

NIOSH makes formal VDT report

Cincinnati—The National Institute for Occupational Safety & Health has issued its formal recommendations on steps to minimize, correct or prevent health hazards associated with working on video display terminals following the agency's study at the San Francisco and Oakland dailies.

The recommendations, in separate reports on findings from investigations conducted in January 1980 at the San Francisco Chronicle and Examiner and their joint publishing company, plus at the Oakland Tribune, include:

- ✓ Work breaks of 15 minutes after each hour of continuous VDT work for operators who work under highly demanding conditions—those working under "high visual demands, high

Chamber beefs, NIOSH head fired

Washington—The Reagan administration fired Dr. Anthony Robbins as director of the National Institute for Occupational Safety & Health March 4, just days after he was accused of having a "radical antibusiness posture" in a four-page feature in a national publication of the U.S. Chamber of Commerce. (Full Story, Page 4.)

workload and/or . . . repetitive work tasks," as NIOSH put it.

- ✓ Work breaks of 15 minutes after every two hours of continuous VDT work for operators working under moderate visual demands and/or work loads.

- ✓ Vision examinations for employees before they begin to work on terminals and periodically thereafter.

- ✓ Work areas adaptable to indi-

vidual operators, including adjustable chairs, keyboards and screens and machines with brightness and contrast controls.

- ✓ Room lighting adjusted and controlled and terminals positioned to reduce glare and associated visual problems.

The recommendations are expanded and revised somewhat from those announced last summer in preliminary

reports of findings from the studies, conducted at the San Francisco Blue Cross-Blue Shield offices as well as at the newspapers. [Guild Reporter, July 11.]

Dr. Michael Smith, NIOSH's chief of motivation and stress research, previewed many of the recommendations during a forum on health hazards associated with VDTs during TNG's convention last July.

Many of the NIOSH recommendations for improving safety, health and comfort of VDT operators conform to provisions included in TNG's Collective Bargaining Program, which locals are required to include in their contract proposals. [Summary, page 5.]

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Merger committee reports progress, more talks April 7

Colorado Springs — With TNG's merger committee stating that talks "brightened" during the March 4-6 meeting here with its Typographical Union counterpart, the two unions have set another session "without definite termination" beginning April 7 to try to complete a merger proposal.

TNG's Special Merger Committee said it was "impressed" by a "new concept" advanced by the ITU March 5 in an effort to achieve a "breakthrough" on the "extra-ordinarily difficult problem" of financing a merged union, especially in its transitional stages.

The ITU's proposal "offers renewed hope" and "brightened" the three-year-old talks "sufficiently . . . to justify another meeting quickly" to try to complete a full merger proposal by the time TNG's International Executive Board meets at the end of April, TNG's committee said in a written report to all locals.

If a proposed merger agreement is completed according to the timetable envisioned in the merger committee's report, it would go before the IEB at its meeting scheduled for April 27-May 1 and, if approved there, would then go before TNG's 1980 Convention, June 29-July 3 in Memphis. Convention approval would move the proposal to membership referendum, probably in the fall.

At the same time, the proposed merger agreement would be re-

ported to the ITU's convention and submitted to membership referendum.

The ITU's "breakthrough" financial proposal centers on a "transition fund" that would be underwritten by the ITU, the Guild committee reported.

As described in the ITU's proposal, the fund would be used "during the transition" to assist in the payment of liabilities, "including but not limited to international per-capita dues differences, continuation of local services, moving expenses, establishment of a Canadian office, etc."

TNG's committee has proposed that the new union operate on a monthly per-capita payment to its international general fund of \$8.50 per member, the amount TNG estimates its per capita will be near if computed under its existing constitutional formula by an the "anticipated Jan. 1, 1982, merger date." The ITU has proposed a \$9.00 monthly per capita for the new international's general fund.

"TNG's position, however, continues to assume the ITU will reduce overhead by \$1 million prior to merger," TNG's committee reported, pointing out that "we recognize and sympathize with the problems the ITU confronts in meeting that goal."

TNG's committee then invited discussions on a new mechanism to accomplish post-merger cutbacks in operational costs.

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RICK COCHRAN/Terre Haute Guild

'Newspaper Week'—Terre Haute style

Bundles of Tribune-Star newspapers, struck by three unions, pile up in shopping center parking lot, ignored by carriers. Photo-feature across top of paper in foreground promotes "Newspaper Week in Indiana." Single daily

edition of the morning Star and evening Tribune are being published under a combined Tribune-Star flag. The unions estimate that up to 20,000 copies of each day's run are being left at circulation drop points by carriers.

Kenaf, "cannabis?"—The true dope!

Beltsville, Md.—If a fast-growing, fibrous plant that sports clusters of long, pointed leaves replaces wood-pulp as the basic ingredient of newsprint, it will not mean that the newspaper industry has gone to "pot," nor anywhere near, according to a botanist with the U.S. Agriculture Dept. here.

Despite their striking similarity of appearance and the fact that parts of their scientific names also are similar, there is absolutely no relationship between kenaf and marijuana, the botanist said.



Kenaf or cannabis?

The similarity of appearance has attracted both law enforcement officers and private citizens to fields in the West and Southwest where kenaf is being grown as part of the effort to develop a substitute for wood pulp for newsprint, according to the American Newspaper Publishers' Assn. magazine, "presstime."

The similarity in the plants' scientific names has led at least one publisher—the chairman of ANPA's Newsprint Committee—to tell a meeting of the New Mexico Press Assn. that kenaf

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Guild, Mailers join Terre Haute strike

Terre Haute, Ind.—The Terre Haute Guild's new 30-member advertising unit and Typographical Union Mailers struck the Terre Haute Tribune and Star mid-day on Feb. 27, joining Teamsters-represented circulation distributors who had struck the papers six days before.

Guild members, including those in the local's established business, circulation and editorial unit as well as the advertising unit members, had been honoring the Teamsters' picket lines.

The Guild advertising unit and

the Mailers struck over company unfair labor practices the same day the Mailers received sanction to strike. Typographical Union printers, under a provision in their contract, immediately honored their sister union's picket lines. Until then most members of the two unions had been working.

Pressmen, who agreed to a new contract earlier this year, have continued to work.

TNG International Representative Harry McCormick, who is

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THE SHORT



OF IT

A NEWSPAPER still cost but a nickel a copy last year in three cities in Canada, according to an American Newspaper Publishers' Assn. survey of street-sales prices of 1,871 dailies in the United States, Canada, the Bahamas, Bermuda, Guam, Puerto Rico and the Virgin Islands. The three: the Dauphin Daily Bulletin and the Swan River Report, in Manitoba, and the Fort Frances Daily Bulletin, in Ontario. Otherwise: 698 (37.3 percent) cost 20 cents, 610 (32.6 percent) cost 25 cents and 499 (26.7 percent) cost 15 cents a copy. The Christian Science Monitor, at 40 cents, was the highest priced. . . . The ANPA has urged a commission examining the U.S. Fair Labor Standards Act to recommend retention of exemption of newspaper carriers from the minimum wage. The exemption makes legal the "little merchant" system used at least in part by 93 percent of the dailies in the U.S. and Canada, ANPA said, and pointed to "intangible" benefits to carriers as well as the money carriers can earn as justification for the system. . . . A company controlled by the Gannett chain and owned in part by U.S. Senate Majority Leader Howard Baker and Tennessee Gov. Lamar Alexander is buying the Knoxville Journal. It now is family owned and is jointly published with Scripps-Howard's Knoxville News-Sentinel.

Quote . . . close quote: "The [newspaper] chain world is a very fast paced world and an often brutal world and they can never stop growing by their nature. Twenty years ago, 31 percent of all newspapers were owned by chains, in 1970, 50 percent were in chains. In 1980, 68 percent were in chains. At this rate, the last independently owned newspaper will vanish in about 12 years." . . . Dan Neuharth, visiting professor of journalism at the University of Florida, and son of Allen H. Neuharth, chairman and president of the Gannett chain, during a debate Feb. 20 at the university. . . . "Some of the worst newspapers in the U.S. are published by chains, but they also publish some of the very best. And you can say the same thing about independently owned newspapers." . . . Allen H. Neuharth of Gannett, on the other side in that debate. . . . Dan Neuharth, a former reporter, is writing a book on newspaper group ownership. He said the quality and quantity of local news tends to decline under chain ownership because bigger profits rather than better newspapers are chains' aim. Allen Neuharth said bigger profits can mean better newspapers and generous endowments to journalism schools. The two debated in the Gannett Auditorium next door to the Neuharth Library.

Among ourselves: Richard P. Cunningham, former ombudsman, reporter, copy editor and assistant editor with the Minneapolis Tribune and member of the Twin Cities Guild, is the new associate director of the National News Council. . . . Timothy S. Robinson has left his reporting job at the Washington Post—and the chair of the Washington-Baltimore Guild unit at the paper—to become editor of the National Law Review. . . . Marc Zwelling, former president of the Toronto (now Southern Ontario) Guild, is a consulting associate with the Niagara Institute, Niagara-on-the-Lake, Ont., a nonprofit leadership development center working with business, government and labor on planning for change. . . . Don Whitehead, former associated Press reporter who won two Pulitzer prizes for coverage of the Korean War, has died at the age of 72. He was a former member of the Washington-Baltimore and the Wire Service Guilds. . . . Loel Schrader is moving from sports reporter and columnist at the Long Beach Independent and Press-Telegram to the St. Paul Pioneer Press and Dispatch, where he will be executive sports editor. He is a former leader of the Twin Cities Guild and a former TNG International Representative. . . . William F. Miller, reporter with the Cleveland Plain Dealer, Cleveland Guild leader and former TNG International Representative, has an exhibition of 27 photographic studies of the Japanese people at the Fine Arts Assn. in Willoughby, Ohio, through most of March.



From out of the past: Walter Cronkite, who retired March 6 after nearly 20 years as anchor of the CBS Evening News, was a reporter for United Press in Kansas City, Mo., in 1941 when (second from left above) he presided over a meeting in Columbus of leaders of UP Guild units from seven cities that recommended a strike unless the wire service's management improved its contract offer. To the left of Cronkite is Murray Brown, now UPI travel editor. Second from right is John Martinco, now day cables editor with UPI in New York. In a "Newswatch" feature marking Cronkite's retirement in Time magazine's March 9 issue, Thomas Griffith quoted Cronkite as criticizing the high salaries of television news anchor persons compared to those of "print journalists who, for heaven sakes, are as good or vastly better."

"Compared to rock-'n-roll singers, we ought to make more than we make. Compared to teachers and newspaper journalists, we're vastly overpaid," Cronkite told Griffith.

Merger committee reports progress, sets April meet

(Continued from Page 1)

The ITU agreed last spring to "continue to reduce annual expenses and overhead" and to have "\$1 million in cost reductions in place or in progress, in aggregate, prior to the date of merger."

It said it would be achieved through reductions in staff, printing, maintenance, utilities "and any other area where cost-cutting is deemed feasible without seriously impairing essential services."

The pledges were made after it was determined that a previously agreed to general fund financing formula probably would not stand up under changes that had occurred since, principally mounting costs and a decline in the ITU's working membership.

In addition to the ITU's "transition fund" proposal, TNG's committee reported that the April meeting's agenda also should contain "all of the remaining unresolved issues" in the talks, including:

The new union's defense fund, benefit structure and off-sets, min-

imum local dues, the base on which dues would be paid, initiation fees, assessments, picket line policies, retention of membership, secret ballot and small local representation.

Also, strike sanction, some aspects of the officer structure, such as succession provisions and international governing board elections, a name for the new union and terms of office for members of the international governing board.

The ITU committee has proposed deferring final solution of unresolved issues to the founding convention of the new union, which it proposes be held before July 1, 1982, the Guild committee noted.

TNG's committee, responding to a submission by the ITU committee, said it shares "a determination to achieve a merger" and though "a full merger document has eluded us so far, our efforts should not be abandoned" to achieve one.

"Many problems have been solved," TNG's committee said, "many remain to be solved and

we in the Guild are willing to continue the search for solutions."

It called the ITU's "transition fund" proposal "a positive approach . . . gratifying and significant."

TNG committee members present for the meeting here were:

International Chairperson Harry S. Culver, President Charles A. Perlik, Jr., Secretary-Treasurer Charles Dale, Vice Presidents John M. Lowe and John B. Mitchell, Director of Field Operations J. William Blatz, Canadian Director William H. McLeman.

Also, Robert A. Steinke of St. Louis, Robert E. Bruner of Pacific Northwest, Paul MacClenan of Buffalo, Fred Fletcher of San Francisco-Oakland and Linda Zink of Los Angeles. Unable to attend because of the demand of business in his home local was Edwin Egan, executive vice president of the New York Guild, which is in the midst of bargaining for new contracts at the New York Times, the Daily News and the Post.

Toronto Star buys 9 weeklies, Guild urges government probe

Toronto — Metrospan Printing & Publishing Co., a subsidiary of Toronto Star Newspapers Ltd. and publisher of nine weekly suburban newspapers has purchased for \$13.5 million the competing Inland Publishing Co. and its 15 suburban weekly and semi-weekly newspapers.

The Southern Ontario Guild since December has been seeking initial contracts covering editorial department employees at two of the former Inland papers—the Burlington Post and Oshawa This Week.

SONG Executive Secretary John Bryant said the takeover of Inland by its former rival in the community newspaper field shows that "there can be absolutely no doubt that Canadian newspaper owners are going to continue to reduce the number of voices heard in the mass media and cut down on job opportunities, if they are allowed to do so."

The Guild called for the Kent Commission, as part of its investigation into newspaper concentration in Canada, to hold a special hearing on the takeover of the Inland chain.

The Metro Toronto Labour Council also called on the commission to hold a special hearing.

New AFL-CIO unit on mergers formed

Bal Harbour, Fla.—The AFL-CIO Executive Council has established a special committee "to develop procedures and mechanisms to encourage voluntary consolidation and merger" of unions "along coherent craft and/or industrial . . . lines."

Named to chair the unit during the council's winter meeting in late February was Murray H. Finley, president of the Amalgamated Clothing and Textile Workers, itself the product of merger.

The commission had not officially responded to the requests March 10, but members of the panel, including its chairman Thomas Kent, said the takeover was something the commission should "take a look at."

Beland Honderich, chairman of the Torstar Corp.—parent company of Toronto Star Newspapers and Metrospan—in testimony before the Kent Commission several weeks before the

Inland purchase had called for amendments in anticommon law "to place the onus on companies to show mergers . . . above a certain size would benefit Canada."

Following acquisition of the Inland chain, Honderich said there were "no present plans" to shut down any of the papers.

Inland Publishing Co. was owned by the Bassett family, which once owned the old Toronto Telegram.

TECHNOLOGY, NOT MERGER

20 printers ordered reinstated in Victoria

Victoria—An arbitrator has ordered Thomson's Victoria Times-Colonist to reinstate 20 of 24 composing room employees dismissed Sept. 1 when the Daily Colonist and Victoria Times were merged to form one paper.

Hugh G. Ladner, upholding the Typographical Union's argument that no more than four jobs were eliminated as a result of the merger of the papers, ruled that the other 20 employees were protected by a provision in the local's contract guaranteeing that no employee will be dismissed because of technological change.

Before the merger there had been an excess number of composing room employees who were protected from dismissal because work had been eliminated through technological change, Ladner noted. After the merger, however, the excess had been eliminated, he observed.

He found that the company had acted improperly in paring its composing room staff and ruled that it could eliminate only the number of jobs rendered "redundant by virtue of the merger."

The arbitrator denied the union's contention that all the dismissals were improper under the contract's technological change provisions and held that dismissals resulting from the merger were "normal layoffs" permitted under the agreement.

The parties agreed to arbitrate the propriety of the discharges after both discharged and retained composing room employees held a grievance meeting in the shop and the Times-Colonist cancelled both its Sept. 3 editions.

Twenty-nine employees in the Guild's jurisdiction also lost their jobs through the merger of the two papers that were part of the F. P. Chain until F. P. was acquired by Thomson last January.

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Joint operators pledge separate ad judgments

Washington — The Scripps-Howard and Gannett chains have told the U.S. Justice Dept. that they will amend their joint newspaper operating agreement in El Paso, Texas, to specify that each newspaper will set its own advertising acceptability standards.

Scripps-Howard, publisher of the El Paso Herald-Post, and Gannett, publisher of the Times, agreed to file the amendments after the Justice Dept. threatened to file suit to prohibit the jointly published papers from judging the acceptability of advertising content by a single set of standards.

The Justice Dept. said it views advertising acceptability standards as "editorial policy" and as such they must be determined independently by the parties to a joint operating arrangement under the Newspaper Preservation Act. The act exempts from anti-trust action price fixing, profit pooling and market splitting by newspapers given Justice Dept. approval to publish jointly while maintaining separate editorial operations.

UAW board backs return to AFL-CIO

Detroit — The United Auto Workers' executive board voted March 10 to recommend that the 1.2-million-member union reaffiliate with the AFL-CIO. It disaffiliated in 1968.

Boyd of Memphis, at 49; was longtime local leader

Memphis — Margaret Boyd, a longtime Memphis Guild activist and leader, died here Feb. 16 at the age of 49.

Chief switchboard operator for the Memphis Commercial Appeal and Press Scimitar, Boyd had been hospitalized for nearly two months before her death.

She had served as vice president and recording secretary of the Memphis Guild and last year was

A representative for the federal agency said the El Paso papers had jointly set a policy of refusing to accept advertisements in any language other than English, the Wall Street Journal reported. The amendment to the joint agreement would not prevent both papers from setting such a standard independently, however, the representative said.

Both chains also pledged to judge advertising content independently in other cities where they were party to joint operating agreements.

Gannett and Scripps-Howard publish under a joint agreement in Cincinnati, as well as El Paso, while Gannett is party to joint agreements in four other cities as Scripps-Howard is in six.

In a letter to the Justice Dept., Scripps-Howard's attorney noted that its joint agreement covering the Cincinnati papers, as well as those involving papers in Pittsburgh and Columbus, already "provide specifically that the content of advertisements and advertising matter are subject to the control of the respective editors."

Where joint agreements are silent, advertising acceptability standards "are to be established and carried out independently," the attorney said.

Gannett told the Justice Dept. that while it "believes it has been in compliance" it will amend its joint agreement covering the Honolulu Star Bulletin, as well.

named its member of the year for her contributions to the local.

A delegate to TNG's 1978 and 1979 Conventions, Boyd had been working on the committee planning this year's TNG convention that the Memphis Guild will host.

Boyd was also active in the Southern District Council of Guild locals and was serving as secretary of the Memphis chapter of the Coalition of Labor Union Women.

Memphis Guild President Faye McCracken said the local has lost "one of its hardest working members."



WILLIAM DYVINIAK/Bufallo, Guild

For service in Buffalo

New Buffalo Guild President William N. Buil, right, presents plaques to outgoing veteran local officers Paul H. MacClennan, left, and Richard J. Roth, Jr., during the local's January membership meeting. Roth was honored for serving as the local's president for an unprecedented four terms. MacClennan, stepping down from the treasurer's office, was cited for years of service to the local during which he has served as president and vice president as well as treasurer.

\$61.60 for all at York Dispatch

York, Pa.—A new three-year agreement between the York Guild and the Dispatch raises all minimums by \$61.60 a week and increases the company's weekly payment to TNG's International Pension Fund by \$14.40 per employee.

The increased payment to the pension fund, retroactive to Dec. 31, 1979, brings the company's payment to \$20 per employee per week.

The \$61.60 increase comes in four steps, with \$6.60 a week retroactive to July 1, 1979, \$27.50 retroactive to last July 1 and an-

other \$27.50 this July 1.

The across-the-board increase takes the top minimum for reporters and cartoonists to \$374 a week this July 1. The top for proofreaders and news clerks will go to \$338.26 and that for copy editors will go to \$386.28.

The settlement also calls for a special lump-sum payment of \$14.40 for each week of employment between July 1 and Dec. 31 of 1979.

It also raises the mileage reimbursement for employees who use their vehicles by 3 cents, to 20 cents a mile.

DOLLARS FOR SCRIPPS-HOWARD

Memphis dailies chain's 'good ones'

Memphis — Scripps-Howard's two Memphis dailies are among the privately held chain's "good ones," according to the company's business manager.

That assessment is backed up by a rare look at the earnings of the Memphis papers—the Commercial Appeal and Press Scimitar—taken from a 1978 report to stockholders obtained by Memphis magazine and reported in its October, 1980, issue by associate editor Kenneth Neill. The stockholders' report shows, among other things, that the two papers cleared more than \$30 million after taxes from 1972 through 1977.

The Memphis papers put "smiles on the faces of Scripps-Howard corporate executives,"

Neill said, quoting Memphis Publishing Co. business manager Joseph Williams' assertion that "we're one of the good ones."

The stockholders' report showed that the company's profit margin—before-tax profit as a percentage of revenue—averaged 21 percent over the six-year period ending in 1977.

The average after-tax profit-to-revenue margin was 11 percent over the same six-year period.

In 1977 the Memphis papers' pre-tax profit margin of 22 percent "was higher than that recorded by any public corporation based in Memphis," Neill reported.

After-tax profits in 1977 were 28 percent higher than in the preceding year, producing an

NLRB cites management consultant

Milwaukee—In what appears to be a precedent-setting step, a National Labor Relations Board regional director has issued a complaint against a management consulting firm charging it with committing unfair labor practices during a union organizing campaign.

The board issued the complaint against Modern Management Methods, Inc., a firm with a reputation for specializing in helping employers try to stave off organizing efforts by their employees.

The regional director alleged that the firm independently directed supervisory employees of a Milwaukee hospital "in a systematic anti-union campaign" including illegal promises, threats and interrogations that prevented employees from voting on union representation "in an untainted atmosphere."

A hearing before an administrative law judge has been set on the charges.

The regional director said the "uniqueness" of the complaint was its finding that the firm was responsible for the violations committed by the supervisors and not "merely an agent" for the hospital. Consultants who advise clients on labor relations policy are not normally charged with unfair labor practices, he said.

Earlier, the NLRB set aside the election in which nurses at St. Francis Hospital voted 95 to 100 against union representation.

A representative of Modern Management Methods was retained by the Bloomington (Ill.) Pantagraph during a Guild organizing drive at the paper in 1979.

The Pantagraph employees voted 53 to 90 against Guild representation in an election Dec. 14, 1979.

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 2.0-point rise in the index in January, to 260.7, up 27.4 points from January 1979, and 56.0 points from January 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 January 1978. The Urban Wage-Earners' and Clerical Workers' Index is the source.

	Index*	Percentage over	
		Same month prior year	Jan. 1979†
February, 1980	236.5	14.2	15.5
March	239.9	14.6	17.2
April	242.6	14.5	18.5
May	245.1	14.4	19.7
June	247.8	14.3	21.1
July	248.0	13.0	21.2
August	249.6	12.7	21.9
September	251.9	12.6	23.1
October	254.1	12.6	24.1
November	256.4	12.7	25.3
December	258.7	12.5	26.4
January, 1981	260.7	11.7	27.4

*1967 = 100

†Index = 204.7

Memphis dailies' six-year record

Year	Before-tax profit	% of revenue	% increase over prior year	After-tax profit	% of revenue	% increase over prior year	After-tax cumulative since 1972
1972	\$ 8,591,000	23.6	N.A.	\$4,376,000	12.0	N.A.	—
1973	8,703,000	22.3	1.3	4,553,000	11.7	4.0	\$ 8,929,000
1974	9,520,000	21.7	9.4	4,801,000	9.2	5.4	13,730,000
1975	7,935,000	17.6	-16.6	5,393,000	12.0	12.3	19,123,000
1976	9,625,000	18.9	21.3	4,858,000	9.5	-10.0	23,981,000
1977	12,145,000	22.0	26.2	6,255,000	11.3	28.8	30,236,000

Source: Memphis Magazine

NIOSH issues final report on Bay Area studies

(Continued from Page 1)

As part of its Bay Area probe into potential health hazards associated with VDT use, the NIOSH investigators surveyed both users and nonusers at the newspaper plants.

Results of the San Francisco surveys showed that complaints of frequently recurring eyestrain and sore eyes were significantly higher among VDT operators, who also registered a significantly higher number of complaints about burning eyes and sore shoulders.

Operators in Oakland reported a significantly higher number of complaints of eyestrain, sore eyes, pain or stiffness in arms or legs and swollen or painful muscles and joints.

Survey results from nonoperators in Oakland showed a significantly higher number of complaints about back pain, as well as fever or chills.

In San Francisco a high percentage both of operators and nonoperators registered complaints related to visual, muscular and emotional problems.

Survey results from both plants indicated "a greater level of emotional distress" among VDT operators, including higher incidences of anxiety, depression, confusion and anger.

In Oakland, gastrointestinal problems including gas pains, acid indigestion and tight feelings in the stomach were also reported by a significantly higher number of operators than non-operators.

Although cautioning that the survey was not conducted along "strict survey research" guidelines, and noting that VDT health and safety issues were a topic of bargaining during the time the survey was conducted, NIOSH concluded that the findings demonstrated a "greater level of emotional distress" among VDT operators "which could have potential long-term health consequences."

The level of emotional distress experienced by VDT operators "is quite likely . . . more related to the type of work activity than the use of VDTs," NIOSH said.

TNG, in commenting on the draft reports last spring, pointed out that in all likelihood they understated the extent of VDTs' health effects because a large proportion of those surveyed were reporters, who do not work on the terminals continuously. It asked NIOSH to make a breakdown of health complaints by general job categories in the final reports, but NIOSH did not do so.

Based on its Bay Area investigations plus other studies of VDTs and their operators, including several conducted in Europe, NIOSH concluded that the high percentage of operators reporting acute visual complaints demonstrated that the visual system of the VDT operator is under stress. It called the high occurrence of such complaints "evidence of a potential problem" that, "given the repeated use of the VDT over many years, may produce a cumulative trauma."

NIOSH also cited reported changes in visual function related to VDT use and said that while the reported changes have been "of a minor nature" they "illustrate the potential for chronic effects given long-term VDT use."

The investigators also pointed to other studies' reports that VDT operators performing data entry functions complained of a significantly higher number of musculature problems and fatigue.

Its recommendations for work breaks are "designed to minimize the visual and muscular problems of VDT operators," NIOSH said.

The agency noted that a 15-minute break after two hours had been found

NIOSH: VDT radiation no hazard

Cincinnati—A series of radiation tests performed on the VDTs at the San Francisco and Oakland dailies "demonstrated" that exposure to both ionizing and nonionizing radiation was "well below current occupational exposure standards, and, in many cases, below the detection capability of the survey instruments," the National Institute for Occupational Safety & Health reported.

Based on "current exposure standards and the present knowledge of the biological effects of radiation," NIOSH said it had concluded that "VDTs do not emit radiation levels that present a hazard to exposed employees." The agency said it drew its conclusion from results of the Bay Area tests as well as others it has performed.

The agency recommended, however, that metal shields be installed around the flyback transformers of terminals "where there is a significant probability of inadvertent contact" with this source of high voltage.

NIOSH said it is recommending that the shields be installed to protect maintenance workers from contact with high voltage, not because of potential radiation exposure to VDT operators.

It also noted that shielding the transformers would prevent erroneous readings such as those that have occurred at several newspapers through a "capacitive coupling phenomenon" when testing probes are placed near the transformers.

Because of the "considerable technical difficulty in performing radiation surveys of VDTs" and considering the low level of radiation found in those examined thus far, NIOSH said routine checks of VDTs for radiation are not warranted, in its opinion.

In its briefing of union and management representatives last May on findings from its investigation at Bay Area newspapers, NIOSH representatives had suggested that VDTs be tested for radiation emissions before being returned to use after servicing. Their final report did not deal with this phase of testing.

"sufficient for recovery from temporary myopia," but said current investigatory data suggest that more frequent breaks are necessary to minimize muscular and visual problems associated with highly demanding VDT work.

"While there is no research evidence that this work-rest schedule will be sufficient to deal with all of the reported problems," NIOSH recommended it be tried "before more disruptive schedules" such as job rotation are implemented.

The agency recommended that VDT "workstations" be designed with "maximum possible flexibility" so individual operators can adapt equipment to best meet their needs, rather than having to adapt themselves to the machines.

The investigators stressed that ergonomic factors—workstation design, lighting and screen legibility—were intertwined with the nature of the work performed and said their recommendations in these areas were

general ones within ranges and at levels "acceptable for most operators."

They recommended that a "human factors professional" be consulted in designing future large scale installations.

NIOSH called for keyboards and terminal screens adjustable to the individual operator's preference. Both screen height and position should be adjustable, and terminals should have brightness and contrast controls.

The center of the screen should normally be 10 to 20 degrees below the operator's eye level, with the top of the screen below eye level and the screen's bottom edge at an angle no greater than 40 degrees below eye level, NIOSH said.

The operator's viewing distance from the screen should generally be between 450 and 500 millimeters—17.7 to 19.7 inches—but equipment should be adjustable to longer or shorter viewing distances to "accommodate individual operator comfort" and facilitate proper viewing "without

adoption of unusual postures," the reports said.

The recommended dimensions "may pose special visual problems for operators wearing bifocals or . . . glasses ground for reading at 330 millimeters," the agency noted.

Incorrect viewing angle and distance can necessitate "awkward postures" and increase visual fatigue, NIOSH noted.

The investigators found the viewing angles for many operators in San Francisco and Oakland "higher than recommended," especially for "male operators of greater than median dimensions."

To avoid "musculoskeletal fatigue," caused by excessive keyboard height requiring VDT operators to keep their hands in an elevated position, the agency recommended that the "home row" keys be between 740 and 790 millimeters—29.1 to 31.1 inches—from the floor.

Keyboards should be adjustable to accommodate individual operators and workstations should be designed to provide sufficient leg clearance for all operators.

Footrests should also be made available where needed "consistent with the need for firmly planted feet," NIOSH said.

The agency suggested that keyboards be detachable "where possible," and said replacement furniture should be designed to permit keyboard and screen adjustment at the option of individual operators.

The report also called for adjustments to existing furniture to permit correct positioning of keyboards and screens "where possible."

Chairs should have adjustable seat and backrest height, as well as adjustable backrest tension.

Armrests on chairs should accommodate the need for operators to rest their wrists and forearms, the agency said, but recommended that armrests be removable or included only on the chairs of employees desiring them.

NIOSH cautioned that armrests should not interfere with keyboarding or the proper positioning of chairs in relation to keyboards.

As an alternative to armrest-equipped chairs, the reports suggested ledges at the bottom of the keyboards on which operators could place their wrists.

Noting the absence of copy holders at the Oakland and San Francisco plants, NIOSH suggested that consideration be given to supplying them. The agency said individual operators should have flexibility in positioning the copy holders near the screen.

Lighting should be at a level that permits the VDT operator to read both the characters on the screen and hard copy without "undue visual discomfort or fatigue."

Great contrast variations, unclear characters, flicker or too much light also can cause eye discomfort and fatigue, the reports said.

Noting the difficulty in making recommendations about lighting levels given varying visual needs—reading VDT screens while at the same time working with poor quality hard copy—NIOSH recommended illumination levels of between 500 and 700 lux in VDT areas.

This recommendation is "essentially a compromise," the reports said, pointing to relatively low illumination levels of between 300 and 500 lux as appearing to be best suited for VDT work, while higher levels of between 1,000 and 1,600 lux are indicated for other work, particularly work involving poor quality hard copy.

The agency also recommended that VDT operators be furnished hard copy with a sufficiently high print-to-background contrast to permit comfortable reading at the 500-to-700 lux-lighting level.

Where lighting levels greater than 700 lux are needed, the reports recommend that auxiliary lighting be furnished for individual workstations rather than increasing overall room lighting.

Care should be exercised that auxiliary lighting does not become a source of glare, however, the agency warned.

Eliminating highly reflective surfaces in work areas, such as white or shiny desk tops, can also cut down on visual discomfort and fatigue.

The report warned, however, that "exclusive use of dark colors" to limit reflection "may have a negative emotional impact on employees."

Another source of visual discomfort or fatigue was identified as excessive contrasts between materials being read and background sources of high luminance. These contrasts can lead to difficulty in reading the screen "due

to repeated need for light/dark adaptation," the agency said.

Maximum luminance ratios within an operator's field of vision should be no more than one-to-ten, NIOSH recommended.

Contrast luminance ratios found at the Bay Area newspapers ranged from one-to-two, to one-to-sixty, the agency reported.

It said lighting levels in most workstations at the papers were within the 500 to 700 lux range, but reported that levels as low as 430 lux and as high as 1,200 lux were measured.

Glare from windows and lighting was found in more than 80 percent of the VDT workstations surveyed at the San Francisco plant and in more than 70 percent of those inspected at Oakland, the inspectors reported.

Most "discomfort glare" can be eliminated by taking one or more of the following steps, the agency said:

- ✓ Using drapes, shades or blinds on windows exposed to direct or reflected sunlight.

- ✓ Recessing direct lighting fixtures and installing baffles or special covers to direct light downward rather than permitting it to diffuse.

- ✓ Positioning terminals in relation to windows and overhead lighting so windows are not directly in front of the operator and light is not reflected on the terminal's screen.

Attempts to reduce glare from overhead lights may meet with "only limited success in most large offices because of the sheer number of such lights," the reports said, but emphasized that positioning terminals can effectively reduce glare from windows.

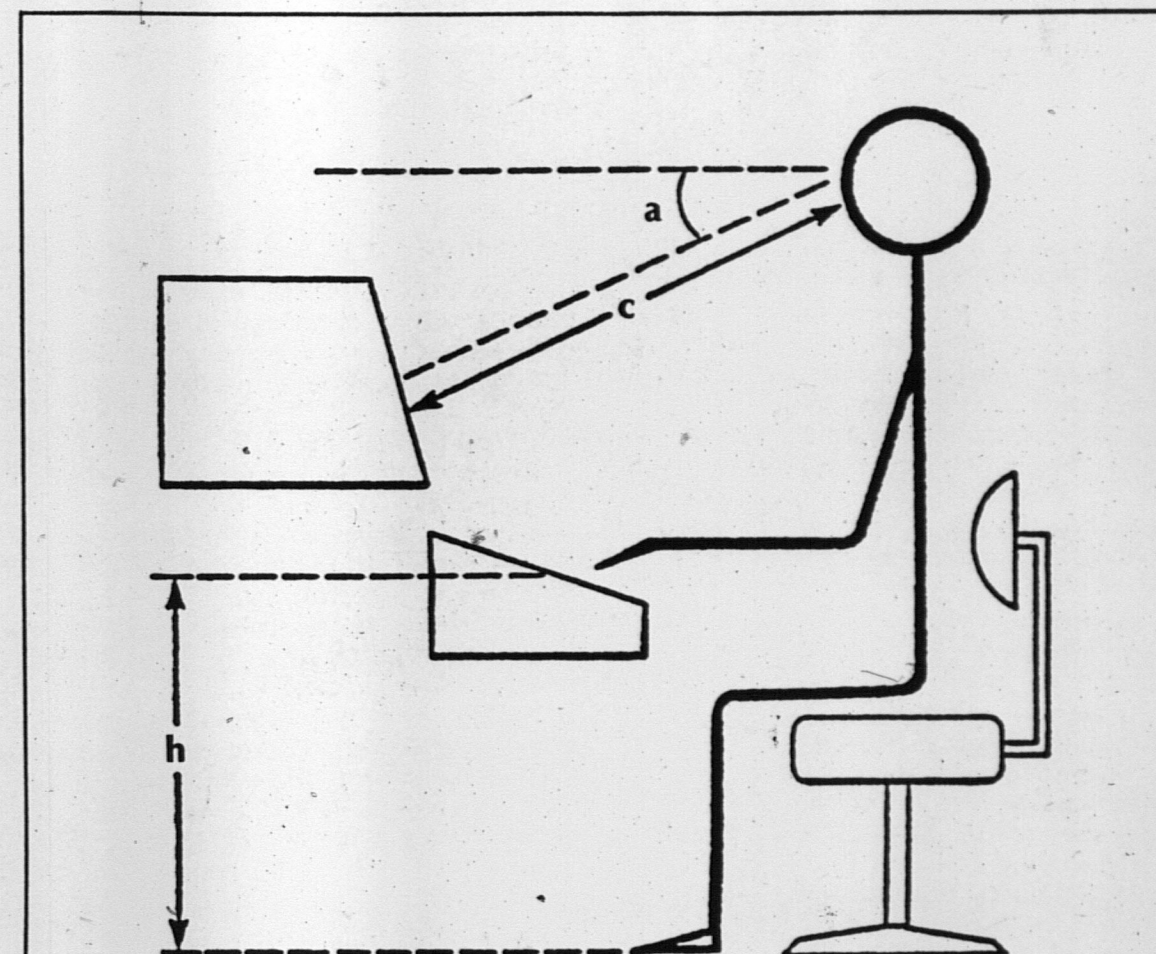
- ✓ Installing hoods over VDT screens.

- ✓ Installing anti-glare filters on terminal screens.

- ✓ Properly installing indirect lighting systems.

Glare reflected on terminal screens can seriously impair legibility, increase operator visual fatigue and contribute to poor posture by causing operators to shift position in an attempt to read obscured characters, the reports noted.

The agency also pointed out that display legibility can be affected by poor character-image quality and flicker rate. It said no jitter or flicker was reported by operators during the investigation and none was visually detected on screens examined, but noted that "perceptibility of flickers



NIOSH'S ILLUSTRATION OF 'CRITICAL WORKSTATION DIMENSIONS'

"a" is the viewing angle from horizontal (NIOSH recommends 10 to 20 degrees); "c" is the viewing distance (NIOSH recommends 450 to 500 millimeters); "h" is the height of the keyboard measured from the floor to the keyboard's home row (NIOSH recommends 740 to 790 millimeters).

varies with illumination, screen luminance . . . as well as operator sensitivity characteristics."

Some blurred characters were observed at screen edges, the reports said.

Given the "mounting anecdotal evidence" of vision problems associated with VDT use and the scarcity of research in the area, the agency recommended "that at the very least" employees should have a vision examination before beginning to work on a terminal.

It also recommended that operators experiencing symptoms of vision difficulties be given appropriate medical care and that a general vision examination be repeated for all operators periodically.

Other investigations now underway by NIOSH and others should help clarify what effects VDT use has on vision and help determine how frequently examinations should be repeated, the reports noted.

Vision testing programs recommended by the National Society for

the Prevention of Blindness and the American Optometric Association "are a logical basis for vision testing requirements for VDT operators," the agency said. It listed a dozen minimum standards promulgated by the AOA and a list of primary visual skills the Blindness Society recommends be tested.

The proposed vision testing program "is primarily for the purpose of ensuring that operators have the appropriate corrected vision" to work on the terminals, NIOSH said. It noted that some individuals may need different corrective lenses for VDT work than for daily activities such as reading or driving.

"Determinations of the proper corrected vision have to be made with the viewing requirements of the job tasks in mind," the report said.

NIOSH investigators also tested VDT work areas at the plants for airborne chemical contaminants. They said they found no indication that VDT operators experienced any hazardous chemical exposure.

Reagan's team fires NIOSH director

Washington—The Reagan administration has fired Dr. Anthony Robbins as director of the National Institute for Occupational Safety & Health, the federal agency responsible for research into problems of workplace safety and health. He had served just over two years of a statutory six-year term.

It was under his administration that NIOSH launched studies into the possibilities of health hazards in the use of video display terminals and cathode ray tubes, including a study of the machines' effects on vision now underway at the Baltimore Sunpapers and the studies at the San Francisco Bay Area newspapers that produced the recommendations recently released and reported in this issue of the Guild Reporter.

Health and Human Services Secretary Richard S. Schweiker, in a two-sentence statement issued through his press office, called Robbins' "departure" as head of NIOSH in "the public interest." [Schweiker is the former Pennsylvania senator who last year introduced a bill to seriously curb the

Occupational Safety & Health Administration.]

Robbins firing came within days of publication of a four-page article attacking him as a "social activist" with a "radical antibusiness posture" in Washington Watch, monthly newsletter of the U.S. Chamber of Commerce's Regulatory Action Network.

In contrast, TNG President Charles A. Perlik, Jr., in a letter to Robbins after his firing, expressed TNG's appreciation for "all your efforts on behalf of workplace safety," particularly for NIOSH under Robbins beginning to "delve actively into the health and safety problems that VDTs pose for millions of workers" in other industries, as well as newspapers.

[In an address to TNG's 1980 Convention on NIOSH's research into VDT safety, Robbins said that "from what is going on in Europe and what we have learned here, there is every reason to believe that the manufacturers of terminals and the employers are able to make the kinds of adjustments that will adequately protect the

workers" who use VDTs and CRTs.]

"While we are not as familiar with other occupational-health areas . . . we know that millions of others have benefited from investigative programs initiated under your leadership," Perlik wrote Robbins.

The March 4 firing was followed by notice that Robbins' commission as an assistant surgeon general in the Public Health Service also is being terminated, an action a health service official called almost without precedent, except for gross misconduct.

One of Robbins' supporters in Congress, Rep. David Obey (D-Wis.) told the Washington Star that "one can only surmise that his firing was made in hopes of finding a director whose scientific findings will be more acceptable" to business.

Obey also pointed out that a six-year term had been established by Congress for NIOSH's director "to ensure that the institute director was selected and allowed to serve based on scientific qualifications rather than partisan politics."

The Washington Watch article, by the publication's editor, accused Robbins of improperly turning NIOSH into an enforcement arm of OSHA, which is under the Labor Dept. while NIOSH is under the Health and Human Services Dept.

It charged that Robbins, OSHA Administrator Eula Bingham and Robbins' deputy, John Froines, were "closely aligned with militant labor unions and environmental groups" and that they "seemed to regard their agencies as weapons in a class war against the private enterprise system."

"Ironically," the article said, "Robbins and Froines draw their political support from the same unions that orchestrated the smear campaign against . . . Schweiker last year when the senator introduced a bill to curb OSHA's power," pointing out that Robbins and Froines now are "his employees."

Robbins told the Washington Post that the Chamber of Commerce article is an "entirely scurrilous" collection of untruths.

Guild bargaining program calls for VDT safeguards

Washington—Following is a summary of the VDT-related provisions included in TNG's Collective Bargaining Program. The program calls for:

Rest breaks of 15 minutes after one hour of continuous VDT work or a break of 30 minutes after two hours of continuous work on a terminal.

The final half-hour of a work shift free of VDT work for employees who operated terminals for the two preceding hours.

A study of lighting levels, quality and placement to be conducted by a lighting expert before VDTs are installed or as soon as possible thereafter.

Implementation of the expert's lighting recommendations consistent with employees' desires and comfort and no subsequent change in lighting conditions without Guild consent.

Detachable keyboards, tiltable screens, optimal phosphor colors and brightness controls.

Adjustable chairs, desks and/or footrests.

Consultation with the Guild on equipment design with no installation until agreement is reached.

Ophthalmological examinations for all employees using VDTs before beginning to work on VDTs and periodically thereafter.

Company-payment for eyeglasses or contact lenses required for VDT work.

Periodic tests for VDT radiation emissions.

Methodology and results of radiation and ophthalmological tests to be furnished the Guild.

Regular monitoring of equipment to assure continual conformance with government standards.

Periodic inspection and maintenance of equipment to assure adequate clarity and focus.

Protection against employer-imposed speed and accuracy standards for using new equipment.

Locals are required to include all provisions of the bargaining program in contract proposals.



DR. ANTHONY ROBBINS
Speaking at TNG's 1980 Convention

Cannabis look-alike draws crowd

(Continued from Page 1)
"is related to marijuana," "presstime" reported.

That publisher, Donald N. Soldwedel of the Yuma (Ariz.) Daily Sun, joked that if kenaf proves a successful newsprint base it "could mean . . . we won't have to worry about recycling problems any more . . . people can use it to roll their own . . . and smoke it," "presstime" reported.

The magazine itself identified kenaf as a "kin" [member of the family] of marijuana in the cutline under a picture of one strain of kenaf (at right).

It's just not true, however, said C. R. Gunn, botanist at the Agriculture Dept.'s experimental station here, and Mahendra S. Bhangoo, director of a kenaf growing project at California State University-Fresno.

Kenaf (*Hibiscus cannabinus*) is a member of the same family of plants as okra and cotton. Hibiscus is its family name. Cannabinus is its species identification and means simply that it "looks like" a member of the cannabis family, Gunn explained.

Marijuana (*Cannabis sativa*) is a member of the same botanical family as hemp, cultivated for making ropes. Cannabis is its family name. Sativa is its species. Not all species of cannabis possess psychoactive properties, according to the botanists, and a researcher at the National Institute on Drug Abuse.

Kenaf growers have gotten used to several plants disappearing from almost all kenaf fields, Gunn said, adding: "We don't get upset. But the people who smoke it must be disappointed."



KENAF—HIBISCUS CANNABINUS

"Cannabinus" means it looks like hemp. Others in the "hibiscus" family include okra, cotton.



MARIJUANA—CANNABIS SATIVA

"Cannabis" is its family name; hemp's too.

Council examines video newspapers

Providence—The New England District Council of Guild locals, meeting here Feb. 28 and March 1, re-elected its officers and hosted a seminar on "electronic newspapers," conducted by Ellis T. Baker, TNG's Administrative Operations Director.

Delegates to the council re-elected Dianne Martino president, Gerald Maraghy vice president and Frank Prosnitz secretary-treasurer.

The council also endorsed the International Executive Board's call for reversal of actions by the government of South Africa against that nation's two leading black newspapers and the union of black newspaper workers, the Media Workers' Assn. of South Africa.

The IEB's call for boycotts of Perdue and Sanderson Farms' chickens was also endorsed.

Meeting in conjunction with the district council, the executive board of the New England Servicing-Organizing Program confirmed Gerald Maraghy as director of the program and re-elected John F. Fletcher of Boston as the board's chairperson and Elwood B. Bigelow of Portland, secretary.

Maraghy had been on a year's trial period as the program's director. He replaced Robert E. Bruner who resigned when he became executive secretary of the Pacific Northwest Guild last year. During the meeting the program repaid \$5,500 in loans it had received from the Boston, Manchester and Portland Guilds to help pay additional costs incurred while Bruner was training Maraghy.

Four more dailies join CompuServe network

Columbus, Ohio—Four daily newspapers — the Washington Post, the New York Times and the Norfolk Virginian-Pilot and Ledger Star — reportedly have joined the Columbus Dispatch and Associated Press in the CompuServe "electronic newspaper" network, headquartered here.

At the same time, Knight-Ridder has extended its two-way Viewtron electronic newspaper experiment by seven months, to 13, and the Canadian government has agreed to supply that nation's Telidon system \$27.5 million in development funds, while Time Inc. and the Times Mirror Co. have chosen Telidon for field trials involving cable television systems. The Time experiment will involve its Washington Star and magazines.

In announcing its going "on line" in the CompuServe system, the Washington Post said that by the end of 1981 eight additional newspapers are expected to join the service.

Other newspapers that earlier had been identified as planning to participate in CompuServe include the St. Louis Post-Dispatch, Minneapolis Star and Tribune, San Francisco Chronicle, Atlanta Journal and Constitution and the Los Angeles Times.

Chronicle management at the end of January posted notice of a "temporary, experimental" job opening for a "copy editor for [the] AP CompuServe home information experiment," noting that it would require "concentrated VDT work, night shifts, weekends" and an "aptitude for telecommunications."

The Washington Post said that "a separate staff" of editors was sending 60 to 70 stories from the next day's paper to CompuServe each night.

Participants in the second phase of the Knight-Ridder-AT&T Viewtron experiment will have special adapters attached to their conventional television sets. First-phase participants were provided separate, specially designed television receivers and computer terminals, plus separate telephone lines. Second-phase participants will receive the service over their home's existing phone lines. None of the Viewtron participants is charged for the service.

TNG seeks local's rights data

Washington—Locals have been asked to forward data to TNG to enable it to comply with convention directives for reports to this year's convention on the representation of women and minorities in Guild bargaining units, on local staffs and among officers of locals and district councils.

TNG Human Rights Co-ordinator Hannah Jo Rayl, in a letter to local officers Feb. 9, reminded them that the convention directed all locals to send TNG payroll information for their staffs detailing age, race, sex, classification

and hiring dates.

That same directive calls on locals and district councils to inform TNG of the representation of women and minorities among their officers.

The convention also called on locals to send TNG payroll information for bargaining units that, if possible, includes age, race, sex, national origin, date of hire and job classification of each employee.

The information is necessary "to determine the extent and pattern of any discrimination" with-

in bargaining units the convention said.

Any information unavailable because of legal restrictions is exempted from reporting.

Rayl also reminded locals that TNG's Constitution requires all locals to have a standing human rights committee.



New York president lauds Post decision coverage

NEW YORK, N.Y.

Editor:

Your coverage of the National Labor Relations Board decision in the Washington Post case [Guild Reporter, Feb. 13], together with the coverage in the Washington-Baltimore local's paper, Guild Forum [Jan. 31], performs an invaluable service to locals now under the unit-clarification gun, or locals that sense they may soon be.

A board decision of almost 200 pages is a lot even for an experienced Guild member to read and absorb. But the clear excerpting and summarizing done by the two papers makes it possible for Guild members to get a clear idea of what the decision means to their local.

This kind of rapid passing-along of information is a real strength in the Guild. Both editors are to be congratulated on

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.

the quality of their work.

The Washington-Baltimore local says that it augmented the press run on the January issue and is willing to send copies to locals that request them. The editor, Ray Dick, says that interested locals may request copies from Guild Forum, 1025 15th Street NW, Washington, D.C. 20005.

BETSY WADE
President

New York Guild

Editor's note: For the Guild Reporter, the decision was read, absorbed, summarized and pertinently excerpted by Barbara E. Nelson, assistant editor.

Guild, Mailers join strike by drivers in Terre Haute

(Continued from Page 1)

assisting the local, said progress had been made toward agreement on a contract covering the advertising employees and most non-economic issues had been resolved by March 6 when the company announced that it had hired permanent replacements in all Guild-covered departments, replacing about half the local's members.

The three unions, who have been co-ordinating their bargaining, agreed that none will return to work until all have settled their disputes.

The company has continued to publish a combined Tribune and Star. It has dropped its Sunday paper, publishing a Saturday "weekend" edition instead.

It is trying to distribute the paper to subscribers through the

mail. A Guild representative estimated that 15,000 to 20,000 papers were not being delivered. The Star and Tribune had a combined daily circulation of about 47,000 before the strike.

Many major advertisers have withdrawn their ads in response to an advertising boycott being conducted by the unions, the Guild representative reported.

The company was using college students from nearby Indiana State University to perform struck work. As many as 30 students were working throughout the plant.

The Guild won representation rights for the advertising department in an NLRB-conducted election last April 15. Its contract covering more than 100 employees in the business office, circulation and editorial departments runs through Aug. 15.

Car rent discount availability is told

Washington — Discounts on rental of Avis cars are available to Guild members through an agreement between the AFL-CIO and the company, TNG Secretary-Treasurer Charles Dale has notified locals.

On request, TNG will furnish locals special Avis identification cards for members that will entitle them to discounts of from 10 to 30 percent off regular time and mileage rates.

The 30 percent discount applies on cars rented in Canada and the United States, except in Florida and Hawaii where the discounts are 20 and 10 percent respectively. The 20 percent discount also applies in Puerto Rico.

Members interested in the discount cards should ask their local to contact TNG. There is no charge for the cards to the local, the member or TNG.



SONG scholarships

Linda Kelly and Barry Raison congratulate one another on each of them receiving one of the two \$250 scholarships awarded annually by the Southern Ontario Guild to outstanding first-year journalism students at Durham College in Oshawa. Winners of the local's A. O. Tate Memorial Awards, also for \$250 each, were from the Ryerson Polytechnical Institute in Toronto.

Woonsocket key up \$75

Woonsocket, R.I. — The top minimum for reporters and outside advertising solicitors is raised by \$75, to \$385.30 a week, in a three-year contract between the Woonsocket Guild and the Call retroactive to Jan. 1, 1980.

The \$75 increase comes in three \$25 increments on Jan. 1 of each year of the agreement.

The mileage reimbursement rate is raised by 8 cents over the contract term, to 26 cents per mile. Three cents of the increase comes on July 1, 1980, 2 cents on July 1, 1981 and the remaining 3 cents on July 1, 1982.

A personal holiday is added beginning July 1, 1980, bringing the total number of holidays under the contract to nine.

Other increases and resulting new minimums include:

Ad takers, proofreaders—Up by \$56.78, to \$296.88 a week, in increments of \$19.21, \$18.15 and \$19.42.

Advertising clerks—Up by \$51.84, to \$271.04 a week, in increments of \$17.54, \$16.57 and \$17.73.

Night janitors—Up by \$42.52, to \$222.32 a week, in increments of \$14.38, \$13.60 and \$14.54.

Average up \$8 in two months

Washington — Average reporter top minimum in effect at daily newspapers in the United States, Canada and Puerto Rico on Feb. 1 was \$426.25 a week, \$8.08 more than two months before, according to TNG's Collective Bargaining Dept.

The \$8.08 increase is the largest for any two month period since TNG began keeping track on a bi-monthly basis, according to Yetta Riesel, TNG research associate.

The \$426.85 also is \$33.79 greater than it was on Feb. 1 last year.

Xmas turkeys held practice

Washington—The National Labor Relations Board has ordered an employer to reimburse its employees for the value of turkeys they were deprived of during the last three Christmas seasons and to reinstitute the long-standing practice of distributing turkeys to all employees each Christmas.

Although an arbitrator had ruled that a "zipper" clause in the contract between the employer and a Machinists local relieved the employer of the obligation to bargain over the change in the terms of employment, the NLRB disagreed. It said the union's right to bargain about the change "is a right given by statute and not necessarily one obtained by contract."

The board held that the company violated the National Labor Relations Act when it unilaterally discontinued the practice of giving employees a Christmas turkey.

Local protests court's holding up decisions

San Francisco—The San Francisco-Oakland Guild's executive committee has registered a protest with the U.S. Circuit Court of Appeals over its new policy of holding up release of rulings and decisions until they have been processed through a Minnesota publishing firm.

The executive committee's message to the chief justice for the Ninth Circuit Court of Appeals urged the court "to reconsider this action which, while it may serve the administrative needs of the court, ill serves the needs and the rights of the public."

SFONG's executive secretary, Doug Cuthbertson, writing on behalf of the executive committee, noted that the local represents "more than 1,300 newspaper employees, a large number of them reporters and editors, and we are

mindful of our responsibility to fight to preserve our members' right of access to public documents such as your decisions, and of the public's right to know what its courts and other government agencies are doing.

"The administrative changes now in effect significantly reduce the vital access that we must have, in order to serve the public's right to know and inevitably they contribute to further suspicion and mistrust of government, including the courts, by the media and by the public."

The new method of having all future rulings released only after they have been published by a private firm in Minnesota is expected to result in delays of several months between the time a decision is reached and the time it is made public.

EEOC dismisses bias charge; holds local did the 'opposite'

San Francisco — The Equal Employment Opportunity Commission's regional director here has dismissed a charge by a former telephone operator and receptionist at the Chronicle and Examiner that the Guild failed to represent her in grievances because she is black.

"Indeed, an objective evaluation . . . suggests precisely the opposite conclusion," the EEOC's Frank A. Quinn wrote in a "determination" of the validity of charges against both the Guild and the papers. The determination was issued Dec. 30 on

charges brought more than seven years before.

"The record shows that on numerous occasions the Guild met with the company to represent [the] charging party after she had received employer warning notices and on many other matters related to her disputes with supervision," Quinn wrote, cataloguing several Guild grievances on her behalf from her hiring in 1968 through her discharge in 1976.

Quinn also dismissed the woman's charge that she had been unfairly disciplined and finally fired because of her race or in retaliation for her having filed discrimination charges.

At the same time, however, he found "reasonable cause . . . to believe" that the San Francisco Newspaper Printing Co. had violated federal law by denying the woman promotional opportunities and by harassing her and other blacks because of their race. He called for the company and the woman to attempt to resolve their differences through conciliation.

Copy persons average \$200 a week

AVERAGE of the top and "flat" minimums for copy and office persons in 97 Guild contracts with daily and Sunday newspapers in the United States, Canada and Puerto Rico on Feb. 1 was \$200.01 a week, according to a compilation by TNG's Collective Bargaining Dept.

Average for the eight Canadian contracts was \$223.50 a week, for the 86 U.S. contracts it was \$198.80 and for the three contracts in Puerto Rico, it was \$172 a week.

Experience necessary for the top minimum is one year or less in 37 of the contracts, while in 14 of them there is a "flat" minimum, i.e. there is no progression schedule, all in the job are entitled to the same minimum rate.

Herewith is the table of top minimums for copy and office persons in the 97 contracts as of Feb. 1:

	Minimum—After		
Wilkes-Barre Sunday Independent	\$302.85—1 yr.	Montreal Gazette	196.00—6 mo.
Victoria Times-Colonist	266.99—flat	Buffalo News	193.73—1 yr.
Vancouver Sun and Province	266.74—1½ yrs.	Toronto Globe & Mail (circulation)	193.65—1 yr.
Honolulu Advertiser	263.63—2½ yrs.	Washington Star	192.22—2 yrs.
Honolulu Star-Bulletin	263.63—2½ yrs.	Cincinnati and Kentucky Post	192.14—2 yrs.
Richmond-Berkeley Independent & Gazette	258.30—1½ yrs.	Memphis Commercial Appeal and Press-Scimitar	191.55—2 yrs.
Sacramento Bee	255.11—3 yrs.	Toronto Globe & Mail (editorial)	189.95—1 yr.
Stockton Record	254.79—2 yrs.	York Daily Record	189.50—3 yrs.
San Mateo Times	253.30—2 yrs.	Portland Press Herald, Evening Express and Sunday Telegram	188.58—flat
Santa Rosa Press Democrat	253.30—2 yrs.	Brockton Enterprise & Times	187.90—flat
New Westminster Columbian	252.72—1 yr.	San Juan Star	186.00—4 yrs.
Cleveland Plain Dealer	241.28—1 yr.	Pottstown Mercury	185.24—1 yr.
Fresno Bee	240.76—16 mo.	Denver Rocky Mountain News	185.00—1 yr.
Detroit News	238.65—1 yr.	Peoria Journal Star	185.00—2 yrs.
Oakland Tribune	238.65—16 mo.	Pittsburgh Post-Gazette	183.00—1 yr.
San Francisco Chronicle and Examiner	238.65—16 mo.	Akron Beacon Journal	183.00—2 yrs.
Seattle Post-Intelligencer	237.75—2 yrs.	Minneapolis Star and Tribune	177.00—6 mo.
Seattle Times	237.75—2 yrs.	Woodbridge News Tribune	175.14—2 yrs.
Manchester Union Leader & Sunday News	235.30—1 yr.	Pueblo Star-Journal and Chieftain	175.05—1 yr.
New York Times	233.30—1 yr.	St. Louis Globe-Democrat	173.55—1 yr.
Chester Delaware County Times	233.30—3 yrs.	St. Louis Post-Dispatch	173.55—1 yr.
Sacramento Union	228.56—1½ yrs.	San Juan: El Mundo	173.00—3 yrs.
Hawaii Newspaper Agency	227.26—6 mo.	New York Post	169.16—6 mo.
Waukegan News-Sun	227.10—flat	Duluth Herald and News Tribune	166.00—1 yr.
San Diego Union and Tribune	226.48—2 yrs.	Vallejo Times-Herald	164.86—1½ yrs.
Lynn Item	225.47—flat	Pawtucket Times	164.78—1 yr.
Toronto Star	225.36—1 yr.	Allentown Morning Call	164.50—2 yrs.
Denver Post	222.00—3½ yrs.	Yakima Herald-Republic	164.50—2 yrs.
Long Beach Independent and Press-Telegram	221.18—flat	San Antonio Light	164.42—2 yrs.
Modesto Bee	221.00—16 mo.	Kingston Daily Freeman	164.26—1 yr.
Philadelphia Inquirer and News	219.87—3 yrs.	Lowell Sun	162.51—1 yr.
Tacoma News-Tribune & Ledger	219.60—1 yr.	Chattanooga Times	162.23—2 yrs.
Washington Post	219.25—1½ yrs.	Terre Haute Tribune and Star	160.00—3 yrs.
Toledo Blade	218.91—1 yr.	Youngstown Vindicator	159.00—2 yrs.
Boston Herald American	218.50—2 yrs.	San Juan: El Vocero	157.00—2 yrs.
Cleveland Press	214.84—1 yr.	Albany Times-Union and Knickerbocker News	155.90—2 yrs.
Monterey Peninsula Herald	214.00—1 yr.	Indianapolis Star	149.90—flat
Ottawa Citizen	213.80—flat	Battle Creek Enquirer & News	143.00—2 yrs.
Baltimore Sun and Evening Sun	212.00—2 yrs.	Tonawanda News	142.00—flat
New York News	211.48—2 yrs.	Sioux City Journal	138.45—1 yr.
Chicago Sun-Times	210.17—1 yr.	Salem News	136.50—flat
Rockford Register Star	210.06—2 yrs.	Waterbury Republican and American	135.00—flat
Detroit Free Press	209.06—2 yrs.	Knoxville News-Sentinel	135.00—2 yrs.
Wilkes-Barre Times-Leader	205.40—1 yr.	Norfolk Virginian-Pilot	134.00—flat
Hill River Herald-News	201.61—flat	Utica Observer-Dispatch and Press	127.50—flat
Gary Post-Tribune	201.07—1 yr.	Columbus Citizen-Journal	123.00—1 yr.
St. Paul Dispatch and Pioneer Press	200.58—1 yr.		
Providence Journal and Bulletin	199.50—2 yrs.		
Buffalo Courier-Express	198.56—1 yr.		
Jersey City: Jersey Journal	197.91—1 yr.		
Brantford Expositor	196.66—1 yr.		

¹ Applies to persons hired before 1/1/79. Minimum unresolved for those hired thereafter.

² Strike in progress.

³ Applies to hires after 6/9/78.

⁴ Federal minimum wage since Jan. 1 has been \$3.35, producing \$134 a week for 40-hour week at Citizen-Journal; \$125.63 for 37½-hour week at the Observer-Dispatch.

LOCAL ELECTIONS

Pawtucket

Ed Gaulin, president; Julie Dalton, 1st vice president; Bob Litchfield, 2nd vice president; Mike Scandura, treasurer; Craig Cotton, corresponding secretary; Denise Perreault, recording secretary.

Toledo

Sid Goldberg, president; Howard Burkhardt, vice president; Robert Speck, secretary; Robert Dailey, treasurer.

3 councils set Denver meeting

Denver—The Midwest District Council of Guild locals will host its Southern and Great Lakes counterparts for joint spring meetings here May 9-10.

Each of the councils had voted at its winter meeting to invite the others to join it at a city in its region for the joint meeting [Guild Reporter, Feb. 27].

The presidents of the three subsequently agreed that all three will meet here, at the Hilton.



BOB GLASS/New York Guild

Times members keep 'Posted'

Copies of Washington-Baltimore's "guild forum" of Jan. 31 draw attention on Guild bulletin boards at the New York Times. The issue outlines and summarizes the National Labor Relations Board's decision in the unit clarification case at the Washington Post [Guild

Reporter, Feb. 13]. A similar case is pending at the Times. At the main Guild bulletin board in the Times' newsroom, from left above, are: Don Bacheller, Paul Beissel and Mark Spevack. Bacheller and Beissel are members of the Times Guild Unit's unit clarification committee.

Antiques top up \$165, to \$858

New York—A cost-of-living adjustment and a new two-year contract, both retroactive to Oct. 1, increase top minimums under the New York Guild's contract with Antiques magazine by as much as \$165.20 a week, with additional increases due on Oct. 1 of 1981 and 1982 if the average annual increase in the Consumer Price Index exceeds 6 percent.

The \$165.20 increase takes the top minimum for senior associate editor to \$858.40 a week on Oct. 1, 1981. The minimum was raised by \$97.95 a week from last Oct. 1, with the remaining \$67.25 due this year.

The contract's maternity leave provisions are improved by extending the maximum leave period to nine months, from six, and reducing the service required for leave to one year, from two.

The rate paid employees using

their vehicles on company business is raised by 5 cents, to 20 cents a mile. A minimum daily guarantee for employees driving outside the city is increased by \$5, to \$12, while the guarantee for city driving is raised by \$4, to \$10 a day.

Other increases and resulting top minimums include:

Assistant editors, senior advertising design employees—Up by \$113.95, to \$591.90 a week, with \$67.60 of the increase effective from last Oct. 1.

Advertising layout artists, accounting assistants, advertising de-

sign employees, editorial production employees, assistant circulation managers—Up by \$105.65, to \$549 a week, with \$62.65 effective from last Oct. 1.

Administrative advertising and editorial assistants—Up by \$95.25, to \$494.65 a week, with \$56.50 effective from Oct. 1.

Advertising clerks, secretaries—Up by \$89.55, to \$475.20 a week, with \$54.30 effective from Oct. 1.

Associate editor, assistant advertising sales manager—Up by \$142.10 a week, to \$738.35, with \$84.25 effective from Oct. 1.

New owners to return Il Progresso to NYC

Emerson, N.J.—Il Progresso, Italian-language daily newspaper serving New York City's Italian-American community, has been sold to a group of Italian investors for a reported \$1 million.

The New York Guild represents some 25 employees of Il Progresso's editorial, business office and sales departments.

The paper's new publisher, who also publishes a newspaper in Sicily, said he plans to move the newspaper offices back to New York City. Other major new stockholders include the publisher of a daily and a weekly in Rome and an Italian ad agency.

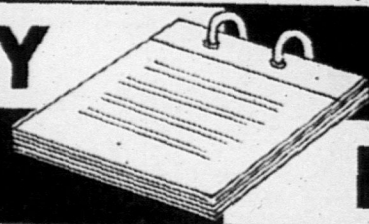
A 19-day Guild strike against

the paper in December 1979 was touched off when the paper's then owner moved its editorial offices from New York to Emerson, where the paper was being printed.

The new publisher said he plans to expand the paper's editorial staff to improve coverage, convert the paper to a tabloid and add some articles in English to attract a "second generation that loves Italy but doesn't read Italian," the New York Times reported.

The paper, which had been owned by the Generoso Pope Foundation, has been suffering from declining circulation and advertising revenues. Its current circulation is about 60,000.

DAY



BOOK

Schick Memorial Award for local Guild publications, entries deadline, April 1.
TNG Special Merger Committee, April 5, Washington.
TNG Special Merger Committee and ITU Merger Negotiating Committee, April 7-7, Washington.
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, Midwest and Southern District Councils, joint spring meetings, May 9-10, Denver Hilton, Denver.
48th Annual TNG Convention, Rivermont-Holiday Inn Hotel, Memphis, June 29-July 3, 1981.

Struck paper faces expulsion by ABC

Wilkes-Barre—Capital Cities' struck Wilkes-Barre Times Leader may soon be formally expelled from the Audit Bureau of Circulation, according to a report by Editor & Publisher magazine.

It reported March 7 that ABC has notified the Times Leader that it must agree to an audit or face expulsion.

ABC put the paper on a "temporary suspension of service" in the fall of 1979 because its records were inadequate to support the paid circulation it claimed.

Times Leader editor Richard L. Connor told E&P that the paper has "no desire to be a member" of the ABC and indicated the paper did not intend to respond to the bureau's notification.

ABC's board is expected to make a decision about Times Leader status this month.

Forbes magazine, meanwhile, reported that Capital Cities is losing about \$3 million a year at the Times Leader, down from a loss of \$6.4 million in the first year after the four unions struck the paper on October 6, 1978.

Forbes reported that Capital Cities Chairman Tom Murphy now says the chain's 1978 purchase of the Wilkes-Barre Times Leader was "the biggest mistake he's made at Cap Cities." The magazine reported, however, that Murphy believes the chain is correct in wanting to change work rules at its newspapers. The strike "is a price we're willing to pay," Murphy told Forbes.

Wilkes-Barre Guild member Jack Williams, publisher of the Wilkes-Barre unions' interim strike paper, the Citizens' Voice, told E&P he expects the paper to gain still more national advertising after the Times Leader permanently loses its ABC status.

The Times Leader's "long affiliation" with ABC has resulted in national advertisers who have dealt with the Times Leader in

the past thinking it is still an ABC paper and "the Times Leader has done nothing" to disabuse them of that, Williams said.

The Citizens' Voice's latest circulation figures, certified by the ABC, show a paid daily circulation of 48,000. The Times Leader claims daily distribution of 60,000 copies. Its figures are audited by the Certified Audit of Circulations, a firm that E&P said "specializes in unpaid" circulation.

The Times Leader, meanwhile, has launched a campaign to try to lure back national advertising accounts it has lost to the Citizens' Voice on the premise that the strike "is virtually over."

"The strike continues" and, "even if all unions are decertified, the struggle will continue," the Citizens' Voice said in an editorial commenting on the Times Leader's campaign.

The paper began the campaign after the National Labor Relations Board Feb. 25 counted the ballots strikebreakers cast last July in an election to determine if the Guild would lose its bargaining certification at the Times Leader.

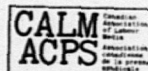
Seventy strikebreakers voted to decertify the Guild, while two voted to retain it.

The International Typographical Union was similarly decertified by a vote of 16 to 1 last summer.

Ballots cast in an election conducted among pressmen and stereotypers have yet to be counted pending resolution of appeals.

The Citizens' Voice is countering the Times Leader's campaign for national advertising by sending a representative to New York to visit advertisers and advertising agencies and set the records straight, Williams said.

The Guild Reporter



JAMES M. CESNIK, Editor

BARBARA E. NELSON, Assistant Editor

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The Newspaper Guild

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