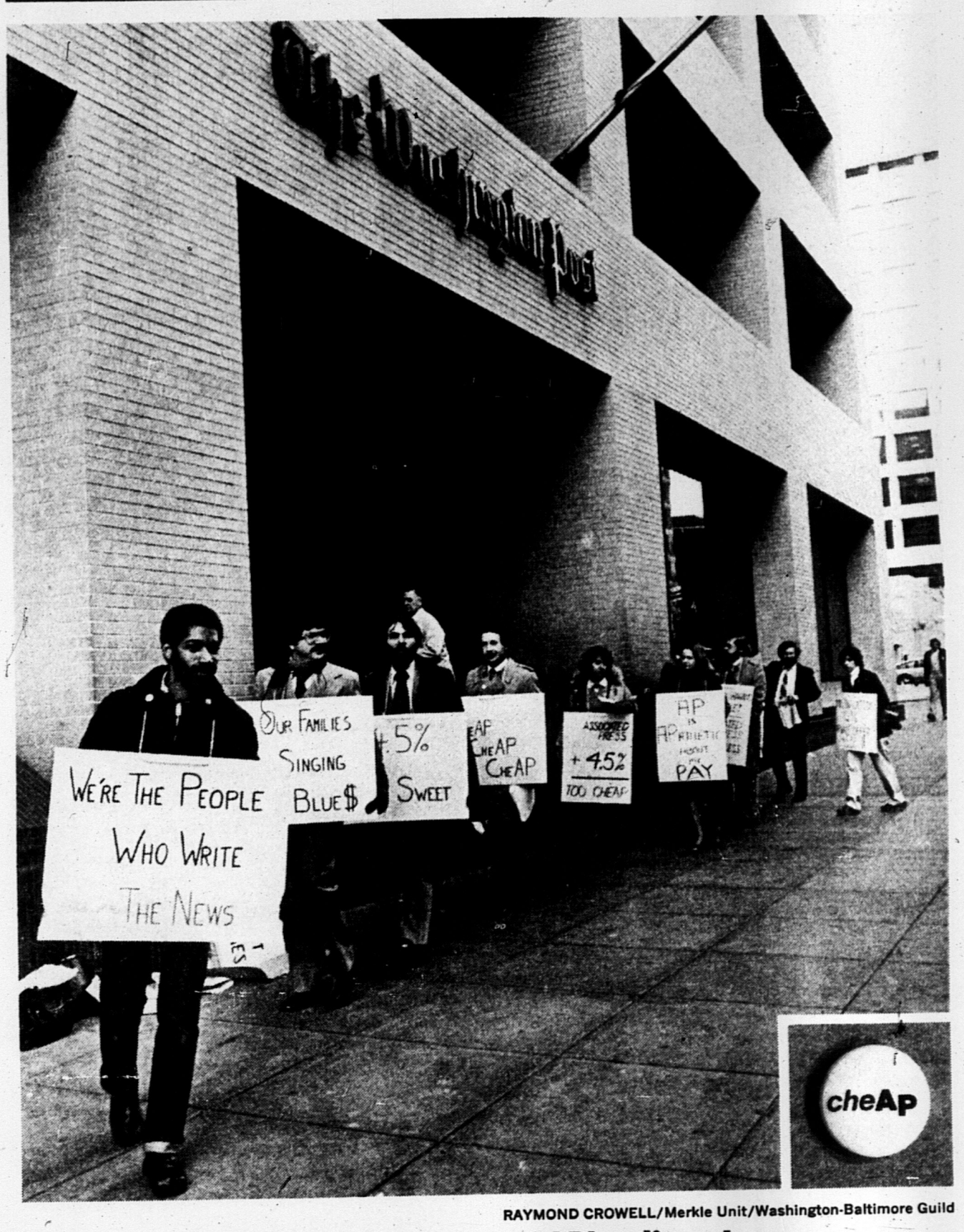
The
GUILD REPORTER

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

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RAYMOND CROWELL/Merkle Unit/Washington-Baltimore Guild

Taking message to AP's directors

Guild members at AP's Washington Bureau take message of the inadequacy of the wire service's wage-increase offer to the front door of the Washington Post, where AP board-of-directors member Katherine Graham maintains offices as chairman of the company that owns the paper. It was one of several informational picket lines mounted by Wire Service Guild members Feb. 25 at offices of AP board members. Others included Arthur Ochs Sulzberger, New York Times publisher, and AP's board chairman, Jack Traver, vice chairman of Cox Communications, at the Journal and Constitution in Atlanta. (The button? See Page 3.)

New York opens talks with Post, Times and News

New York—Representatives of the New York Guild have opened talks with the New York Times, the News and the Post for contracts to replace those expiring at the end of March at all three papers.

And, after the opening meetings, there were strong indications from both sides of the table that—in a city where hard bargaining has been the rule in the industry for decades—this may be some of the most difficult in many years.

Leaders of the Guild local and of the local's units at each of the papers told all three managements that in addition to necessary and substantial improvements in wages, fringe benefits and working conditions, the Guild's new contracts must correct serious inequities that have flowed from previous pacts. They pointed particularly to different wage minimums for veteran and recent employees, erosions of the Guild-covered work force through subcontracting, erosions of union and job security, and more.

At the same time, representatives of the Times and the News—each sitting on the other's bargaining committee and co-ordinating their efforts through the city's publishers' association—emphasized to the Guild that they consider remaining "competitive" a key factor in the talks, as did representatives of the Post, bargaining separately from the other two papers. The Post pulled out of the publishers' association and settled separately during the 1978 Pressmen's strike.

The Times and News also have retained the same labor-relations law firm, Seyfarth, Shaw, Fairweather & Geraldson, and the same member of its staff is representing both in the talks. He is Joseph Barletta, a former executive vice president and general manager of the News.

Meanwhile, the Times' and News' labor relations vice presidents, John Mortimer and Gregory Thornton, told Editor & Publisher magazine that both companies are committed to retaining the dual-minimum wage structure.

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Terre Haute Guild honors drivers' lines

Terre Haute, Ind.—Members of the Terre Haute Guild honored picket lines set up by Teamster-represented circulation distributors Feb. 21 when they struck the Terre Haute Star and Tribune, and it appeared four days later that the Guild's new 30-member advertising unit also might strike the papers.

The advertising unit, by a vote of 22-0, Feb. 25 gave its bargaining committee authority to call a strike in protest over the company's failure to remedy a series of unfair labor practices. The unit has been seeking its first contract since voting for the Guild last April 15.

The NLRB's regional office issued a complaint against the company's unfair tactics in September, charging it with threatening employees' jobs because of their union activity, transferring and demoting employees and making changes in working conditions without consulting with the Guild. A hearing on the charges before an administrative law judge has been completed.

While most Typographical Union Mailers and Printers were crossing the Teamsters' picket lines, the Mailers—without a contract for three years—had asked their international union's execu-

(Continued on Page 6)

AFL-CIO maps economic alternative

Bal Harbour, Fla. — Acting even as President Reagan's economic proposals were being unveiled to the nation, the AFL-CIO Executive Council has advanced a comprehensive program of its own to counter unemployment and inflation—the twin economic ills besetting the U.S. economy.

At the same time, during its meeting here in February's third week, the executive council sharply disputed Reagan's proposed economic remedies, calling them unfair and unworkable, and accepted his challenge that those who disagree with them should come up with an alternative.

The federation will join with other concerned groups to press for a program that will meet the nation's needs "with true equality of sacrifice," the council pledged, charging that there is no such equity in Reagan's proposals to the Congress.

The council's own detailed economic policy statement proposes tax relief to those most squeezed by inflation, business incentives targeted to creating new jobs and government programs designed to shore up the nation's industrial base. AFL-CIO President Lane Kirkland called it "a positive, constructive and affirmative program."

Stressing its agreement with the goals of bringing down inflation, increasing employment, strengthening U.S. industry and making the federal government more efficient, the council charged, however, that Reagan's tax, budget, monetary and regulatory proposals would require "more sacrifice from those who have little."

Those who are already wealthy—individuals and corporations—would be the only "sure winners" under Reagan's proposals, the council said, calling them a "high risk gamble with the future of America."

The council called for a social security tax credit—a rebate equal to 20 percent of employees' share of the payroll tax and 5 percent of their employers' contributions. This would be healthier for the economy and better for workers than the proposal advanced by Reagan for across-the-board cuts, the council said. It also would concentrate the tax benefits on middle- and low-income wage

(Continued on Page 2)

Maine gets VDT 'OSHA bill'

Augusta, Me.—A bill spelling out minimal safeguards for the health and safety of employees who operate video display terminals and cathode ray tubes has been introduced in Maine's legislature here. It is believed to be the first of its kind in the nation.

Sponsored by Rep. Edith S. (Edie) Beaulieu (D-Portland), a member of the Portland Guild [Portland's 'cleaning-woman' legislator, Guild Reporter, Feb. 13], the bill would become part of the state's occupational health and safety law.

VDT safeguards are sweeping in interim Maui pact 4

Many of the bill's provisions are similar to the VDT/CRT safety goals spelled out in TNG's Collective Bargaining Program and to the preliminary recommendations of the National Institute for Occupational Safety & Health, based on its tests of VDTs/CRTs early last year in San Francisco and Oakland, Calif.

Aimed at preventing, or at least minimizing fatigue, eye-strain stress and other adverse effects associated with working at the machines, the bill could establish lighting and glare standards for offices containing VDTs/CRTs and would require:

✓ Paid rest periods of 15 minutes for each two-hours' work on

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New York opens talks with the 'Big 3'

(Continued from Page 1)

Mortimer said that the provision "was part of a compromise proposed by a federal mediator in the last negotiations and was accepted by both sides." He called it "a just and fair way to have the matter resolved."

Barletta told E&P that in the past the Guild had refused "even to talk about retrogressions" and "we had to swallow that pill," adding: "Why now shouldn't we take the same position?"

Guild members at the three papers comprise the major units of the local, the largest in TNG. The Guild represents more than 1,800 at the Times, 1,000 at the News and 400 at the Post.

And, at the same time that the Guild's contracts are reopening, so too are those of all but one of the other unions representing employees at the papers. The Typographical Union is currently in arbitration over a reopener on wages and other benefits that could result in suspension of its contract, otherwise due to run into 1984. In addition, the Deliverers' contract at the Post has been extended to the end of June.

Representatives of the unions in the city's allied printing trades council—made up of all save the Deliverers—have called upon all the unions to insist upon full retroactivity, plus interest at 2 percent more than the prime rate, in any settlements reached after expiration of the contracts.

Meanwhile, a dispute over the New York Guild's local elections in December appeared to be winding down. On Feb. 24, a federal judge who had granted New York Guild President Betsy Wade an injunction barring the filling of five seats on the executive committee signed an order vacating the injunction.

He acted at Wade's request and with the assent of the local's legal counsel on the ground that the local membership had made a decision on votes that were disputed and affected the five seats. [Guild Reporter, Feb. 13 and Jan. 9.] The five candidates from Wade's slate were seated the next day.



TIMES UNIT BARGAINING COMMITTEE—Standing, from left: Gordon T. Thompson, Judy Greenfeld, Wanda Jones, Don Bacheller and Emily Weiner. Seated from left: Pat Scuotto, Local President Betsy Wade, Times Unit Chairperson Joan Cook, Local Representative Bill Montes, David Bird, John Colucci, Paul Beissel, Tony Manzi, Evelyn McLean and Evelyn Rogers. Other members of the Guild committee are: Bob Glass, who made the photo, Joe Knowles, Frank Emblen, Sid Elman, Ed Camen, Bob Clark, Marjorie Hunter, Evon Merritt and Walter Van Ness. They're waiting for their Times counterparts.



RAYMOND CROWELL/Merkle Unit/Washington-Baltimore

NEW YORK AND TNG LEADERS HOLD SHIRT-SLEEVE SESSION ON LOCAL'S CONTRACT AIMS AT TIMES, NEWS AND POST

In TNG's Heywood Bround room, from left: N.Y. Executive Vice President Edwin R. Egan, TNG President Charles A. Perlik, Jr., N.Y. Secretary-Treasurer James H. Orcutt, TNG's J. William Blatz.

Kirkland to announce coalition to fight cuts

AFL-CIO President Lane Kirkland was expected to announce on Feb. 27 the formation of a national coalition to save "vital programs" threatened by President Reagan's proposed budget cuts.

In addition, the federation's Industrial Union Department has joined with environmental groups to form a coalition to protect health, safety and environmental laws and regulations through political action.

The coalition, the OSHA and Environmental Network, will focus on preserving the Occupational Safety and Health Act and environmental laws such as the Clean Air Act from the threatened conservative onslaught. They will also seek new legislation where health and environmental safeguards are inadequate.

The coalition called arguments that environmental and health and safety regulations have eliminated jobs "wildly exaggerated."

Among the environmental groups involved in the coalition are the Sierra Club, the Wilderness Society and Friends of the Earth.

Meanwhile, Business Week reported in its issue dated March 2 that Kirkland may announce early in the month the formation of a top-level committee of six union leaders and the same number of corporate chief executives.

The committee would operate under what the magazine described as a "unique compact calling for peaceful co-existence between labor and management." Unlike similar committees dating from the early '60s, however, this one would not have White House involvement, it said.

The report said the committee would have a formal "charter," with union members confirming "support for the capitalistic system" and the business members agreeing to "support collective bargaining and the right of unions to exist."

AFL-CIO leaders have met to discuss the committee with the chief executives of Exxon, DuPont, General Motors, General Electric and other firms, the magazine said.

Read about OSHA

Washington — The Occupational Safety and Health Administration has published an updated edition of the booklet "All About OSHA."

It includes information about provisions of the 1970 Occupational Safety and Health Act and about general policies and procedures of the Labor Dept. agency.

Single copies are available from the OSHA Publications Office, Room S1212, Dept. of Labor, 3rd St. and Constitution Ave. N.W., Washington, D.C. 20210.

AFL-CIO unveils its own plan to revitalize the U.S. economy

(Continued from Page 1)

earners, "those who have suffered the most from high inflation."

Under the President's proposal, 60 percent of the tax cut for individuals would go to the top 20 percent of the tax payers—those making $30,000 to $100,000 and more—and more than 11 percent would go to the 1 percent of taxpayers who make $100,000 and more, the council said.

Under its own proposal, 60 percent of the individual tax cut would go to 80 percent of the taxpayers—those making up to $30,000 a year, the council pointed out.

Under its proposal a family of four with $10,000 income would receive a cut of $134, the council said, but only a $52 cut under the Reagan proposal; with income of $20,000, the cut would be $266 under the AFL-CIO plan, $288 under Reagan's; with $30,000 income, a $395 cut under the AFL-CIO plan, a $382 cut under Reagan's.

Under the AFL-CIO's plan, the $395 cut would be the maximum, while under Reagan's proposal, the size of the tax cut would continue to escalate with income. A family with $100,000 income would get a minimum $1,840 cut, the council said.

Its policy statement calls for business tax reductions targeted to stimulate investments that would create jobs and help revive recession-battered industries and communities.

Tax revenues needed to sustain "basic income-support programs for the unemployed, the poor and the elderly" should not be sacrificed to give bigger windfalls to hugely profitable oil companys to enable conglomerates to "invest" in new corporate takeovers, the council stressed.

It called for balancing the budget by bringing down unemployment and urged that inflation be reduced by specific steps to moderate energy price increases, by credit controls and by measures to make housing more affordable.

The council especially stressed that inflation should be fought by reducing, rather than pushing up, the "high interest rates that choke the economy."

Its recommendations on energy include a call for creation of a government agency to purchase and distribute all petroleum imports, continued price controls on natural gas and standby oil price-control authority.

It called for the formal joining of government, business and labor in a "reindustrialzation board" that would include a mechanism for investing both public and private funds in the most needed areas.

The council also called for overseas sales of U.S. grain to be handled by a federal board, as in Canada, and for health care reforms to hold down costs as well as improve services.

In a separate statement analyzing Reagan's economic proposals, the council protested that his program would "substitute unrestrained market power for social responsibility and human concerns."

The council said Reagan's proposals to cut $17.5 billion from assistance to the jobless and the poor would undo a network built over 50 years to improve the lot of the disadvantaged.

Reagan's proposed cut of $24 billion from programs the council said are needed for economic recovery would sacrifice one million jobs, it estimated, and set back goals for energy security, transportation improvements, environmental safeguards and urban development.

In a related statement, the council rejected what it termed the Reagan administration's view that social programs must be reduced to provide for military needs.

The council sharply questioned Reagan's claim that his proposed pullbacks and revisions of government regulations will make the nation's industry more competitive and productive.

In attacking measures on health, safety, the environment and consumers, Reagan "ignores the contributions these laws have made to a higher quality of life," the council said.

At a press conference, Kirkland stressed that the AFL-CIO's economic program is not a partisan challenge to Reagan's administration.

"We wish the new administration success," he said. "We have a stake in their success as citizens. We want to co-operate to the maximum extent possible."

But he voiced deep concern that Reagan's economic program is based on a "euphoric promise" that budget slashes and tax cuts combine to spell prosperity and on "exceedingly dubious economic theories that have not been adequately tested."

The risk of a grim economic downturn—as has occurred in Britain under a similar doctrinaire approach of its Conservative government—should give Congress pause, Kirkland suggested.

'WIZARD OF OZ' EXPOSED

Button wearer learns 'there's nothing to fear'

By ERIC KRAMER
Wire Service Guild
New York AP Branch

New York—I am not a very likely person to be involved in a threatened dismissal for wearing a union button. My grandfather was president of the National Newspaper Association when he died, and the family papers, including the Gibson City (Ill.) Courier and the Gila Bend (Ariz.) Herald are hardly hot-beds of union activity.

But after spending eight years of my life working for the AP, moving to distant cities where I had few friends or relatives four times, and trying always to beat UPI on everything, there was the company—my company—offering a 4.5 percent wage increase that would substantially reduce our standards of living.

We decided we couldn't accept that. A couple of us got together and decided we would exercise our right to wear union buttons to try to build a sense of togetherness among our fellow workers and let the company know we weren't afraid of them. We weren't going to take it.

I was the AMs general desk supervisor on Jan. 6, and decided that the morning news conference would be a good time to break out the buttons.

Later that day, while I was trying to pin managing editor Wick Temple down to make some decisions on the Iranian hostage story, he stopped everything to demand I take my button off. He also approached Bill Gillen, general desk shop steward and fellow button-wearer.

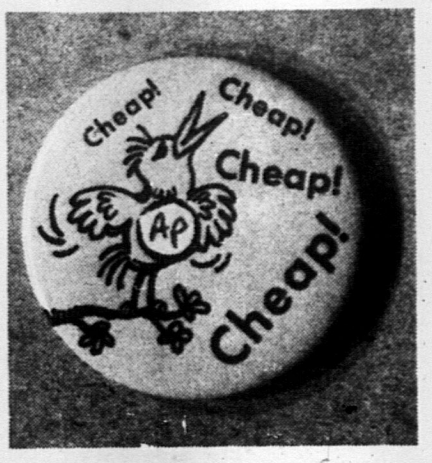
We talked the matter over with Guild leadership, and decided we were well within our rights. We wanted to meet with Temple the next day, but he was sick. The following day, Jan. 8, Gillen came in on his day off so we could meet with Temple.

We told Temple that we intended to wear the buttons as part of our right to concerted union activity. He listened to us and then told us to get out of his office.

I've worked for three correspondents, three bureau chiefs and two managing editors. Some of them I admire greatly. Some of them I don't really care for.

But never had I been thrown out of my boss' office with the words "get lost."

I left the office, put on my button and shortly afterward Temple approached me at my CRT. He said, "If you want to continue to work here, you'll put that fucking button in your pocket." I said I would, but that he was violating our rights guaranteed under federal law. Temple said, "I'll violate your rights as long as you continue to work here."



The offending button

I couldn't believe it.

It wasn't just that I'd spent day and night tracking down stories in state government in Nebraska; that I had driven at 2 a.m. through a blinding rain and over washed out roads to get quotes from the survivors of the Kansas City flood; that I had probably worked more doubles trying to keep the General Desk going through 1980 than anyone else.

It was like Gillen and I had set off to face down the Wizard of Oz and found the little man behind the curtain. The owner of a 5,000-watt radio station in Kansas would have acted with better legal advice and more management skill.

We aren't up against any management expertise at all. Through our little episode with the buttons we learned there was nothing to be afraid of and certainly no reason to settle for a 4.5 percent pay increase.

Wireport, Wire Service Guild

AP cited for threats to button wearers

New York—The National Labor Relations Board has issued additional complaints against the Associated Press charging it with a series of unfair labor practices, including allegations that management interfered with protected union activity when it threatened to fire employees for wearing buttons critical of the company's wage-increase proposal to the Wire Service Guild.

The NLRB's regional director, acting on charges filed by the Guild, agreed with the local's contention that AP managing editor Wick Temple violated federal labor law when he ordered general desk employee Eric Kramer to remove a button depicting a bird labelled "AP" crying "cheap, cheap, cheap, cheap!" [See Kramer's account of the incident elsewhere on this page.]

Temple's order that Kramer and others remove buttons was illegal interference with protected union activity, the board's complaint said, as were threats by Temple and AP Vice President Thomas Pendergast that employees continuing to wear the buttons could be discharged.

The board also charged the wire service with illegally refusing to furnish the local information about money budgeted for merit increases and refusing to bargain over its merit-pay program.

Further the board said AP violated the law by unilaterally implementing Jan. 1 a 4.5 percent wage proposal it had made to Guild bargainers Dec. 30. The regional director said the company implemented the increase without affording the Guild "adequate opportunity to negotiate and bargain" on the proposal.

Meanwhile, with the company sticking to its 4.5 percent proposal, the Guild Feb. 20 mailed strike authorization ballots to its AP-unit members nationwide. Returned ballots will be counted at the local's headquarters in New York on March 13.

Earlier the NLRB's regional director had issued a complaint against AP charging it with an unfair labor practice for refusing to supply the Guild the names and home addresses of employees in the bargaining unit.

The regional director is seeking permission from the board in Washington to petition the court for a temporary restraining order against AP's unfair tactics.

Hearings before an NLRB administrative law judge on the regional director's complaints against AP have been set for Aug. 28 and Oct. 5 and 7.

Additional bargaining sessions were scheduled for March 2 and 3, with health and safety matters on the agenda.

A federal mediator has been participating in the talks since Feb. 17.

Councils vie to host joint spring meeting

The Midwest and Great Lakes District Councils have each voted to invite the other, plus the Southern District Council, to join them for a "tri-council" meeting this spring.

The Midwest Council voted Feb. 21-22 to invite the others to join it May 16-17 in Denver, at the Hilton.

At the same time, the Great Lakes Council voted to invite the other two to Toledo May 9-10.

Two weeks before, the Southern Council's leaders decided to ask the others to join it for a spring meeting in Knoxville.

The Midwest Council's new president said he probably also will extend an invitation to the Western District Council for the May 16-17 meeting in Denver. The Western Council has set its spring meeting for May 2-3 in San Francisco.

Meanwhile, the Midwest Council, meeting in St. Louis, also elected a full new slate of officers. There were no contests.

Victor Ciuccio, the Denver Guild's administrative secretary, was elected president (he had been treasurer); Henry Lebbing of the St. Louis Guild, vice president; Mike Roeder of Peoria, secretary, and Larry Bretts of Gary, treasurer.

The council also heard reports on TNG's financial situation and the status of merger talks with the International Typographical Union from TNG Secretary-Treasurer Charles Dale.

The Great Lakes Council endorsed earlier calls by the Western Council and TNG's International Executive Board for support of efforts by the Japanese American Citizens' League to secure redress for Japanese-Americans who were relocated, dispossessed and incarcerated during World War II.

That council also endorsed the IEB's call for reversals of actions by the South African government that have brought about closure of that nation's largest black newspapers and banning of the leaders of the union of black newspaper workers, the Media Workers' Assn. of South Africa [Guild Reporter Feb. 13].

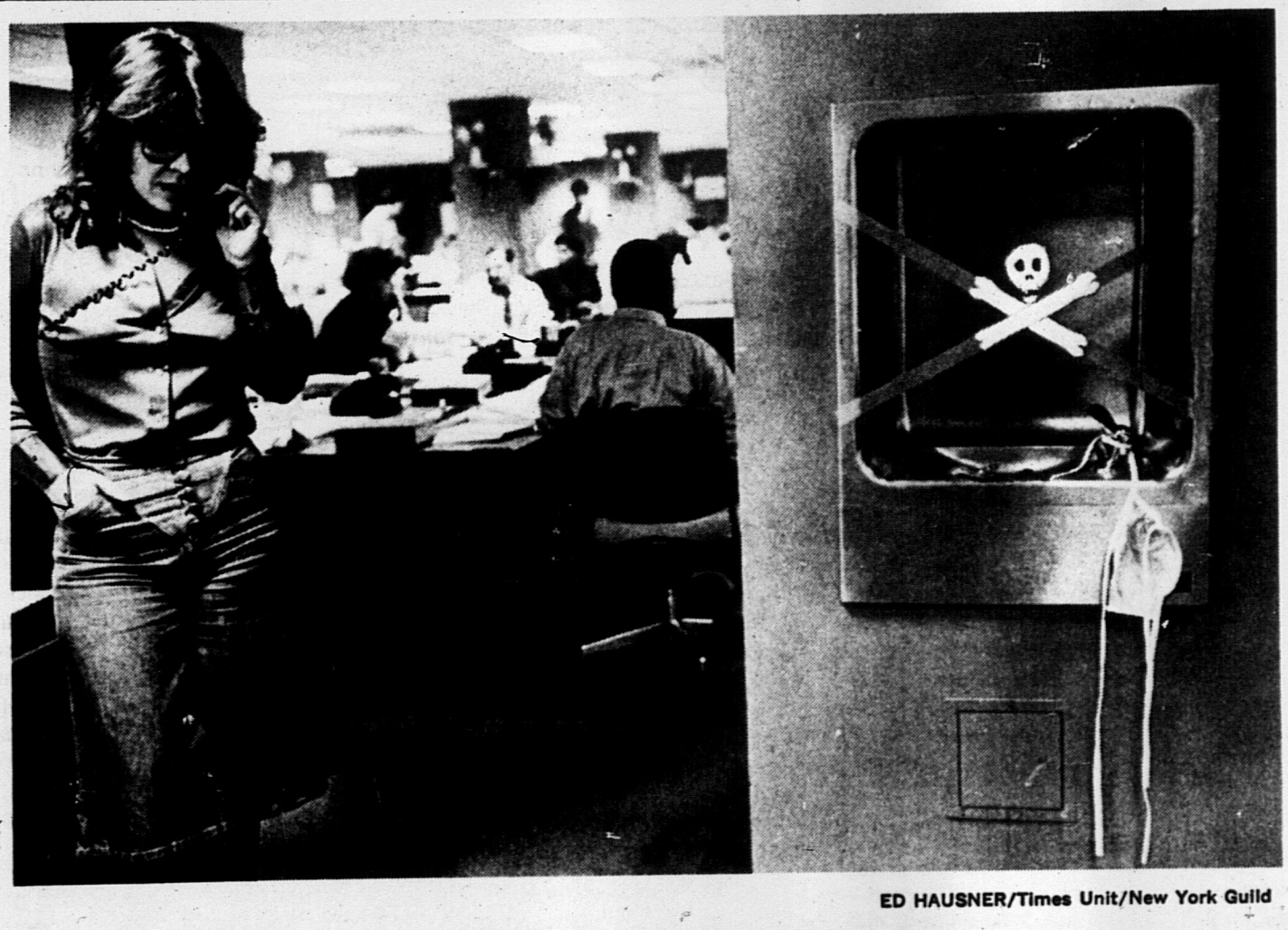
TNG President Charles A. Perlik, Jr., reported to the council on TNG finances and the status of merger talks with the ITU.

Minimums up 9% at Literary Centre

New York—A two-year agreement between the New York Guild and the International Literary Centre raises minimums by 9 percent retroactive to Oct. 1 and calls for an increase on Oct. 1, 1981, equal to the rise in the annual increase in the Consumer Price Index or 6 percent, if that is higher.

The 9 percent increase takes the top minimum for the highest job —senior information analyst—to $471.95 a week. On Oct. 1, 1981 that minimum will rise to at least $500.27.

The agreement also includes an improved dental plan and a $5,000 increase in life insurance coverage.



ED HAUSNER/Times Unit/New York Guild

'All . . . that's fit to . . .?'

When new stainless steel water fountains on the third floor at the New York Times began to give out yellowish water with a "funny" taste and smell and complaints to management through the Guild unit's health and safety committee produced no immediate improvements, creative Guild members "fixed" the fountain near the national copy desk in the newsroom themselves: a tape barrier sporting a skull and cross bones, a plastic slinky snake oozing from the drain and a surgeon's mask for wear by passersby. At least one copy editor said he is convinced he got an intestinal disorder from drinking from the fountain, and began drinking water from a container he filled in a rest room. Management said Feb. 23 that one of its members had tasted water from the fountain and found no problem. She then removed the "decorations." Guild members said the water still was "a little foamy and off-color," however, and none was using the fountain. That's Hilda Rodriquez of the picture desk on the phone at left.

VDT-safety pact okayed in Maui

Wailuku, Hawaii—The Maui News, a three-day-a-week paper beginning to install a VDT-based production system as it moves toward five-day publication, has agreed to a package of health and safety measures for VDT users that is one of the most far-reaching under any Guild contract.

In a supplement to its contract with the Hawaii Guild, the News has agreed that:

✓ No Guild covered employee will be "required or permitted" to work at a VDT for more than two hours "uninterrupted."

✓ The company will pay for eye examinations for all employees before they begin working at the machines and annually thereafter, as well as for any "corrective equipment" necessary for them to continue to work at VDTs.

✓ There will be monthly tests and "continual monitoring" of the machines to ensure conformity with government standards for "radiation emissions and other possible harmful effects."

✓ Employees will receive "thorough training" on the VDTs and any who cannot work on them will be "protected from any loss" and given "a job in the same classification the employee is in when the new equipment is installed."

✓ The VDTs will be checked monthly "for clarity and focus to maintain and assure that the system is adequate and does not create eye strain or stress."

✓ The company will have a lighting study made and implement any recommendations made in the study or by a newly created "examination committee." Once lighting conditions are established they will not be changed without the committee's consent.

✓ If any machine is found to pose a health and safety hazard, work at it shall be halted or changed immediately and the hazardous condition immediately corrected, with no loss of benefits or wages to any employee as a result.

The "examination committee" is to be composed of two Guild and two management representatives, plus the Guild's administrative officer, who will vote whenever the committee might deadlock on any issue.

The committee also is empowered to establish additional "working conditions and protections from possible hazardous conditions" it might find necessary. All the committee's decisions are to be "final and binding" on the employer.

In return for the Guild's accepting jurisdiction over the "operation and input" into the new publishing system, the work week is reduced by 15 minutes, to 38½, making it uniform with that for Typographical Union printers at the paper.

The "examination committee" is to prescribe the kind of tests to be made on the machines for emissions, clarity and focus, shall receive full reports of test results from the party making the tests and will make the reports available to the Guild membership.

The Hawaii Guild represents more than 40 employees in the paper's advertising, business office, circulation, editorial, maintenance and commercial printing departments.

The Maui Publishing Co. is a subsidiary of the Maui Land & Pineapple Co. Circulation of the Maui News is about 14,300.

VDT slide show helps bargainers

New York—A seven-minute slide-and-tape show on VDT/CRT health and safety problems—available on loan from TNG—is being credited with helping secure tentative agreement on one of the Guild's health-protection proposals in bargaining with Time, Inc.

The tentative agreement, on breaks in long periods of VDT/CRT use, came after the slide-and-tape show was shown to management representatives during a bargaining session that also was attended by about 15 Guild-member CRT/VDT operators.

The operators attended the session on their lunch breaks "to punctuate the message" of the presentation and the seriousness of the Guild's proposals, said a representative of the New York Guild unit at Time, Inc. Management previously had rejected all the Guild's VDT/CRT-related proposals.

The company now has about 50 of the machines, in the production department, and is preparing to more than double their number by putting them into the editorial department and proof room as well.

The photo-and-sound show, titled "Tomorrow's technology, today's headache," was produced by the New York Committee for Occupational Safety & Health with financial support from several unions, including TNG and the New York Guild. Workers featured include four New York Guild members.



NEW YORK MEMBER IN VDT SLIDE SHOW

Michele Malise of the New York Post unit is one of four local members in presentation on health, safety effects.

TNG's copy of the slide show has been viewed by various groups of leaders and members in a dozen Guild locals and by three union coalitions since becoming available last summer.

Others may schedule it by contacting David J. Eisen, TNG Director of Research & Information, at TNG headquarters in Washington.

The Washington-Baltimore Guild's Post unit showed the slides at a special meeting after a VDT system was installed in the Post's news room.

It took two tries for the Post unit to present the show, however. The first scheduled presentation was cancelled abruptly the day before it was to be made when the Post for the first time in several years invoked a policy banning union meetings in its plant.

The presentation was made three weeks later in a church a half-block away.

Phoenix papers settle two charges

Phoenix—Phoenix Newspapers Inc., publisher of the Arizona Republic and Phoenix Gazette, and the Phoenix Guild have agreed to settle two of several unfair labor practice charges on which the National Labor Relations Board's regional office here had issued complaints against the company.

The agreement, reached Feb. 11, settles charges that the company had refused to bargain with the Guild and refused to provide it with payroll information needed for bargaining.

The company met with Guild bargainers Feb. 21 and supplied the information requested.

Meanwhile, hearings before an NLRB administrative law judge began Feb. 23 on the several other unfair labor practice complaints the board's regional director issued against the management of the Pulliam-owned papers.

Among the charges before the administrative law judge is one that the local's secretary, Bonnie Bartak, was fired because of her union activity and that exempt Arizona Republic editor John G. (Jack) Mayne, Jr., was fired because "he refused to participate or co-operate in . . . efforts to discriminate against" Bartak.

The company also is charged with having "interfered with, restrained and coerced" employees in the exercise of protected union activities when it filed a libel suit against the Guild and Guild leaders.

The suit alleges that the company was injured by a Guild membership bulletin reporting in detail about unfair labor practice charges the local filed with the NLRB in February 1980, including one alleging that the company had engaged in electronic surveillance of a Guild leader's telephone and another that the company had maintained a "hit list" of employees to be purged.

The electronic surveillance charge has since been dismissed.

Lexington papers to shield Ontel-model video terminals

Lexington, Ky. — Knight-Ridder's Herald and Leader has informed the Lexington Guild that it has ordered 50 metal shields for the flyback transformers of its Ontel video display terminals and will have them installed as soon as they are received.

At the same time, the paper reported that when in mid-January it inquired of SystemsIntegrated for similar shields for SII's ET960s, the company reported they were then not available.

In a Feb. 5 letter to the Guild Reporter, SII President James P. Lennane said his company will will provide the shields without charge to all newspapers using SII's plastic encased VDTs [Guild Reporter, Feb. 13].

It was in tests for emissions on ET960s at the Lexington papers here that abnormally high radio-frequency readings were obtained from near the flyback transformer, as they had been in earlier tests elsewhere on Ontel and Teleram VDT models.

As with the earlier tests, the National Institute for Occupational Safety & Health said that the readings were not true measures of radiation, however, but artificial ones from electrical interaction between the transformer and the test meter.

Based on the test results on all three models, TNG has recommended that all plastic-encased VDTs be tested promptly for emissions and, as a precaution, that metal shields be installed around the flyback transformers whenever readings exceed one milliwatt per centimeter squared.

Editor admits guilt in plant molesting

Minneapolis — Stephen D. Isaacs, editor of the Minneapolis Star, has pleaded guilty to "molestation of vegetation" for cutting down trees and shrubs on parkland between his home and one of this city's several lakes last fall.

He was given a year's probation, fined $500 and ordered to make restitution—estimated at between $2,800 and $4,100—for one sugar maple and three hackberry trees plus about 30 clumps of buckthorn hedge.

At the time of the incident he was quoted as complaining that they had blocked the view of the lake from his home [Guild Reporter, Nov. 28].

Maine legislators get bill for VDT OSHA

(Continued from Page 1)

terminals, with no period of "continuous" work at the machines to exceed two hours.

✓ Operators' chairs adjustable for seat and backrest height and backrest tension, or adjustable tables for holding the terminals. Employers would have a year to comply.

✓ Maintenance of the machines at least twice a year "to assure clear presentation of display and proper functioning of all display adjustments."

✓ Brightness and contrast controls "readily adjustable" by operators and detachable keyboards or other devices to allow operators to "maintain both a correct viewing posture and a proper typing position."

✓ Ophthalmological examinations before employees are assigned to terminal work, or within 30 days after, and then annually. The examinations would be at no cost to employees and they would be paid for the time used to take them. Employees would be reimbursed for any new or replacement lenses required.

✓ Placement of terminals so that another person's work station is not closer than four feet from the machines' "primary heat exhaust, unless ducts, walls or insulation intervenes."

The requirement for detachable keyboards and brightness and contrast controls would not apply to terminals already in use when the bill became effective, "so long as such terminals are used in the same manner by the same employer."

The bill would establish a maximum glare index in VDT/CRT offices of 16, the standard generally recommended by lighting experts.

It also would require that office lighting be indirect, or that light fixtures be recessed and louvers or other special covers to direct light downward be mounted on them, or that anti-reflection filters be used on terminals' screens.

The bill also would require that employers provide employees with information on the hazards associated with terminal use, on precautions which can minimize them and on the provisions of the bill.

Violation of any of the bill's provisions or any regulations promulgated under it by the Maine Bureau of Labor would carry a maximum penalty of $1,000 per violation. Each day of a continuing violation would constitute a separate violation.

It is expected that the bill will be assigned to the labor committees of the House and Senate. Beaulieu is co-chair of the House committee. It also is expected that TNG will be invited to testify at hearings on the measure, expected this spring.

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JIM FORBES/St. Louis Guild

St. Louis anniversaries

St. Louis Guild President Robert C. Hermann, left, advances on TNG Vice President Robert C. Holt, Jr., fifth from right, to present him 25-year Guild membership pin during ceremonies for 14 St. Louis 25-year members. Others from left: Daniel Haeffner, Lee Douglas, Antoinette Berberich, Holt, Marcella Kaim, Joyce Kinney, Vicki McWhorter and James Short.

Pittsburgh grievance nets $25 a week

Pittsburgh — The Pittsburgh Guild and the Post-Gazette, in settling a grievance over the Guild shop provisions of their contract, have agreed to additional increases in most minimums as well as revision of the contract's union security language.

The special agreement calls for adding an extra $25 a week at the key top minimum for reporters, photographers and artists and to the wages of those receiving over-minimum wages at the key and higher levels.

The extra $25 comes in three increments over the final eight months of the local's three-year contract with the paper that expires Dec. 31.

Ten dollars of the extra increase comes on April 1, $5 on July 1 and the final $10 on Oct. 1, when the top minimum for reporters and photographers will reach $500 a week.

The additional increase boosts the total increase at the key top minimum to $110 over the contract's term.

The top minimum for library and editorial clerks is raised an additional $16 a week, for a total increase over the term of $68, to $267 a week.

An extra $12 was added to the top minimum for copy messengers, taking it to $195 a week, a $45 over-term increase.

The extra $25 is also added to minimums above the key, taking the top for copyreaders and rewrite persons to $504 a week and the flat minimum for copy editors to $514.

The grievance was over the company's exempting a fourth person from the requirement to join the Guild. The contract had limited exemptions to no more than three during its term.

In settling the dispute short of arbitration, the parties agreed that no more than three exempted employees will be on the payroll at any time.

Overturn election, Greensboro urges

Greensboro, N.C. — The Greensboro Guild has filed objections with the National Labor Relations Board to the employer's conduct in an election Feb. 13 to determine if the Guild should be bargaining agent for some 60 advertising department employees of Landmark Communications' Daily News and Record.

The outcome of the balloting was 27 votes for the Guild and 37 for "no union." The ballots of six voters challenged by the Guild were not counted.

Among the Guild's allegations in seeking a new election is that a last-minute switch of the voting place from a small conference room previously agreed upon to a larger one made it necessary for employees to walk past "a line of managers and supervisors" on their way to vote.

Although a company representative told the NLRB's agent that managers and supervisors would be "kept out of the way," the Guild charged that employees who voted were "intimidated" by the presence of the bosses. "As soon as the election started every manager was in the midst of the advertising department," even the managing editor and the personnel manager, the Guild said in its formal protest.

The local also objected to a letter to advertising employees from the publisher warning that "if the Newspaper Guild gets in, it will be bad for all of us." Employees considered that "an economic threat," the local charged.

It further claimed that two management employees — one from accounting, the other from the special projects department — were reassigned to the advertising department in order to vote against the Guild. The ballots of these two employees are among those the Guild challenged.

The Guild has been seeking a contract covering editorial department employees at the papers 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.

The NLRB has found the company guilty of several unfair labor practices in the interim.

The local had contracts covering the editorial employees of the papers from 1950 through 1967.

Chicago files objections to conduct of employer before NLRB election

Chicago—The Chicago Guild has filed objections with the National Labor Relations Board to the conduct of Crain Communications in a board-sponsored election to determine if the local should be the collective bargaining representative for some 60 editorial employees of Crain's main office in Chicago.

The Guild alleges that Crain, publisher of Advertising Age and other specialty publications, illegally assisted employees opposed to the Guild by providing them in-office space to campaign against the Guild and permitted such activity on working time.

The local also objected to a last-day company leaflet containing "serious inaccuracies" to which there was not time to respond, to one-on-one meetings between supervisors and unit employees and to management interrogation of unit employees about union meetings.

The outcome of the election Feb. 18 was 20 votes for the Guild, and 32 for "no union." The ballots of 15 voters were challenged and remain uncounted. Thirteen voters were challenged by the Guild and two by the company.

The local filed a petition with the NLRB seeking representation rights on Oct. 30 after a majority of the employee group had signed Guild cards.

Entry deadline April 1 for '81 Schick Awards

Washington—April 1 is the deadline for entries in TNG's 1981 David S. Schick Memorial Awards contest for local publications.

Judging will be at the International Executive Board's spring meeting April 27-May 1. Awards will be presented at TNG's Convention June 29-July 3 in Memphis.

Named as judges by the IEB were Vice Presidents William T. Davis of San Jose and Joyce Walker-Tyson of Detroit and Guild Reporter editor James M. Cesnik.

There are two categories for entries in this year's contest—one for linecast publications and another for all others.

In prior contests there have been separate categories for camera-ready publications and mimeograph/multilith/photocopy publications, but last year's judges recommended combining the two since only one entry was submitted in the latter group.

Entries must be regular local publications issued at least four times during 1980. Three consecutive issues must be submitted.

Citations will be awarded to winning publications' editors and locals. Each editor also will receive a prize.

The contest is named for a former administrative officer of the Philadelphia Guild and is financed with interest from a fund established by the Philadelphia local, area unions and the Schick family.

"There is no union with less excuse than the Guild for not having a publication in every local," David Eisen, TNG's Research and Information director wrote in announcing the deadline.

"A local that doesn't have one is neglecting a vital means of maintaining regular communication with its membership," he said.

Blast injures eight at RFE in Munich

Munich, West Germany—Two members of the New York Guild unit here were the most seriously hurt of eight persons injured when a bomb blew a hole in the wall of the building housing Radio Free Europe and Radio Liberty about 10 a.m. Feb. 21.

The life of one of the two, a typist, was still "in danger" three days later, according to Evdov Evdokimov, chairperson of the Guild unit at the broadcasting operations. Her face was "destroyed" by glass that was shattered and hurled across the room where she was at work.

The other Guild member, an announcer, "may lose his sight," Evodokimov said. An editor also was seriously hurt. All worked in the Czechoslovak section.

Six of the persons injured were employees of the stations, which broadcast Western-oriented programs to the Soviet Union and Soviet-bloc countries. The other two were neighborhood residents.

Damage to the building was estimated at $2 million. Windows in other buildings in the residential neighborhood were destroyed as far away as 900 yards.

Police, who had 38 specialists investigating the incident, speculated that political extremists were responsible, but had no specific suspects.

Evodokimov said he thought it might have been someone trying to "plant fear" in the stations' employees and resentment in the people of the area at the stations' being located in their neighborhood.

TNG President Charles A. Perlik, Jr., in a wire to the president of the stations, demanded that he "intensify security precautions to prevent repetition" of the tragedy, safeguard employees lives and protect the stations' operations.

In a wire to Guild members at the stations, he also expressed shock at the bombing and concern and best wishes for the injured.

In New York, meanwhile, the Guild local's representative assembly adopted a resolution expressing the local's sympathy and support for its injured Munich members. Delegates also contributed $80 in a floor collection to aid the injured.

Canada's price elevator

The table below records the ascent of Canada's Consumer Price Index over a 24-month period following a 2.8-point increase in the index in January, to 224.1, up 24.0 points from January 1980, and 41.4 points from January 1979. The first column lists the index for each of the last 12 months, the second the percentage increase over the same month of the preceding year, and the third, the percentage increases over January 1979.

		Percentage over	
	Index*	Same month prior year	January 1979†
February 1980	201.8	9.4	10.5
March	204.0	9.3	11.7
April	205.2	9.4	12.3
May	207.6	9.4	13.6
June	209.9	10.1	14.9
July	211.5	10.1	15.8
August	213.5	10.7	16.9
September	215.4	10.7	17.9
October	217.3	10.9	18.9
November	220.0	11.2	20.4
December	221.3	11.2	21.1
January 1981	224.1	12.0	22.7

*1971 = 100 †Index = 182.7

THE SHORT OF IT

ADVERTISING CONTENT is nearly as important as news among the reasons people buy a Sunday paper, according to a Newspaper Advertising Bureau, Inc., survey of adults in five U.S. areas. While 98 percent said news was a reason they bought a paper, 80 percent also mentioned advertising—84 percent of the women, 73 percent of the men, 83 percent of the 18-to-29 year olds and 84 percent of the 30-to-44 year olds. . . . . NAB President Jack Kauffman is predicting a 12.2 percent increase in advertisers' expenditures for space in newspapers this year—to $27.4 billion. He sees a 16.2 percent gain in national, 14.2 percent in classified, and a 10 percent rise in retail. . . . . Daily newspapers are not always "supportive and favorable to the motion picture industry," a senior vice president of Metro-Goldwyn-Mayer complained to the winter meeting of the International Newspaper Advertising and Marketing Executives. Pointing to the $500 million the industry spends on newspaper advertising, Richard Kahn ticked off a list of complaints that included "unqualified reviewers and gratuitous and hateful reviews," urging the executives to "get this word to your editorial counterparts."

Labor beat: **The Screen Actors' Guild (30.000 members) has reconstituted a special committee to explore merger between SAG and the American Federation of Television and Radio Artists (27,000 members). Interest was rekindled by the unions' recent strikes against the movie and television industries, which emphasized the need for maximum strength and unity, SAG said. . . . . The Retail, Wholesale and Department Store Union (225,000 members) and the Service Employees' International Union (650,000 members) are continuing merger discussions. . . . . The United Auto Workers (1.5 million members) and the Machinists (1 million members) are discussing merger. So are the UAW and the Rubber Workers (190,000 members). . . . . The 500-member American Radio Assn. (ships' radio operators) has voted to merge with the Masters, Mates & Pilots, an affiliate of the International Longshoremen's Assn. (77,000 members).**

O'seas correspondence: TNG has called upon Sec. of State Alexander M. Haig, Jr., to order an immediate investigation into the unexplained disappearance in El Salvador of John J. Sullivan, a free lance who hasn't been seen since he arrived in El Salvador Dec. 28 on assignment for Flint Publications of Los Angeles. "If our government cannot permit our embassy officials to be taken hostage with equanimity, neither can it permit our journalists to be kidnapped and murdered," TNG President Charles A. Perlik, Jr., wrote to Haig. Two U.S. lawyers who checked into the same hotel the same day were found slain less than a week later. . . . . Swedish Journalists won "better control of their copy" in a nine-day strike against seven dailies that ended Feb. 18. . . . . The government of recently independent black nation of Zimbabwe has purchased control of the major newspapers there from the South African-based Argus chain. The papers are to be run by a "nongovernment, nonparty and nonprofit-making" trust, the government said. The papers' all-white senior staff will eventually be dismissed. Earlier the government bought the only press service in the country from the South African Press Assn.



From out of the past . . . **The airplane pictured here was owned by Ben Leider of the New York Post staff and Guild unit and was used in a 1934 organizing campaign at the old Long Island Press.**

Among ourselves: **Claudia Levy,** real estate editor at the Washington Post, is the Washington-Baltimore Guild's Member of the Year for 1980 and **Alice Morris,** assistant contracts librarian at the Bureau of National Affairs, is the local's Shop Steward of the Year. Both choices were made by a caucus of the local's unit chairpersons. . . . . **Kirk Smith,** a former executive secretary of the Pacific Northwest Guild, is press secretary for Washington's new Republican U.S. Senator, Slade Gorton. Smith was an assistant managing editor at the Seattle Post-Intelligencer when he joined Gorton's campaign last year. . . . . **Russell E. Hurst,** a member of the Twin Cities Guild for ten years before in 1962 becoming executive officer of the Society of Professional Journalists, Sigma Delta Chi, is resigning from that position effective June 1. . . . . Another Guild member in New York—**Gordon Bock,** Wire Service Guild shop steward at UPI—has been presented a Civilian Commendation Award by the police department for catching a suspect for snatching a gold chain from a woman's neck. [See also, Guild Reporter, Nov. 28.] . . . . **Victor Ciuccio,** Denver Guild administrative secretary, is the new president of the Denver Council of Newspaper Unions.

Guild observes drivers' lines, new ad group also may strike

(Continued from Page 1)

tive council for strike sanction.

Printers, whose contract expires in April, said they had requested permission to honor a Mailers' line.

Pressmen, who recently agreed to a new contract, were continuing to work.

The Teamsters' issues were economic. They were seeking 15 cents an hour more in each of three years than the company had last offered. That offer would raise their $5.10 hourly wage by 50 cents in the first year, 25 cents in the second and 50 cents in the third year of a new contract.

As an alternative, a Teamsters' representatives said, the union had offered to accept the company's wage proposal with the addition of a daily guarantee of 5½ hours work for each distributor. The representative said that four of 22 distributors currently employed average less than 5½ hour's work a day.

The company was continuing to publish a combined Star and Tribune under the banner of the evening Tribune.

It was trying to distribute the paper to subscribers through the mail but, in a statement issued Feb. 24, the company's general manager said that they were having difficulty and were unhappy with the way the U.S. Postal Service had been handling bundles of the newspapers.

The Guild, Teamsters and Wabash Valley Central Labor Council, however, protested to the post master that postal union employees were being instructed to handle the second class newspaper bundles before distributing first class mail.

The company reportedly was refusing to take phoned-in cancellations, telling customers there would be no charge for papers delivered.

It announced that 31,000 Sunday papers were run the day after the strike began. The normal Sunday run is about 48,000. The Monday edition contained only 16 pages.

A number of advertisers have agreed to withdraw their ads from the papers for the duration of the strike, the Guild reported. A Sears representative said the department store chain was going to withdraw an insert already delivered to the plant for inclusion in the March 1 paper.

The Guild is seeking parity for advertising salespersons with the $302 key top minimum in an existing contract covering 115 editorial, circulation and business office employees.

The company, however, was proposing a $255 a week top minimum for outside advertising salespersons with five or more years' experience.

TNG International Representative Marshall Schiewe, who is assisting the local, said there are currently only two outside salespersons paid more than $236 a week and that salespersons with 15 and 12 years' experience were being paid $236.

All at Detroit Free Press get $20 cost-of-living raise

Detroit—A cost-of-living adjustment has raised the wages of all employees covered by the Detroit Guild's contracts with the Detroit News and the Free Press by an extra $20.73 a week.

And the cost-of-living raise, effective from Dec. 1, boosted to $57.73 a week the increase in the key top minimum in the first year of the local's contracts with the papers.

That put the minimum for experienced reporters and photographers at the News at $511.40 a week and that for reporters and photographers at the Free Press at $510.15.

The top minimum for outside salespersons at the Free Press was raised by the same, to $515.05. That for classified telephone solicitors also was raised by the same amounts, to $433.80.

The cost-of-living adjustments come under a contractual formula tied to increases in the Consumer Price Index beyond nine percent.

Other resulting top minimums and increases in the first year of the three-year contract include:

Programmer/analysts at the Free Press: $493.50, up a total of $57.73.

Stenographers at the Free Press: $327.02, up $47.98.

Reference clerks at the News: $285.32, up $42.18.

Copy editors at the News: $522.40, up $57.73.

Sports copypersons and **reference clerks** at the Free Press: $284.07, up $42.18.

Ruben Levin, labor editors' dean, a pioneer for Guild in Milwaukee

Washington—Ruben Levin, a founder of the old Milwaukee Guild and considered by many the dean of labor union editors, died here Jan. 29 at the age of 78.

Levin, whose newspaper career spanned more than a half century, was editor of Labor—a national newspaper published by 14 major unions in the railway, airline and related transport fields—from 1953 until his death.

Born in Poland, he came to the United States at the age of two where he lived with his family in Manitowoc, Wis. and then Milwaukee.

He worked on three daily newspapers in Milwaukee where, in 1935, he helped establish the Guild. He later spent several years as a "boomer" news reporter, working for 11 other papers, including the Winnipeg Tribune and the European edition of the New York Herald Tribune in Paris. He was a member of the Washington (now Washington-Baltimore) Guild from 1939.

He was the winner of the Eugene V. Debs award in 1975. In 1956 he received the Sidney Hillman Foundation Award for a series of articles and was honored by the University of Wisconsin in 1965 for "distinguished service to the profession of journalism."

IT SEEMS TO US

Puzzlement is reported (all four paragraphs) 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.

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."

Now, comes the appointment of Edwin R. Egan to fill what is actually a third vacancy. The second vacancy should have been filled before this one. Clearly, the second vacancy should have been filled, in accordance with Convention policy, with a "minority-group member."

DOROTHY A. STRUZINSKI
Administrative Officer
Washington-Baltimore Guild

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

Editor's note: Type gremlins were active in this column in the Feb. 13 Guild Reporter and made off with the fourth and final paragraph of the letter reprinted here—in its entirety. The Guild Reporter regrets and apologizes for the omission. As reported elsewhere in the Feb. 13 issue, the International Executive Board voted its concurrence in Edwin R. Egan's appointment to the merger committee after TNG President Charles A. Perlik, Jr., expressed his belief that the convention's directive applied only to vacancies that existed then and that it would be "sheer folly' not to have New York's top executive officer on the committee.

Rise in the cost of necessities outstrips other rising prices

AFL-CIO News Service

Washington — Prices of the basic necessities of life—energy, food, shelter, and medical care—outstripped the cost of other goods and items that U.S. residents typically buy in 1980, and the outlook this year is for more of the same.

These are the conclusions of two studies of price movements in various sectors of the economy, one by the AFL-CIO's Dept. of Economic Research, the second by the foundation-funded National Center for Economic Alternatives.

The AFL-CIO analysis shows that prices of the combined group of necessities rose by 14 percent during 1980, while prices of all other non-necessity items went up by 9.9 percent. Inflation for the year, as measured by the government's consumer price index, posted a 12.5 percent increase.

A similar study, by the Washington-based National Center for Economic Alternatives, paralleled the AFL-CIO's findings. Both analyses used data furnished by the Bureau of Labor Statistics.

Energy prices were the fastest-rising of any sector in 1980, surging by 17.9 percent, the AFL-CIO study found. Shelter costs were next, rising by 15.4 percent. Food prices were up by 10.7 percent, and medical care 10.3 percent. Other items increased at an average of less than 10 percent.

"Since 1973, prices of the necessities have persistently risen more than the consumer price index as a whole, except for 1976," the federation study pointed out. "Since 1976, however, prices have been rising at an accelerating rate, paced by food and shelter—and since 1979 by startling increases in energy prices.

"Since 1976, the rise in necessity prices has been well ahead of the rest of the index."

With oil and food prices expected to rise sharply this year and interest rates showing no signs of abating, prices of everyday items are likely to continue to rise faster than other prices in 1981. The necessities — food, housing, energy, and health care —comprise roughly two-thirds of the household budget of the average U.S. family.

Economists at the National Center warned that President Reagan's budget-cutting strategies are not likely to affect price movements in the four key sectors, and that other government policies are likely to make the 1981 inflation picture worse.

"Recent decontrol of crude oil prices, new tax cuts, and military spending increases will intensify inflation in general," said the center's directors, Gar Alperovitz and Jeff Faux. "Interest rates are back up and show no signs of coming down to mid-1980 levels, and the Agriculture Dept. is predicting food inflation in the 15-percent range for the coming year.

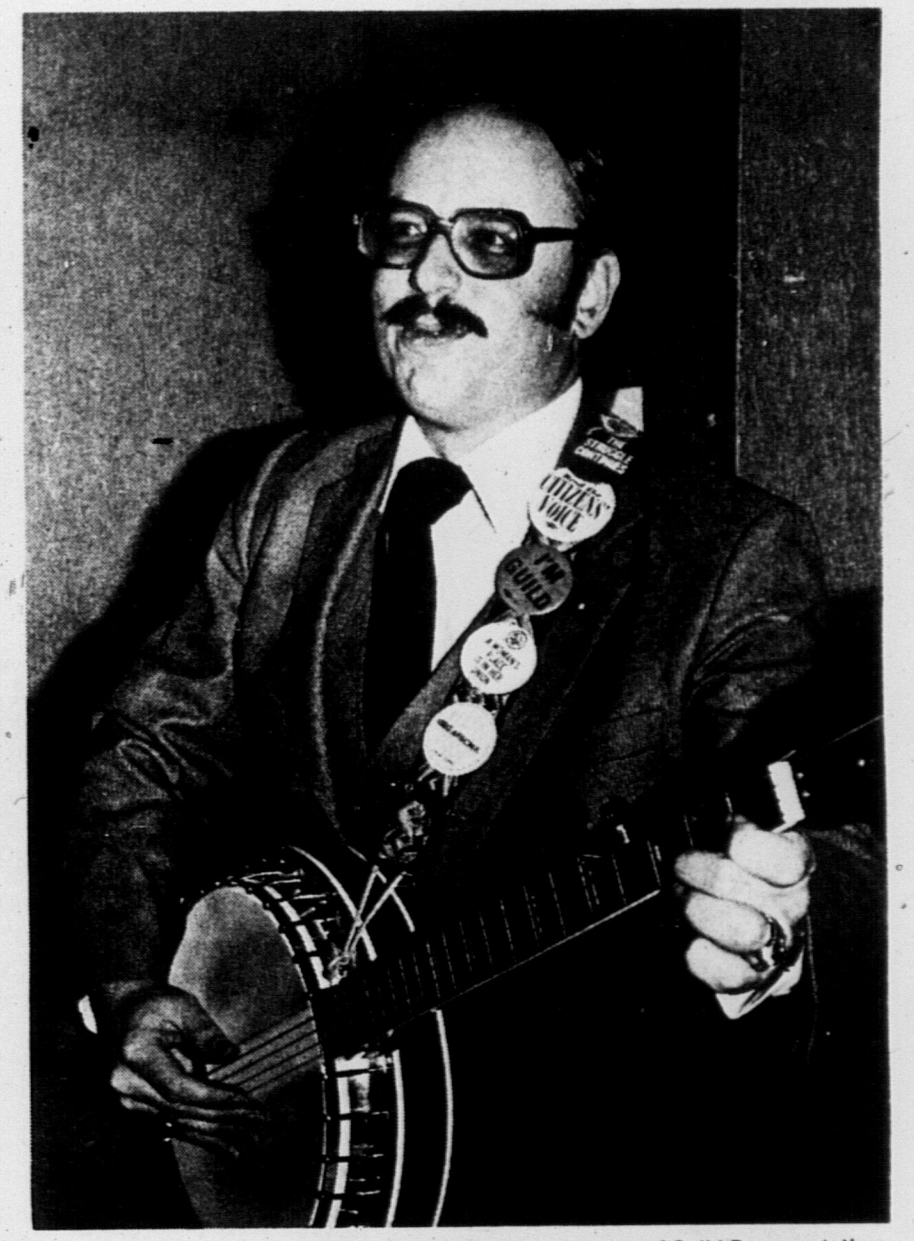
"Budget-cutting will alter none of this. In the absence of carefully targeted strategies to moderate prices in the specific sectors, there is no way to avoid an inflation calamity."

Meanwhile, there is little apparently that the average family can do to shield itself from the steady rise in prices in the key sectors. As Alperovitz and Faux put it: "When heating oil and food bills go up, they must be paid as they come due."

Food, energy, medical care, housing and interest rates are areas where labor costs have little or no impact on prices, the AFL-CIO study noted.

"Wage-push does not explain current inflation," it observed. "Wage increases for the average worker have been eroded over the past two years, particularly by inflation and secondarily by taxes. Real earnings are down substantially from a year earlier, and well below two years ago."

The National Center's study showed that the rise in prices of necessities was at an even steeper rate in the final quarter of 1980 than for the year as a whole. Seasonally adjusted prices in the four key sectors rose at a combined 15.2 percent annual rate, almost 75 percent higher than the 8.7 percent inflation rate for other, less essential items measured in the prices index.



W. MacPHERSON BROWN/Federation of Guild Representatives

Pickin' a message

R. Victor Stewart of the Albany Guild, secretary of the Middle-Atlantic District Council of Guild locals, leads delegates at the council's winter meeting in a selection of union songs. Participants report the collection of buttons adorning his banjo strap hampered his pickin' not a whit.

Key top up $95, to $417, in Detroit suburban pact

Detroit—The top minimum for reporters, photographers and copy editors is raised by $95, to $417 a week, under a three-year agreement between the Detroit Guild and the Observer and Eccentric chain of suburban weekly papers.

The increase comes in three steps, with $35 retroactive to July 1 and $30 each on July 1 of 1981 and 1982.

Employee contributions of $3 to $5 a month toward the cost of health and dental insurance were picked up by the employer and a new optical insurance plan will be added on July 1.

Dental insurance coverage is increased by $200, to $1,000.

Mileage reimbursement for employees using their vehicles on company business is raised by 7 cents over the contract term, to 25 cents, with 5 cents immediately.

An equipment depreciation allowance for photographers is increased by $3, to $63 a month, and by an additional $2 each on July 1 of 1981 and 1982.

Other increases and resulting top minimums include:

Receptionists—Up by $67, to $242 a week, in increments of $31, $18 and $18.

Special editors, copy desk leaders and **photographic leaders**—Up by $95, to $437, in increments of $35, $30 and $30.

Key up $77, to $448, in Scranton

Scranton, Pa.—The top minimum for reporters and photographers is raised by $77.64, to $448.75 a week, in a new three-year agreement between the Scranton Guild and the Scranton Times.

The agreement, retroactive to October 1979, raises the key top minimum by $25.88 a week on Oct. 1 of each of its three years.

It also calls for a cost-of-living adjustment of up to $3.75 a week if the Consumer Price Index for April 1982 is more than 12 percent higher than it was in April 1980.

The reimbursement rate for employees driving their own vehicles on company business is increased by 5 cents, to 20 cents a mile.

The flat minimum for copy readers is raised by $77.64 over the contract's term, to $461.25 a week.

A $50.47 increase will take the flat minimum for assistant librarians to $291.69 a week; that for librarian is raised by $66, to $381.44 a week.

Hertz: 44¢ a mile to drive 'intermediate' car

New York—The average cost of owning and operating a new intermediate-sized car rose by over 16 percent in 1980, to 44 cents a mile, 6 cents more than in 1979. At the same time, the cost of owning and operating a new sub-compact auto rose by 27 percent, to 38.1 cents a mile, an 8-cent increase over 1979, according to the Hertz Corp.'s annual survey of driving costs.

"It now costs more to own and operate a typical sub-compact than it did to drive a domestic luxury model in 1972," an executive of the auto-leasing firm said, noting that driving costs have increased by more than 123 percent since then.

Hertz' estimate of driving costs rose at a record rate in 1980 for the second year in a row.

The costs are for 1980 cars driven 10,000 miles a year and kept for three years. The cars are equipped with automatic transmission, air conditioning, power steering, power brakes and tinted glass.

The cost of gas, oil, maintenance, license fees, taxes, insurance, loan interest and depreciation are included in computing the costs.

The Hertz study showed the cost of a sub-compact car rose by 24 percent in 1980, to $6,033, while that of an intermediate-sized car increased by more than 15 percent, to $7,129. The purchase price of a car affects the depreciation, tax, insurance and interest factors in computing driving costs, the study noted.

A Hertz' comparison of driving costs in 20 major U.S. cities (see table) found over-all costs highest in Los Angeles, followed by New York and San Francisco.

The purchase price of a 1980 compact car varied from a high of $6,879 in San Francisco to a low of $6,383 in Detroit, according to the Hertz comparison. Annual insurance fees ranged from $1,911 in Los Angeles, to $489 in Detroit.

Highest maintenance costs were recorded in San Francisco—3.43 cents per mile. The lowest maintenance rate—2.12 cents per mile —was found in Cincinnati.

Keeping a car longer than three years or driving more than 10,000 miles a year reduces the per-mile costs, Hertz noted. The 44-cent average for the intermediate car is reduced to 40.3 cents if the car is kept five years.

The 38.1-cent average for the sub-compact is reduced to 28.9 cents if the car is driven 15,000 miles a year. Driving the sub-compact 25,000 miles a year would lower the cost per mile to 21.8 cents, the report said.

Hertz said its mileage estimates may vary from those of other groups, noting that in addition to variations in annual mileage and length of ownership, some may omit interest charges, use different depreciation assumptions or add parking and toll fees to produce lower or higher figures.

Hertz' cost-per-mile estimates

City	Sub-Compact	Compact	Small Mid-Size	Intermediate	Full-Size
Atlanta	36.5¢	38.1¢	40.3¢	42.2¢	46.1¢
Boston	37.9	39.5	41.8	43.7	47.8
Chicago	40.8	42.5	45.0	47.1	51.5
Cincinnati	35.9	37.4	39.6	41.4	45.3
Cleveland	38.0	39.7	42.0	43.9	48.0
Dallas	38.5	40.1	42.5	44.4	48.6
Denver	40.7	42.4	44.9	47.0	51.4
Detroit	35.7	37.2	39.4	41.2	45.0
Washington	38.6	40.2	42.6	44.5	48.7
Houston	40.1	41.9	44.3	46.3	50.7
Los Angeles	51.6	53.8	56.9	59.5	65.1
Miami	42.0	43.8	46.4	48.5	53.1
Milwaukee	38.6	40.3	42.6	44.6	48.8
Minneapolis	38.8	40.5	42.8	44.8	49.0
New York	48.6	50.7	53.6	56.1	61.3
Pittsburgh	38.3	40.0	42.3	44.3	48.4
St. Louis	39.4	41.1	43.5	45.5	49.8
San Diego	40.1	41.8	44.2	46.3	50.6
San Francisco	47.0	49.0	51.8	54.2	59.3
Seattle	40.2	41.9	44.3	46.4	50.7
20-city average	40.3	42.1	44.5	46.6	51.0
National average	38.1	39.8	42.1	44.0	48.1

Driving cost-per-mile for 1980 car driven 10,000 miles a year for three years.
Sub-compact is car like a Ford Pinto; compact is car like a Ford Fairmont; small mid-size is a car like a Ford Granada; intermediate is a car like a Ford Thunderbird; full-size is a car like a Ford LTD.

Bay Area rates escalate to 28 cents

San Francisco—Mileage rates have risen to 28 cents under the San Francisco-Oakland Guild's contracts with the San Francisco Chronicle and Examiner, the San Francisco Newspaper Printing Co., the Oakland Tribune, the Richmond-Berkeley Independent and Gazette and the Santa Rosa Press Democrat.

The 28-cent reimbursement rate—up a half to a full cent—for employees who use their personal vehicles on company business comes under escalator provisions in the contracts tied to changes in the Private Transportation Index of the Consumer Price Index.

The rate under a similar provision in the local's contract with the San Mateo Times and News Leader reached 27 cents on Feb. 1, up one cent.



Editorial

New Times from London?

Much attention on both sides of the Atlantic has been given to the sale by Ron Thomson to Rupert Murdoch of the Times of London, the Sunday Times and affiliated weekly supplements.

The transaction removed the Times, an international symbol of journalistic excellence, from Thomson's chain of mostly small, immensely profitable and journalistically pedestrian papers and put it into Murdoch's stable of newspapers, mostly distinguished by their concentration on life's more sensational aspects.

Most of the attention appears to have focused on the unions at the Times, including the National Union of Journalists, agreeing to extensive personnel cuts and making other concessions to automation demanded by Murdoch as a condition of his buying and continuing publication of the Times.

Only somewhat less was the attention given the prospect of the Times under Murdoch maintaining its quality and integrity and to the "charter of freedom" agreed to by Murdoch, reportedly at Thomson's urging, which is to become part of the papers' Articles of Association.

That "charter" ought to be highly interesting to everyone associated with the newspaper industry, positively fascinating to everyone working for a Murdoch paper, like the New York Post —or a Thomson paper, like the Victoria Colonist-Times, the Canton Repository, the Monessen Independent, the Oshawa Times.

✓ The number of Independent National Directors on the board of the Times' holding company will be increased by two, to six, and the independent directors must approve subsequent appointments. Editors can only be appointed or removed with assent of a majority of the independent directors, and they must approve any future sale of the papers.

Murdoch further guaranteed the NUJ that one working journalist from the Times and one from the Sunday Times will be appointed to the board and, in addition, that two working journalists of "independence and distinction" will be appointed independent directors.

✓ There is to be "no restraint or inhibition" on opinion or news "that might directly or indirectly conflict with the commercial interest or political concerns" of Murdoch, nor will the editors "be subject to instruction" from either Murdoch or management "on the selection and balance of news and opinion."

✓ Journalists will be hired only by the editors and take instructions only from editors or their designated representatives.

✓ Editors will determine the daily news-advertising ratio, within the confines of an annual budget, and can refuse to publish any advertisement.

Truely a precedent setting document, though we doubt it signals a major policy shift at other papers owned by Murdoch— or Thomson. (Thomson's was a major role in the London guarantees coming into being.)

But, we could be wrong. The Feb. 13 Guild Reporter did report that Guild minimums at Thomson's Toronto Globe and Mail were increased an extra 2.5 percent upon the initiative of the paper's management—"in an effort to spread the wealth of a very good year," as a Southern Ontario Guild representative put it. That's far from what one has come to expect from a Thomson paper. So, who knows ... . ?

DEBATE CALLED 'HEALTHY'

Emerging black conservatives mirror decade of frustrations

By NORMAN HILL

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



IN DECEMBER, newspapers devoted front-page coverage to a conference of blacks in San Francisco. What made the conference noteworthy was not its size—there were about 100 participants —nor the range of organizations that were represented—few of the participants could be said to represent significant black constituencies. What was special about the meeting, what made it news, was that it was a gathering of black conservatives.

Of equal importance, the conference was sponsored by a conservative foundation that Ronald Reagan helped found in the early 1970s. In 1980 Ronald Reagan failed to attract a significant portion of the black vote. The overwhelming majority of black community and political leaders endorsed President Carter in his unsuccessful bid for re-election. Yet, a number of black intellectuals and professionals have begun to embrace Reagan's conservative economic positions.

There is some evidence that there is a small constituency for conservative political ideas in the black community. However, despite the growth of a black upper middle class of professionals and businessmen who might be drawn to the conservative sirensong, the overwhelming majority of blacks are workers and the poor. For them the appeal of black conservatism will ring hollow, and for this reason one can confidently predict that blacks will continue to be a solid voting block which backs pro-labor candidates who support policies dedicated to a more equitable distribution of wealth.

NONETHELESS, the two-day conference in San Francisco indicates that a debate will have to begin for the first time within the black community on political options. This debate, in my view, will be healthy insofar as it helps sharpen the arguments of black liberals and moderates.

Who, then, are the black conservatives and what do they stand for? The two leading proponents of black conservatism are professors Thomas Sowell, an economist from the Hoover Institution, and Walter Williams of Temple University. Both are strong opponents of organized labor, which they claim limits opportunities for blacks.

Their view, however, flies in the face of the evidence that organized labor, more than any other institution in American life, has opened its doors to increased black participation. Indeed, today, over 30 percent of black workers are union members. Rather than adopting a policy of exclusion, the labor movement has sought better working conditions for all workers, irrespective of race. And, most importantly, unions effectively represent their members: on average they receive $2,000 per year more than non-union workers and have better health and retirement benefits.

A second favorite target of Sowell and Williams is the minimum wage. They argue that the minimum wage is responsible for the inordinately high rate of black teen-age unemployment and propose that it be eliminated. At the least, they feel, a sub-minimum wage should be established for teen-agers. Their prescription for black teen-age unemployment would be worse than the disease it is meant to cure. For a teen-age sub-minimum wage would displace unskilled adult workers, a large proportion of whom are blacks with family obligations.

Under conditions of full employment, where every adult is guaranteed a job, the implementation of the youth sub-minimum wage could be of less serious consequence. Under conditions where unemployment stands at nearly 8 percent nationwide and several percentage points higher among blacks, the implementation of a youth sub-minimum wage would produce disastrous consequences for adult black unskilled workers.

YET DESPITE the fact that the views of Sowell and Williams are not in the interests of most blacks, the black conservatives cannot be dismissed as oddities. They reflect the sense of frustration with the state of the economy most blacks have felt in the last decade. In this way they mirror the dissatisfaction that moved many citizens to vote for Ronald Reagan.

Once the conservative policies that Walter Williams and Thomas Sowell espouse are implemented by the new administration blacks and all workers will be able to judge the merits of the conservative approach. If history is to serve as any guide, these policies will be found wanting and will be repudiated in future elections.

Within the black community, those who have consistently favored progressive social programs and who have actively participated in the labor movement should welcome the opportunity to challenge the views of the black conservatives. Complacency can hardly be characterized as indicative of leadership. The coming Reagan years give us little reason to be complacent.



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

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

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

Great Lakes District Council, spring meeting, May 9-10, Toledo.

Midwest District Council, spring meeting, May 16-17, Denver Hilton, Denver.

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

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CALM ACPS

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