brutality toward prisoners—resulting in at least one prisoner's death—and the attendant cover-up by responsible authorities, won for two reporters at the Mansfield (Ohio) News Journal TNG's Heywood Broun Award for 1980.

They are Barb Brucker and Jim Underwood.

The award—\$1,000 to the reporters and a citation to the Horowitz chain's News Journal—was presented to Brucker and Underwood and News Journal editor K. Robert May at a luncheon at the National Press Club on Jan. 26, the opening day of the International Executive Board's winter meeting.

Underwood and Brucker's entry was selected from among a record 156 submitted for the annual competition.

There were no honorable mention awards, the judges explaining that "because of the high quality of so many of the entries... the list simply would have been too long."

Brucker and Underwood's "magnificent" series, the judges said, "represented the finest tradition of Heywood Broun," the columnist who was TNG's founding president.

"More than two years after the fact, these two reporters began an investigation of the death of a black prisoner in a local jail," the judges pointed out, continuing:

"The prisoner obviously was not a 'leading citizen,' and had had previous brushes with the law. Yet the reporters did not let his background deter them from

a thorough probe into his death.

"The series uncovered a pattern of alleged beating by the police department. It led to the dismissal of the two policemen accused in the original incident and the adoption of new procedures by the city, a federal grand jury investigation and, perhaps, the defusing of a potentially dangerous situation of racial tension in the community."

May, the News Journal editor, explained that because some of the allegations were three years old when Underwood and Brucker began their investigation, they turned to hypnosis as an investigatory aid; "a unique and costly tool," May called it.

The reporters were threatened with physical harm at least twice during their probe and a portion of the series was written in the offices of another paper in the Horowitz chain 60 miles from Mansfield after the pair was warned that police were seeking a search warrant for the News Journal news room.

Brucker and Underwood's series ran in the News Journal from mid-May through early June.

Benjamin F. Holman, acting dean of the Journalism school at the University of Maryland, speaking for the judges at the award presentation, said the judges had "marvelled" both at how the reporters "could have come up with this story" and at "how their paper let them have the time to do it," noting that the 40,000-circulation News Journal is "not a major metropolitan paper where it might be more routine." Mansfield is in north cen-



1980 BROUN AWARD PRESENTATION AT THE NATIONAL PRESS CLUB

Winners Barb Brucker and Jim Underwood, standing left and right, wait while Benjamin F. Holman, one of the judges, fishes for their checks; TNG Chairperson Harry S. Culver, seated, observes.

tral Ohio, about midway between Columbus and Cleveland.

Underwood and Brucker both paid tribute to the "courage" of the News Journal editors and publisher for permitting them to do "this kind of story." But, said Underwood, "I thought what we did is the kind of thing newspapers are supposed to do."

The Broun Award has been given each of the last 40 years for work in the spirit of Broun's own work in the '20s and '30s. That spirit was distinguished by an unceasing devotion to the public interest and an abiding concern for the underdog.

Judges of this year's award entries, in addition to Holman, were Bill Kovach, chief of the New York Times' Washington bureau, and Richard W. Daw, editor-in-chief of the National Catholic News Service and a former reporter, editor and bureau chief with Associated Press. Contest chair was Edward S. Gilbreth, a former TNG vice president and former political editor of the Chicago Daily News.

Guild Service Award for 1981 goes to Helen Palter of SFONG

Washington—Helen S. Palter, president of the San Francisco-Oakland Guild and chairperson of the local's health and safety committee, has been named winner of this year's Guild Service Award.

The award, made annually for outstanding service to the Guild at the local level, carries a scholarship of up to \$1,500 for a union education course.

In announcing Palter's selection to the International Executive Board during its winter meeting Jan. 26-29, vice president John Mitchell of Gary—one of three judges—said that all seven leaders nominated by four locals for the award were "exceptional," but that the winner was "extraordinary."

Palter "stood head and shoulders above the others," Mitchell said.

The other judges were vice



HELEN S. PALTER
Guild Service Award winner

president Floyd Tucker of SFONG and TNG Director of Administrative Operations Ellis T. Baker.

In nominating Palter, the local cited her "vigorous and relentless pursuit of health and safety protections" since the advent of VDT technology. As a member of the local's health and safety committee since 1978, Palter was instrumental in forming a coalition of unions concerned about the problems the terminals posed in the work place.

Through her "constant spark-plugging" the coalition lined up endorsements from local and international unions, including TNG, and petitioned the National Institute for Occupational Safety and Health for a study of VDTs.

These efforts resulted in the first major study by the U.S. government of VDTs and their affect on workers when NIOSH last year conducted extensive examinations of the machines and their operators at the Oakland and San Francisco newspaper plants and at Blue Cross-Blue

Shield offices in San Francisco.

Palter assisted in the NIOSH study and drafted the local's reactions and comments to the agency.

The NIOSH study "set the stage" for Guild and International Typographical Union bargainers to win some of the first contract provisions dealing with VDT safety "beyond simple radiation testing," the local said.

Noting Palter's role in the "pioneering" Bay Area VDT study, the three service award judges said that "Guild members everywhere" have been beneficiaries of her efforts.

A member of the local for 25 years, Palter was the first to serve as the San Francisco Newspaper Printing Co. (Printco) unit's vice chairperson—in 1966.

She was elected to the local's representative assembly in 1965 and then served as local recording secretary and vice president before being elected its president.

She is serving her second year as chairperson of the health and safety committee and has also served on the local's human rights committee.

Between 1967 and 1971 she worked temporarily in the local headquarters managing the office, administering the health and welfare plan and performing grievance and arbitration work. She returned to her classified sales job at Printco soon after a vacancy in the job of assistant executive secretary was filled.

Palter is a delegate to the San Francisco Labor Council and a trustee of the joint health and welfare trust and has assisted in several Guild organizing drives.

GR subscription going up April 1

Washington—The price of annual subscriptions to the Guild Reporter for persons who are not Guild members will go up by 50 percent—to \$15 a year—effective April 1, under an action of the International Executive Board at its winter meeting.

The board also voted a 50 percent increase in the single-copy price of the publication—to 75 cent—also effective April 1.

Guild members and schools and departments of journalism receive the paper without charge.

The Guild Reporter



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JAMES M. CESNIK, Editor
BARBARA E. NELSON, Assistant Editor

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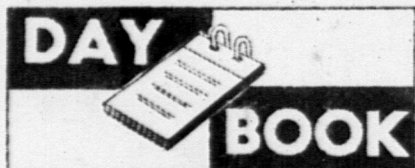
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Great Lakes District Council, winter meeting, Feb. 21-22, Hyatt House Hotel, Pittsburgh.

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

New England District Council, winter meeting, Feb. 28-March 1, Biltmore Hotel, Providence.

TNG Special Merger Committee and ITU Merger Negotiating Committee, March 4-7, Colorado Springs.

Middle-Atlantic District Council, spring meeting, May 2-3, Scranton.

Western District Council, spring meeting, May 2-3, San Francisco.

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.

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