The GUILD REPORTER

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CURT WILLIS/Terre Haute

Terre Haute backs Guild strike

Hundreds march through downtown Terre Haute April 15 toward the Tribune and Star plant in a demonstration of support for strike by papers' Guild-represented advertising-department employees, Mailers and Teamsters. The Guild and Mailers struck over unfair labor practices. Marchers included members from other unions affiliated with the Wabash Valley Central Labor Council and a Musicians' Union band. (Story, Page 7.)

Deadline looms, tempo of talks picks up in N.Y.

New York—New York Guild bargainers scheduled 11 meetings within 8 days with their counterparts for the New York Times, the Daily News and the New York Post in an effort to reach equitable settlements with the papers before a Guild strike deadline set for 12:01 a.m. April 29.

The Guild, however, by the close of business six days before the deadline, said it was not yet ready to decide if it would strike one or more of the papers if settlements were not in hand by the deadline.

The memberships of the Guild units at all three papers voted by overwhelming margins March 30-31 and April 2 to give the local's negotiating committee authority to call them out on strike if necessary for acceptable settlements. Contracts with all three papers expired March 30. TNG granted strike sanction on April 8.

The Guild pushed the deadline back from April 24 and the 11-meeting schedule was set up on April 21 after the newspapers indicated they would like the talks to proceed under a federal mediator of "national stature." The Guild said it was more interested in a mediator with experience in newspaper industry bargaining.

"We want to explore every reasonable possibility for a peaceful settlement," Edwin R. Egan, executive vice president of the Guild local, told Times reporter Damon Stetson.

Robert L. Kyler, of the Federal Mediation & Conciliation Service's Philadelphia office, joined the talks April 23. His experience includes talks at the Delaware County Daily Times in Chester, at the Knight-Ridder chain's Philadelphia Inquirer and Daily News and at Capital Cities' Times Leader in Wilkes-Barre.

Early in the day the Guild strike deadline was put back, a tentative wage settlement was reached with the Daily News and the Times by a coalition of six unions that had set that day as their deadline.

Leaders of the six unions—the Mailers, Graphic Arts engravers, Paper Handlers, Electrical Workers and two Machinists' locals—

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Defense Fund tops $4 million

Washington—TNG's Defense Fund had $4.02 million available for benefits to striking or locked out members as of April 22, according to an unaudited accounting.

TNG's fulltime officers announced March 27 that the union will return to lower dues May 1 since dues for April were expected to put the fund over $4 million.

Two locals, meanwhile, have voted to retain the higher dues schedule to build their own defense funds. (Story, Page 4.)

ALL KEY MINIMUMS GO TO $500

Parity in Maui for inside ad sales

Wailuku, Hawaii—The Hawaii Guild has won parity for inside classified salespersons with outside salespersons and other key jobs in a new three-year agreement with the Maui News.

It becomes the first Guild contract to provide parity for inside classified salespersons, as called for in TNG's Collective Bargaining Program since 1971.

The agreement boosts the top minimum for inside sales employees by $154.40 over the term, to $500.20 a week, closing a $27.40 gap betwen the top minimums for inside and outside salespersons.

The new $500.20 key top minimum also means a $127 increase for reporters, outside salespersons, artists, district managers and the sports editor.

The $127 weekly increase comes in six increments, with $20 on this April 1, and April 1 of 1982 and 1983, $22 on Oct. 1, 1981 and 1982 and $23 on Oct. 1, 1983.

The top minimum for inside classified salespersons is raised by the same amounts except the initial increase is $47.40 a week.

The agreement, effective April 1—an early renewal of a contract that was to expire May 28—also raises the maximum payable under the health insurance plan by $150,000, to $250,000, and increases the proportion of dental insurance premiums paid by the employer to 90 percent, from 85 percent.

An improvement in the formula for computing pensions is estimated to cost an additional $25 per employee a week.

Service required for a fifth week of vacation is reduced by 10 years, to 20 years.

Kuhio Day is added as a holiday, bringing the total holidays to 12. Kuhio was the first Hawaiian delegate to the U.S. Congress.

The top minimum for advertising billing clerk, job printing clerk and dispatch clerk is raised by $107.94 a week over the contract term, to $426.34.

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Average up $37, per capita 62¢

Washington—With the average daily newspaper reporter top minimum being paid under Guild contracts on April 1 up by $37.82 a week over that of a year earlier, per-capita payments by Guild locals to TNG will increase by 62 cents, to $8.03 a month, on May 1 under a constitutional formula linking the two.

The per-capita increase applies only to the monthly payments made by locals to finance TNG's operating costs and does not affect members' dues.

The increase is 22 cents higher than last year's increase of 40 cents.

TNG's General Fund will receive 49.6 cents of the 62-cent increase and the Defense Fund the other 12.4 cents, TNG Secretary-Treasurer Charles Dale said in an April 9 letter to locals announcing the new $8.03 per capita.

The General Fund's portion of the new per capita will be $6.594 with the Defense Fund receiving $1.436. During periods of full regular dues, like the current one that ends May 1, the Defense

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TNG, ITU terminate talks, reaffirm amity

Washington—Merger talks between TNG and the International Typographical Union have been terminated.

The two international unions announced jointly April 10 that "after exploring every avenue that might lead to permanent and effective organic merger" during the previous 41 months they have ended the talks "without concluding a merger agreement."

At the same time, the unions pledged to "preserve and strengthen" their "good" relationships, to keep the "hot line" between their respective headquarters "unobstructed and responsive" and to continue and extend the operations of "task forces" that have been working since 1974 to encourage joint, co-ordinated and co-operative bargaining by locals of the two unions. The unions' no-raiding agreement also remains in effect, they said.

"New co-operative activities consistent with our capabilities and beliefs will be launched and consumated," the unions pledged.

The unions made the joint announcement at the conclusion of a four-day meeting between their respective merger committees at the Shoreham Hotel here. [Full text of joint statement, Page X.]

Formal merger talks between the unions began in November 1977 after conventions of both unions authorized them. Each subsequent annual convention of each union has renewed the mandate to the committees to continue to seek to work out a proposal for merger of the two international unions.

"Despite these efforts, hard work and the best will in the world," the unions' joint statement said, "it has not been possible to resolve all the differences we have found in the existing structures, policies and practices of the two unions.

"Thus," the statement continued, "we reluctantly conclude that these discussions should cease until new and fresh looks and approaches can be brought to bear on our unresolved problems."

At the same time, the unions declared that this conclusion does not lessen their belief "that unity of purpose and goals in the graphic arts and newspaper industries is vitally necessary—as is, one day," merger of the unions that represent the industries' employees.

Pledging continued pursuit of those goals, the statement said that the "failure to reach a merger agreement denigrates neither the efforts invested by both parties nor the way in which our respective unions conduct their business."

"The disappointment over this

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Deadline looms as talks pick up in N.Y.

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agreed to the same package offered by the two papers and accepted by leaders of the Newspaper and Mail Deliverers and the Pressmen's unions a week before.

That package would provide total increases averaging $124 a week over three years, an additional $6 a week for so-called fringe benefits and cost-of-living increases in the second and third years matching any rise in the regional Consumer Price Index that exceeds six percent.

For the Deliverers and the six unions, all with expired or expiring contracts, the increases would be $51 a week the first year, $36 the second and $37 the third, with the $6 for fringes in the second year.

For the Pressmen, in a wage reopener in a contract that runs to 1984, the increases would be $49 a week the first year, $38 the second and $37 the third, with $2 the first year and $4 the second for fringes.

(A wage reopener in the Typographical Unions' contract is in arbitration.)

All eight of the unions continued bargaining on nonwage matters with the Times and the Daily News through the Publishers' Assn. of New York. The Post, which left the association during a strike in 1978, is bargaining separately from the Times and the News.

The Guild, in addition to substantial wage and fringe improvements, is seeking correction of serious inequities that have flowed from previous settlements, including elimination of different wage-minimum structures for veteran and recent employees, erosion of job and union security, and more. It is seeking resolution of the latter before undertaking bargaining for increases in its contracts' minimums and general increases.

Since April 8, the Guild has been bargaining on two levels with the three papers. A citywide bargaining committee has been meeting with the News and the Times through the publishers' association, as well as with the Post separately, on issues that are common to all three papers. It is the first time in the local's history, it reports, that leaders of the three units have bargained jointly with the Times and the News. Meanwhile, individual unit committees have continued to meet with representatives of the separate papers on matters of particular concern in each unit.

The citywide Guild committee is comprised of representatives of all three units, the local's leadership and four TNG representatives assigned at Egan's request to assist in the talks with the three papers.

TNG International Representative Harry McCormick is working with the Daily News unit; Leo Ducharme, the Post unit, and G. Richard Pattison, the Times unit, with William M. Brown also assisting.

RAYMOND CROWELL/Washington-Baltimore

New York leaders bring messages to Washington 'outposts'

A delegation of New York Guild leaders meets with employees at the New York Times' Washington bureau, above, and Time magazine's Washington bureau, below, April 9. Employees at both are covered under the local's contracts with their employers. Times bureau employees were brought up to date on the issues in the local's bargaining with the paper. Time employees reviewed the local's recent settlement with Time, Inc. The delegation was led by New York President Betsy Wade and also included Times Unit Chairperson Joan Cook, gesturing at right background above, Time,Inc., Unit Chairperson David Kirkpatrick, at right below, David Bird of the Times Unit and Peter Pocock of Time-Life Books in Alexandria, Va.

Bid to exempt 100-plus rejected

Minneapolis — The National Labor Relations Board's regional director here has dismissed an attempt by the Minneapolis Star and Tribune Co. to have the NLRB remove more than 100 employees—including city circulation district managers—from coverage by the company's contract with the Twin Cities Guild.

The NLRB does not permit one contracting party to change the contract's description of a bargaining unit through the board's unit clarification procedures during the life of a contract, Robert J. Wilson held in an April 7 ruling.

Pointing to a company proposal to exclude six of the seven job classifications involved by name during bargaining concluded last fall, Wilson noted that after the Guild rejected the proposal "the employer and union bargained regarding employees in those classifications, reached agreement on their terms and conditions of employment and embodied them in a signed contract."

To uphold the company's position and exclude the employees in the seven classifications "would be to take away from them the benefits of their contract . . . and allow one party to the contract to change its terms without bargaining," the regional director said. "Such a result is disruptive of a bargaining relationship," he held.

The definition of the Guild's bargaining unit in its contract with the Minneapolis papers does not exclude supervisory and managerial employees as a class, but rather lists all exclusions by job title, the regional director noted, rejecting the employer's reliance on the full labor board's Jan. 26 decision in Washington Post unit clarification proceedings. He pointed to general exclusion of confidential, managerial and supervisory employees from the Guild's Washington Post unit.

To exclude supervisory and managerial employees from the Minneapolis contract "would be to create additional exclusions from the unit, not to clarify the existing unit," the regional director said.

In addition to 101 city district managers, the company had sought to exclude on supervisory grounds the state editor of the Tribune, the chief photographer of the Tribune, the associate editorial page editor of the Star, the assistant director of the library, the Sunday editor of the Tribune and the design director of the Tribune.

It had asserted that the city district managers should be excluded on managerial grounds.

The company filed the petition Feb. 26.

KSD goes country, fires staff

St. Louis—KSD, a Gannett Co. radio station here, has switched from an all-news to a country-western music format and 26 news staffers have lost their jobs, the St. Louis Journalism Review reported in its March issue.

The station's employees had voted by 12 to 8 on Dec. 5, 1980, to decertify the St. Louis Guild as their bargaining agent. The local had covered news and other employees of KSD under its contract with Pulitzer's KSDK-TV when Pulitzer owned both stations.

KSD management announced the format change six weeks after the Guild was decertified.

Profits from 5 others cover N.Y. Post losses

New York—Australian Rupert Murdoch's profits from five of his U.S. publications—the National Star, the Village Voice, New York Magazine and the San Antonio Express and News—are large enough to more than cover his operating losses at the New York Post.

It is "roughly" correct that the profits from the Star alone are just about covering the losses at the Post, he told Peter Samuel of the Independent News Alliance in an interview published in Editor & Publisher April 11.

"We can go on indefinitely carrying the losses on the Post," Murdoch said.

He said the figure of $10 million "is not all that inaccurate," when asked how much he is losing on the Post "at the moment."

He said the Post is winning a "classic newspaper war" with the Daily News and that if both papers keep going the way they are "we will bleed them to death within five years."

Meanwhile, the Daily News' parent company, the Tribune Co. of Chicago, has reported that its 1980 profits were up 11.3 percent over 1979, to $78 million, and set a record for the seventh straight year.

This despite a 28.1 percent drop in fourth-quarter profits, to $19.2 million. Revenues rose, however, by 9.4 percent, to $333.8 million. The quarterly profits decline was attributed mostly to poor economic conditions in Chicago and costs associated with the Tonight edition of the Daily News.

The New York Times Co. also reported record profits for 1980 of $40.6 million, up 11.5 percent.

This, too, despite a fourth quarter profits decline of 7.8 percent, to $10.7 million. It pointed to higher newsprint costs and operating losses in book publishing.

The Times, itself, also had record before-tax profits last year, of $31.4 million, despite paying $5 million more for newsprint. Both advertising linage and circulation were up.

Woodbridge key top up $51, to $399

Woodbridge, N.J. — The key editorial top minimum in the New York Guild's contract with the Woodbridge News Tribune is raised by $51 a week, to $399, under a two-year agreement retroactive to April 1, 1980.

The $51 increase for reporters and photographers comes in two steps—$25 retroactive to last April 1 and the final $26 on this April 1.

The agreement also calls for the company to equip video display terminals with glare-deflector screens.

Other increases and new top minimums to take effect this April 1 include:

News aides—Up by $25.75, to $200.89 a week.

Librarian—Up by $39.48, to $307.94 a week.

Proofreaders—Up by $35.86, to $279.76 a week.

Secretaries—Up by $35.74, to $278.83 a week.

Fight budget cuts, U.S. locals urged

Washington—U.S. Guild locals have been encouraged to join in a grass-roots campaign against budget cuts proposed by the Reagan administration that would destroy or weaken vital social and economic programs and result in the loss of more than a million jobs.

The campaign, co-ordinated by AFL-CIO state federations and central labor councils, initially was to focus on meeting with members of the U.S. House of Representatives in their home offices during the Easter congressional recess.

In a letter urging locals' participation, TNG President Charles A. Perlik, Jr., noted that the grass-roots campaign was organized by the Budget Coalition, a broad group of labor, civil rights, consumer and social organizations, including TNG, formed to fight proposed budget cuts.

The proposed cuts organizations within the coalition, including the AFL-CIO, are opposing include:

✓ Reductions in the number of employees who administer federal labor, health and safety standards. This proposed cut would eliminate 250 Occupational Safety and Health Administration inspectors, cut 300 employees from the Employment Standards Administration and reduce the Mine Safety and Health Administration by 6.6 percent, according to an AFL-CIO News analysis of the Reagan plan.

✓ A $27-million cut in funds for the National Institute for Occupational Safety and Health that would reduce the agency's funding by one-third and bring to a halt workplace evaluation of health hazards and research on worker exposure to toxic substances, the News reported.

✓ A $230-million cut in tuition assistance for college students seeking education loans or grants. These cuts would force about a million students to drop out of college, the News estimated.

✓ A $304-million cut in subsidies to Amtrak that would result in a loss of some 10,000 jobs, higher passenger fares, elimination of routes and deterioration of rails and equipment, the analysis said.

✓ Cuts totalling $100 million in assistance to local rail service, including reduction and then termination of subsidies to Conrail and a $155 million cut in funds to continue railbed improvements in the "northeast corridor." These cuts would result in a loss of some 4,300 jobs, the News said.

✓ An estimated $238-million cut in unemployment insurance benefits to be achieved by forcing recipients to take any available job paying at least the minimum wage and producing as much as the unemployment benefit, changing the formula triggering extended unemployment benefits and exempting persons leaving military service from eligibility.

✓ A $378-million reduction in the funds available for miners disabled by black lung disease.

✓ A $539-million cut in postal subsidies that would result in higher user costs and poorer delivery and on Oct. 1 double postage rates for non-profit publications, including the Guild Reporter [Guild Reporter, March 27.]

A safety first in 1879

Washington — Massachusetts was the first state to require inspections of factories for safe working conditions—acting in 1879—according to the U.S. Labor Dept.

Colonials' protest

Protesting the plight of citizens of the District of Columbia who continue to be denied voting representation in the U.S. Congress, TNG President Charles A. Perlik, Jr., leaflets a passerby as TNG's administrative operations director, Ellis T. Baker, carries the message on an informational picket line in front of Washington's old Post Office Building on tax day—April 15. Picketer in the background is Debbie White of TNG's staff. Their activity was part of a day-long demonstration co-ordinated by the League of Women Voters.

L.A. Times series gets Mellett

Washington—A series of nine articles and a column in the Los Angeles Times about press coverage of business and corporate affairs has won A. Kent MacDougall the third annual Lowell Mellett Award for Improving Journalism through Critical Evaluation.

Honorable mention went to David A. Williams for columns in the Portland (Me.) Press-Herald analyzing local and state news coverage by local radio and television stations.

The results of the annual competition were announced April 20 following the annual meeting here of the board of directors of the Mellett Fund for a Free and Responsible Press, which sponsors the award.

The judges said that the 37 entries from the United States and Canada showed an increasing awareness on the part of the press of its responsibility "to look inward at itself—to question the accuracy, motives and preconceptions of the print and broadcast media in both local and national news coverage." Characterizing this as a "healthy trend," the judges said they were very encouraged by the depth and scope of the entries.

Judges of this year's competition were Howard Bray, executive director of the Fund for Investigative Journalism; Jack Landau, director of the Reporters Committee for Freedom of the Press, and Charles B. Seib, Jr., former ombudsman of the Washington Post and former managing editor of the Washington Star.

H. Eugene Goodwin, professor of journalism at the Pennsylvania State University School of Journalism, is president of the Mellett Fund.

The MacDougall series, the judges said, performed a "great public service" in documenting how frequently the press misunderstands business problems and business misunderstands the responsibility the press feels it has to report corporate news.

While citing inaccuracies in press coverage, the judges noted, the series also pointed out that they often result from business resistance to media coverage of its affairs.

The MacDougall series should be "required reading" for all news people, especially in today's economic crisis, the judges declared.

Noting that there has been little critical analysis of local broadcast news, the judges said that Williams showed that, all too frequently, local television fills its air time with feature and personality stories to the exclusion of more important news.

"The judges believe," they said, "that this type of criticism, which hopefully will lead to self-improvement of local broadcasting news, is a most important trend."

The Mellett Fund is an independent, nonprofit corporation established in 1966 through a bequest to TNG from Lowell Mellett, the late editor and columnist for Scripps-Howard.

Perlik urges rejection of health-care cuts

Washington — TNG President Charles A. Perlik, Jr., has called upon the chairmen of the dozen House and Senate committees and subcommittees considering health-care budget cuts proposed by the Reagan administration to reject them.

The administration's proposals "would slash deeply into long-established, vital health programs" for such persons as children, the poor, the mentally ill, migrant workers and millions of others, Perlik wrote March 26.

And he pointed out that incorporating remaining funds into block grants to the states "would remove any guarantee that even those minimal funds would be used for the purposes to which they have been dedicated."

Medicaid funds would be "cut back sharply" even though 45 percent of the 13 million covered persons are children. Federal support would be eliminated for 750 community mental health centers that care for 2.5 million people, half with annual incomes of less than $5,000, he noted.

Treatment programs for migrant workers are jeopardized by the proposals and the health and safety of all workers would be endangered by the elimination of 9,000 of 70,000 Occupational Safety & Health Administration inspectors, Perlik said.

"The states, which face their own fiscal crises," would be given block grants "substantially below the level required to keep these programs going at anything approaching the current level" and would have the option of supporting individual programs on a reduced level "or letting them disappear entirely," he said.

In forwarding copies of Perlik's letters to all U.S. locals, David J. Eisen, TNG director of Research & Information, pointed out that a coalition of consumer groups, health organizations and unions, including TNG, has been formed to oppose the cuts. It is called the Health Security Action Council.

Strike costs CapCities $3.2M more

New York—The struck Wilkes-Barre (Pa.) Times Leader had operating losses of $3.2 million in 1980, according to Capital Cities Communications' annual report to its stockholders.

The 1980 result brings to $13.2 million the total operating loss the conglomerate has reported in Wilkes-Barre since the Times Leader was struck Oct. 6, 1978, by four unions, including the Wilkes-Barre Guild.

Capital Cities reported $3.6 million in operating losses in 1978, $6.4 million in 1979 and for 1980 a "50 percent reduction in the loss experienced in 1979."

It said Times Leader sales were up 30 percent and its costs off 20 percent last year, but gave no dollar figures for either. It also said that paid circulation rose "almost 20 percent in 1980," but admitted it is "still well below the pre-strike level," again giving no figures, however.

LABOR COUNCIL CREDITS PEERY

Cleveland enacts rent-a-cop limits

Cleveland—The Cleveland City Council has enacted legislation regulating the hiring and activities of private security guards that includes special regulations governing those working on struck premises.

The law, called the nation's most "stringent" by one councilman, was prompted in part by a 1978 killing of a striking welder by a security guard. The Cleveland Guild was part of a city-wide alliance of unions that campaigned long and hard for the ordinance.

The measure prohibits security guards assigned to strikes from leaving their employer's offices with a weapon and at a strike forbids their firing a weapon unless to protect a life.

Under the law, all private guards must undergo a criminal background check by police on hiring. Guards must be at least 21 years old and must pass physical and mental tests.

Each guard must complete a minimum of 120 hours of training at an approved academy and must pass a weapon firing test. No guard is permitted to carry a weapon more powerful than a .38-caliber handgun under the new law.

The executive secretary of the Cleveland AFL-CIO Federation of Labor credited Richard Peery, former Cleveland Guild president now a member of the local's executive board, with playing a key role in the measure's passage.

Peery testified for the ordinance on behalf of the Guild and represented the labor federation at several meetings and hearings in a "tireless manner," the federation's Sebastian Lupica pointed out.

The ordinance is the second in Cleveland aimed at protecting strikers from security personnels' excesses. In 1973, at the instigation of the Cleveland Guild, the city council passed legislation that bans the use of police horses on picket lines. It was inspired by several Guild members, including Peery, being knocked down and stepped on by horses ridden by police during a Guild strike against the Plain Dealer.

Reporter 'toss-out' draws local's wrath

Cleveland — The Cleveland Guild has condemned the president of the Cleveland City Council for "physically assaulting two reporters and throwing them out" of a meeting on March 25.

The Guild, in resolutions adopted by the executive board April 1, demanded that Council President George L. Forbes apologize "for his uncivilized behavior" and urged others in the community—particularly its publishers—to speak out against Forbes' conduct.

The council president shoved two reporters out of a hotel room where the Democratic caucus of the council was meeting to discuss plans by Standard Oil Co. of Ohio to build an office complex in downtown Cleveland. He ejected the two, including Plain Dealer reporter and Guild vice president Gary R. Clark, when they refused to leave after Forbes said the meeting was closed.

Neither Clark nor anti-establishment newsletter publisher Roldo Bartimole were hurt in the incident, but Bartimole said his jacket was torn.

Ohio's "sunshine" law prohibits closed meetings of public bodies.

"It is the duty of the media to cover the news and report events which concern everyone in the community," the Guild resolution declared. It said Forbes acted "like a common thug," demonstrating "to the entire community what he thinks of the public interest . . . that law and order is a joke."

"If the person who holds one of the most important offices in the city . . . can assault reporters, it then becomes an example to the police and others," the resolution said.

In a separate resolution, the Guild accused the Cleveland Plain Dealer and the Cleveland Press, as well as other publishers, of abandoning reporters "who must cope alone with violence and illegal expulsion from public meetings."

The local demanded that the publishers use their resources to "secure through court action and any other available means the full protection of the law" for Guild members doing their jobs.

A Press editorial the day after the incident mildly criticized Forbes' actions against the reporters. A Plain Dealer editorial about the project mentioned the incident in passing.

Neither Forbes nor the publishers had responded to the Guild by April 22.

Photograph made from video tape

CLEVELAND CITY COUNCIL PRESIDENT George Forbes, right, "escorts" Plain Dealer reporter Gary R. Clark, left, from closed caucus of the council March 25 in a Cleveland hotel. Roldo Bartimole, publisher of an anti-establishment newsletter, also was evicted bodily from the meeting by Forbes. The Cleveland Guild condemned Forbes' action.

News writer top to $500 at WPIX-TV

New York—The top minimum for news writers is raised by $110, to $500 a week, under a new three-year agreement between the New York Guild and WPIX-TV.

The agreement, retroactive to June 25, raises the news writers' top by $30 a week at the start of the first year and by $40 at the start of each of the final years.

Major medical coverage is added to the health insurance plan and the company's payment toward family health insurance coverage is raised by $8.16, to $18.72 a week.

A fourth personal holiday is added, bringing the total number of holidays to 11.

Provision is added to the maternity leave clause recognizing an employee's right under state law to a minimum of eight weeks' disability pay for absence due to pregnancy disability. A one year's service requirement for leave is eliminated.

Other increases and resulting new top minimums include:

News editors—Up by $135, to $580 a week.

Graphic artists—Up by $60, to $375 a week.

Assignment desk assistants—Up by $65, to $330 a week.

Production and **copy assistants**—Up by $55, to $255 a week.

Key top up $66, to $422, in Sudbury pact

Sudbury, Ont.—The key editorial top minimum under the Northern Ontario Guild's contract with the Sudbury Star is raised by $66, to $421.95 a week, in a new two-year agreement.

The $66 increase for reporters, photographers and desk persons comes in two steps, with $30.50 retroactive to last May 1 and $35.50 more coming this May 1.

The service required for a fifth week of vacation is reduced to 24 years, from 29.

The mileage rate for employees using their vehicles on company business is raised by 3 cents, to 21 cents, with further quarterly adjustments as the average price of unleaded gas at three selected stations changes. The mileage rate will be adjusted by one cent for each 10-cent change in the cost of a gallon of gas or for each 2.2-cent change in the price per litre.

Other increases and resulting new top minimums include:

Circulators—Up $46, to $276 a week, in increments of $20.50 and $25.50.

Clerks, telephone operators, secretaries, librarians — Up $46, to $245 a week, in increments of $20.50 and $25.50.

Editorial assistants, photo technicians—Up $45.37, to $291 a week.

Employees paid above the top minimum for their jobs will maintain their dollar differential over the new top minimums.

$37 rise in average takes per capita up 62¢

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Fund also receives additional monthly amounts ranging from $2 to $22.85 per member, based on weekly salaries.

The current period of higher dues payments will end with payments of dues for April. They will put the Defense Fund's available assets over the $4 million mark that is the fund's current constitutional ceiling for higher dues.

TNG's Constitution contains the formula that determines the division of per-capita payments between the General and Defense Funds, as well as the formula that provides for annual determination of the amount of the per capita. It also provides that the rate be in effect from May through April, unless changed by the International Executive Board or TNG's annual convention.

The 62-cent increase is the highest under the formula since its inception.

The per-capita formula, adopted by TNG's 1964 Convention, bases payments, like local dues, on members' wages. It ties the per capita to a percentage of the average reporter top minimum in effect each April 1 at newspapers published at least five days a week.

The new top minimum average, computed from 122 contracts, was $434.95 a week, an increase of 9.5 percent over 1980's average of $397.13. The per capita is increased by 8.37 percent, compared to a 5.7-percent increase a year ago.

The $434.95 top minimum average was multiplied by 0.0165, producing a figure of $7.17670, rounded to $7.18, the next higher cent, under the constitutional formula. An additional 85 cents—10 cents voted by the 1969 Convention and 75 cents voted by the 1978 Convention—is added to produce the $8.03 per capita.

In establishing the per-capita formula in 1964, TNG determined that the then existing per capita of $2.30 represented 0.01625 percent of the 1964 top minimum average of $141.38 a week. The 1967 Convention changed the formula to 0.0165 percent.

The formula is designed to provide TNG with an increasing level of income to meet rising costs geared to the increase in members' income.

Compilations made in determining the new per-capita rate showed that 53 of the 122 reporter top minimums in effect April 1 had increased by more than the $37.82 increase in the average. Fifty-two were up by $40 or more a week, 32 were up by $50 or more a week and 18 were up by $60 or more.

The same compliations showed that there now are 77 daily newspaper contracts with top reporter minimums at or above $400 a week, up from 61 a year ago; 54 contracts with reporter top minimums of $450 or more, up from 35 a year ago; and 35 with top minimums of $500 or more, up from eight.

Forty-one reporter top minimums were between $300 and $400 a week, 16 fewer than a year ago. Only four contracts provided minimums of less than $300 a week, down from eight a year ago. The lowest reporter top minimum was $235, up $45 from last year.

First per capitas at the new rate are due at TNG by June 15.

First inside parity won —in Maui

(Continued from Page 1)

The agreement was reached in joint bargaining with the other unions representing employees of the three-day-a-week paper. Plans are underway to increase the frequency of publication to five days each week.

A supplemental agreement between the Guild and the paper reached several months ago as the company began installing a VDT-based production system included one of the most far-reaching health and safety packages for VDT users under any Guild contract [Guild Reporter, Feb. 27].

The Maui Publishing Co. is a subsidiary of the Maui Land and Pineapple Co. The paper's circulation is about 14,300.

Two locals vote to continue higher dues

The memberships of at least two Guild locals—Hawaii and Victoria—have voted to continue paying dues at the higher rates that have been in effect for 32 months to rebuild TNG's Defense Fund even after TNG returns to its lower dues rates May 1.

Both will use the extra income to build local defense funds in anticipation of difficult bargaining when their contracts reopen with the employers of major portions of their members.

The Victoria Guild's membership acted unanimously at a meeting March 22, "in view of the potential emergency which may occur Dec. 1, 1981," the expiry date of the local's contract with the Thomson chain's Times-Colonist.

The Hawaii Guild's membership also acted unanimously in separate meetings on the islands of Hawaii, Maui and Oahu. The local's aim is a local defense fund of $200,000 before its contracts with the Honolulu Advertiser, Gannett's Star-Bulletin and their joint publishing company expire on March 7, 1983. Contracts held by the other unions that represent employees at the papers expire at the same time.

TNG President Charles A. Perlik, Jr., and Secretary-Treasurer Charles Dale announced March 27 that TNG will return to its lower dues rates effective May 1 [Guild Reporter, March 27].

Receipt of the higher, "2(d)" dues payable for April will put available assets of TNG's Defense Fund over $4 million, the fund's current higher-dues ceiling, they said.

At the same time, Dale announced in a letter to all locals that strike and lockout benefits available from the TNG fund will rise to a maximum of $90 per week, up from a maximum of $80 a week, when the fund has $4 million "in hand."

Members lauded on restoring fund

Washington — "There is no way to adequately express the admiration of TNG's officers for the way our members have shouldered the burden of converting TNG's Defense Fund from its debt position of over $3 million to today's financial health," TNG Secretary-Treasurer Charles Dale wrote locals March 27.

"But," he added, "on behalf of President Perlik and myself and other officers of this union: Thanks; you've done a magnificent job."

Locals notified of 48th convention

Washington—Official notice of TNG's 48th annual convention has been sent to Guild locals.

The convention, set for June 29-July 3, will meet at the Holiday Inn Rivermont in Memphis.

In a letter to locals, TNG Secretary-Treasurer Charles Dale noted that TNG's Constitution requires that convention delegates be elected by secret ballot if there is a contest and that federal law includes the same criteria for delegates to conventions that elect officers.

This year's convention will nominate candidates for international offices and any unopposed candidates will be declared elected, Dale pointed out.

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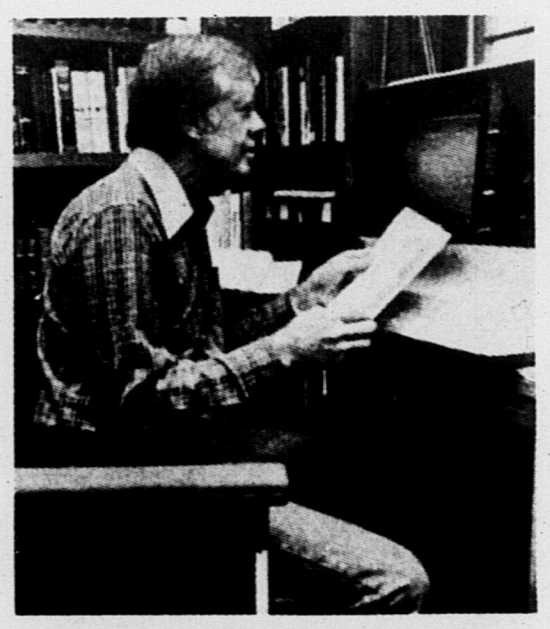
✓ LIGHTING, FOCUS, POSTURE, ETC.

VDT for Carter's memoirs draws warning



FORMER PRESIDENT CARTER at the video display terminal in his den upon which he is writing his memoirs of the Presidency. Bantam Books reportedly is paying him between $1 million and $2 million for them.

Washington — Former President Jimmy Carter has been warned that writing his memoirs may be hazardous to his health.

Not because of what he may be writing in them, but because of the machine he is using in writing them—a video display terminal word processor installed in the den in his home in Plains, Ga.

Noting news stories about and photos of Carter using the terminal, TNG President Charles A. Perlik, Jr., has sent him a copy of the National Institute for Occupational Safety & Health's recommendations for minimizing, correcting and preventing health hazards associated with working on the machines.

Perlik noted that, according to at least one account, Carter already has discovered that "if you don't watch out" a VDT literally "will eat your words."

"We thought we ought to warn that it can be equally ferocious even when pretending to be docile," Perlik wrote, continuing:

"Have you had your eyes checked lately? You may have never thought you needed glasses before, but the moment of truth comes quickly in front of a VDT screen. They're an optician's delight.

"We note, with dismay, that your VDT, as pictured, doesn't even have a detachable keyboard, forcing your arms into what looks like a tiring position. What's that going to do to your [softball] pitching career?

"Has anybody checked the lights? If your library is like the average newspaper office, you're probably looking at more glare than you've seen since you demanded Brezhnev pull out of Afganistan.

"We'd like to help," Perlik continued, referring to NIOSH's recommendations.

"Or, maybe better, we could send you a typewriter rescued as they were hauling it over to the Smithsonian," he concluded.

Hazards avoidable, VDT makers state

Washington — Research by firms that make and sell video display terminal shows that there are no "serious" hazards associated with the machines that cannot be corrected by workstation design, proper lighting and operator training, according to Jeffrey Woods, communications director for the Computer and Business Equipment Manufacturers' Assn.

Woods also told the trade publication, Publishers' Auxiliary, that the association has "some problems with the recommendations for alleviating VDT-related health hazards issued by the National Institute for Occupational Safety & Health [Guild Reporter, March 13.] He said the organization hopes the NIOSH study "won't be the definitive report," in the area.

He asserted that problems experienced by VDT operators "occur with any near-point visual task," and called "a little excessive" the recommendation that operators working under demanding conditions be given a 15-minute break after each hour of continuous VDT work.

A representative for IBM—one of the largest manufacturers of VDT equipment—told the trade paper that IBM includes many of the NIOSH recommendations in the installation and training information the company gives customers. "We don't just sell them the equipment and let it sit there," the representative said, noting that IBM refers VDT customers to consultants when necessary.

Michael Smith, NIOSH's chief of applied psychology and ergonomics, agreed with Woods "to some extent" that eyestrain and muscular problems can be associated with any sustained close work, such as typing. But he pointed out that VDT operators have distinct problems because they "actually look at the screen, where the typist seldom looks at the typewriter," Publishers' Auxiliary reported.

Smith noted that the VDT has "light characteristics" unlike the typewriter and that these cause "problems" as the operator looks from one source of light to another.

The NIOSH recommendations stemmed in large part from investigations at the San Francisco Chronicle and Examiner. In addition to work breaks, they include:

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

✓ Work areas adaptable to individual operators, including adjustable chairs, separate 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 that many VDT operators experience.

Maine publishers join to oppose VDT bill

Augusta, Me.—A joint legislative committee representing this state's daily and weekly newspaper publishers has voted to oppose the VDT-safety bill introduced in the Maine legislature by Rep. Edith S. (Edie) Beaulieu (D-Portland), a member of the Portland Guild. [Guild Reporter, Feb. 27.]

The joint legislative committee of the Maine Press Assn. and the Maine Daily Newspaper Publishers Assn. intends to oppose the bill in hearings because "it (VDT guidelines) should be between workers and management, and not dealt with in the legislature," Publishers' Auxiliary reported.

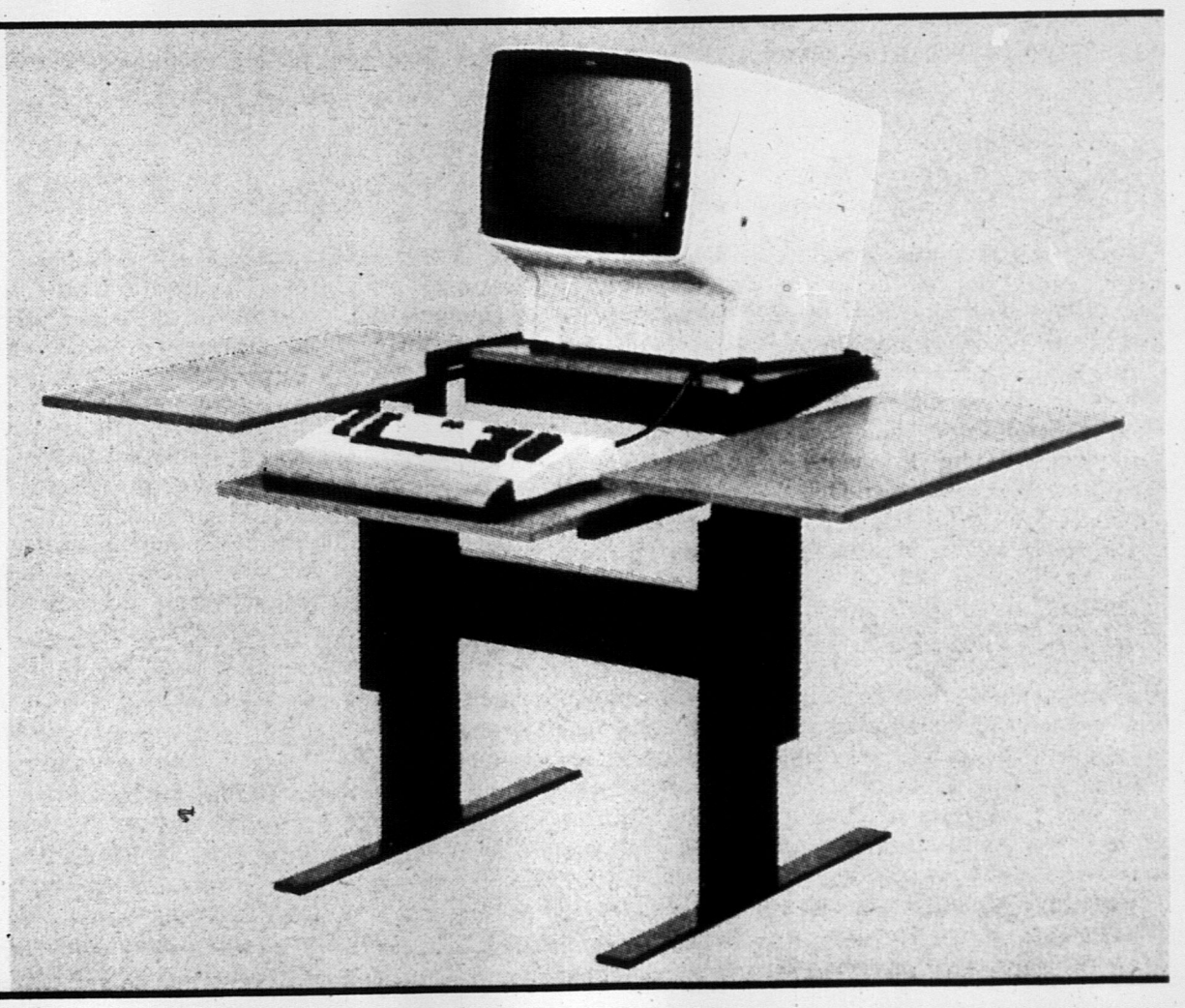
Beaulieu counters that legislation is needed to safeguard VDT operators in Maine where 75 percent of the state's workers are unorganized and therefore have no effective voice before their employers.

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 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 would establish lighting and glare standards for offices containing VDTs, require regular rest breaks for VDT operators, adjustable chairs and desks, brightness and contrast controls and detachable keyboards, among other things.

Canadian firm's adjustable VDT desk

NKR Environments Ltd., a Toronto firm, is producing and marketing several "desks" for VDT operators that are adjustable several ways—height and tilt angle of the surface holding the screen, height and tilt angle of the keyboard surface and the height of detachable side "wings" for holding papers, books and other source materials used by an operator. The desks, sold in components that can be combined in various ways, also can be equipped with keyboard- and screen-holding surfaces that swivel. The overall height of a mobile terminal table, mounted on casters, adjusts hydraulically, the screen surface tilt is adjustable and the keyboard's height, depth and angle to the screen also are separately adjustable.



$25 COLA takes 1-year raise to $62

Mt. Clemens, Mich.—A cost-of-living adjustment has raised the key top minimum in the Detroit Guild's contract with the Macomb Daily by an extra $25.65 a week, boosting the key increase in the first year of the three-year contract to $62.65 a week.

The cost-of-living adjustment, effective from Dec. 1, put the key top minimum for reporters, photographers, desk employees and outside advertising salespersons at $505.82 a week.

The additional increase came under a contractual formula calling for increasing minimums by the annual percentage increase in excess of 9 percent in the Detroit Consumer Price Index for December.

December's Detroit CPI was 14.341 percent higher than the index for the year before, producing a 5.341 percent increase in minimums. Employees paid above the top minimum for their job maintain their dollar differential above the increased minimums.

Other cost-of-living increases, resulting first year increases and new top minimums include:

Classified inside phone employees, bookkeeping clerks, data processing operators, dispatch clerks—Up by $16.47 a week ($44.22 for the contract's first year), to $324.77.

Switchboard operators, clerks, librarian—Up by $14.93 a week ($40.68 for the first year), to $294.54.

Maintenance employees — Up by $15.09 ($40.84 for the first year), to $297.55.

Merkle to close, make 430 jobless

Glenn Dale, Md. — Merkle Press, a subsidiary of Pubco Corp. that prints several Washington-based unions' newspapers and magazines, including the Guild Reporter, has announced that it is closing its printing plant this spring. The closure is expected in mid-to-late May.

The action will cost about 430 persons their jobs, 80 percent of them union members, including members of the Washington-Baltimore Guild who comprise Merkle's photo and production services departments. They are to receive severance benefits under the local's contract.

A Merkle representative said the closure is the result of a drop in business. Last year it lost the contract for printing the area editions of Time magazine and Sports Illustrated.

Starting in May, the Guild Reporter and several other unions' publications will be printed at Kelly Press.

TNG's Blatz suffers coronary attack

Washington—J. William Blatz, TNG's director of field operations, suffered a coronary attack April 19 and entered Fairfax Hospital in suburban Virginia near his home.

TNG President Charles A. Perlik, Jr., said he has assigned International Representative Fred W. S. Jones to TNG headquarters to assume temporarily some of Blatz' duties during his recuperation.

TNG, ITU merger talks are terminated

(Continued from Page 1)

result is unlimited, but so is our determination to strengthen the bonds between our two unions," the statement concluded.

Leaders of the two internationals declined reporters' requests that they delineate the differences that led to the talks' abandonment.

The merger committees' meeting had begun April 7 in an atmosphere of guarded optimism. The meeting had been set a month before in an effort to complete a full merger proposal before the spring meeting of TNG's International Executive Board, beginning April 27. Unlike all the merger committees' previous meetings, this one was set "without definite termination," with that end in view. Ultimately, however, its termination proved more definite than any of the committees' previous sessions.

TNG's Special Merger Committee had reported that the talks had "brightened" during a March 4-6 session [Guild Reporter, March 13]. TNG's committee said it had been "impressed" by a "new concept" advanced by the ITU in an effort to achieve a "breakthrough" on the "extraordinarily difficult problem" of financing a merged union, especially in its earliest stages.

The ITU's proposal centered on a "transition fund" that would have been underwritten by the ITU. It would have been used during transition to assist with such payments as differences in international per-capita dues, continuation of local services, moving expenses and establishment of a Canadian office.

TNG's committee had proposed that the new union operate on a monthly per-capita payment to its general fund of $8.50. The ITU had proposed a $9 monthly general-fund per capita.

At the same time, however, TNG's committee reported that its position continued to assume that the ITU would reduce overhead by $1 million prior to merger.

The ITU had agreed last spring to have "$1 million in cost reductions in place or in progress, in aggregate, prior to the date of merger." It said they would be achieved through reductions in staff, printing, maintenance, utilities "and any other area where . . . feasible without seriously impairing essential services."

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

In pointing to the April meeting, TNG's merger committee also had urged that the agenda include all remaining unresolved issues, including:

The new union's defense fund, benefit structure and off-sets, minimum local dues, the base on which dues would be paid, initiation fees, assessments, picket line policies, retention of membership, secret ballot and small local convention representation.

Also, strike sanction, aspects of the officer structure like succession provisions and international governing board elections and terms of office and a new union's name.

Members of TNG's merger committee are:

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. Wililam Blatz, Canadian Director William H. McLeman.

Also, Robert A. Steinke of St. Louis, Robert E. Bruner of Pacific Northwest, Paul MacClennan of Buffalo, Fred Fletcher of San Francisco-Oakland, Linda Zink of Los Angeles and Edwin Egan of New York.

All attended the April 7-10 meeting but Bruner and Egan who were unable to do so because of demands of business in their locals.

Dale and Blatz comprise TNG's task force for bargaining unity. ITU 2nd Vice President Robert L. Wartinger and 3rd Vice President Allan J. Heritage comprise the counterpart ITU unit.

Text of joint statement on merger

Following is the complete text of the joint statement by TNG and the International Typographical Union April 10 announcing the termination of the unions' merger talks:

After exploring every avenue that might lead to permanent and effective organic merger, the International Typographical Union and The Newspaper Guild have ended their discussions without concluding a merger agreement.

Despite these efforts, hard work and the best will in the world, it has not been possible to resolve all the differences we have found in the existing structures, policies and practices of the two unions.

Thus, we reluctantly conclude that these discussions should cease until new and fresh looks and approaches can be brought to bear on our unresolved problems.

This outcome does not diminish our common belief that unity of purpose and goals in the graphic arts and newspaper industries is vitally necessary—as is, one day, merger of the unions whose members' future and fortune are inseparable from the prosperity of the industry they serve.

We pledge continued pursuit of those goals with the best traditions and principles of trade unionism ever-present in all of our future decisions and actions.

We intend to preserve and strengthen our good relationship.

Long before merger talks started we began a program aimed at bringing about joint, co-ordinated and co-operative collective bargaining between our two unions. We specifically recommit ourselves to continuing and extending those efforts. We want, need and demand a proper share of the industry's wealth for our members, and task forces previously assigned to bring these mechanisms to life will be continued.

The "hot line" between our respective headquarters has been unobstructed and responsive for years. It will remain so.

The no-raiding agreement barring excursions into the established collective bargaining relationships of each other is, and remains, in place.

New co-operative activities consistent with our capabilities and beliefs will be launched and consummated.

Our failure to reach a merger agreement denigrates neither the efforts invested by both parties nor the way in which our respective unions conduct their business.

The disappointment over this result is unlimited, but so is our determination to strengthen the bonds between our to unions.

MARGARET GENOVESE/Presstime magazine

TNG'S AND THE INTERNATIONAL TYPOGRAPHICAL UNION'S COMMITTEES DURING FINAL JOINT MEETING ON MERGER

ITU committee members are in foreground and down left side, TNG members are down right side and at far end of quadrangle.

SEC subpoena for McGoff's files upheld

Washington—The U.S. Court of Appeals here has ruled that newspapers have no right to resist demands by government regulatory agencies for information about business operations.

The ruling came on a challenge to the propriety of subpoenas the Securities and Exchange Commission issued for information from newspaper publisher John P. McGoff as part of its investigation into whether he secretly used funds from the South African government in financial dealings. The court rejected arguments that McGoff was protected from the subpoenas by the First Amendment.

It also rejected McGoff's demand for data from the SEC that he sought in an effort to prove his claim that the agency is retaliating against him for criticism of Carter administration policies.

U.S. Circuit Court Judge Ruth Bader Ginsburg ruled that "press figures enjoy no special privilege exempting them from laws of general applicability" and that securities laws do not distinguish the press from other "commercial ventures." The courts, however, should show "special sensitivity" toward newspapers' publishing rights when reviewing government demands for business records, she said.

McGoff has turned over to the SEC most of the subpoenaed data. If the Feb. 3 court ruling had found the subpoenas invalid, the agency would have been precluded from using the information.

Strikers' VIP goes to 5-day publication

Vallejo, Calif.—The Vallejo Independent Press moved up to five-day a week publication early in April.

The paper, produced by the five unions striking Donrey's Vallejo Times-Herald, had been publishing four days a week.

As the interim strike paper was increasing its frequency, Sacramento television station KCRA visited it and produced a feature report about the VIP and the strike of nearly three years against the Times-Herald. The report was aired the following day, but the cable television channel that carries KCRA into Vallejo went black during the evening news broadcast that carried the report.

The cable television franchise in Vallejo, like the struck Times-Herald, is owned by Donrey.

The manager of Donrey's Vallejo cable system, in a written statement, said a repairman performing maintenance on the system's antenna "found the power off on the signal processor that carries KCRA" but that "he restored the power immediately."

The resumption of power coincided closely with the end of the news broadcast. An abbreviated version of the report was carried on the 11 p.m. news which was carried over the Vallejo cable.

The Vallejo city council, which issued the cable television franchise to Donrey before it bought the Times-Herald, at a meeting after the April 7 incident unanimously voted to ask the cable firm to carry the report again—in full.

Members of the San Francisco-Oakland Guild's Vallejo unit along with Printers, Pressmen, Mailers and Engravers began publishing the VIP as an insert to a weekly shopper in August 1978, just over a month after they struck the Times-Herald. The VIP soon grew to a three-day a week publication and then went to four-day frequency.

Perlik to serve on journalist protection board

New York — TNG President Charles A. Perlik, Jr., has been named to the board of directors of the Committee to Protect Journalists, recently formed under the sponsorship of the Columbia Journalism Review.

The committee's aim is to gather and disseminate information on the plight of American and local reporters in foreign nations where the rights of journalists and the press are being abused.

Its first projects involve South Africa, Paraguay, Uganda, El Salvador, the Soviet Union and Eastern Europe and it has established contact with Amnesty International, Helsinki Watch and the Committee for the Defense of Soviet Political Prisoners.

Walter Cronkite is the committee's honorary chairperson, while other directors include Peter Arnett, Pulitzer Prize winning Associated Press correspondent, and Colman McCarthy of the Washington Post's editorial page staff.

Terre Haute papers cited second time

Terre Haute, Ind — The National Labor Relations Board's regional office has issued a second complaint against the Terre Haute Tribune and Star on unfair labor practice charges brought by the Guild—this one over the company's notifying a number of striking Guild-covered employees that they have been permanently replaced.

The company has said that employees have been replaced permanently in the Terre Haute Guild's advertising unit, where members struck Feb. 27 over other unfair labor practices, and in the Guild's established business, circulation and editorial unit, whose members are honoring picket lines.

The Guild was recognized as bargaining agent for the advertising department employees a year ago. The unit struck after the NLRB issued a complaint on the company's unfairly harassing, intimidating and threatening members of the unit because of their union activity.

The Mailers union also struck Feb. 27 over company unfair labor practices. Teamster-represented circulation distributors had struck the paper six days earlier.

The board has consolidated both of its complaints on Guild unfair charges and set a hearing for May 5. Three days of hearings have already been held on the first of its complaints against the company.

Meanwhile, the board has dismissed a charge brought by the publisher against the Guild alleging that it engaged in an illegal secondary boycott through its campaign to encourage advertisers to withdraw from the papers.

The company has continued to publish a combined Tribune and Star and has used the U.S. Postal Service for much of its distribution.

Meanwhile a rally April 4 drew some 500 strike supporters, including members of the Musicians', Laborers' Electrical Workers', State, County and Municipal Employees', Teachers', Carpenters', Communications Workers' and Mine Workers' unions, in addition to members of the newspaper unions.

The participants marched to the newspaper plant, circled it several times and returned to the city hall parking lot for speeches, songs and messages of support.

John Schweitzer, general manager of the papers, said such demonstrations give "Terre Haute a bad name." A crowd of union members "rowdying it up . . . doesn't set too well," he said.

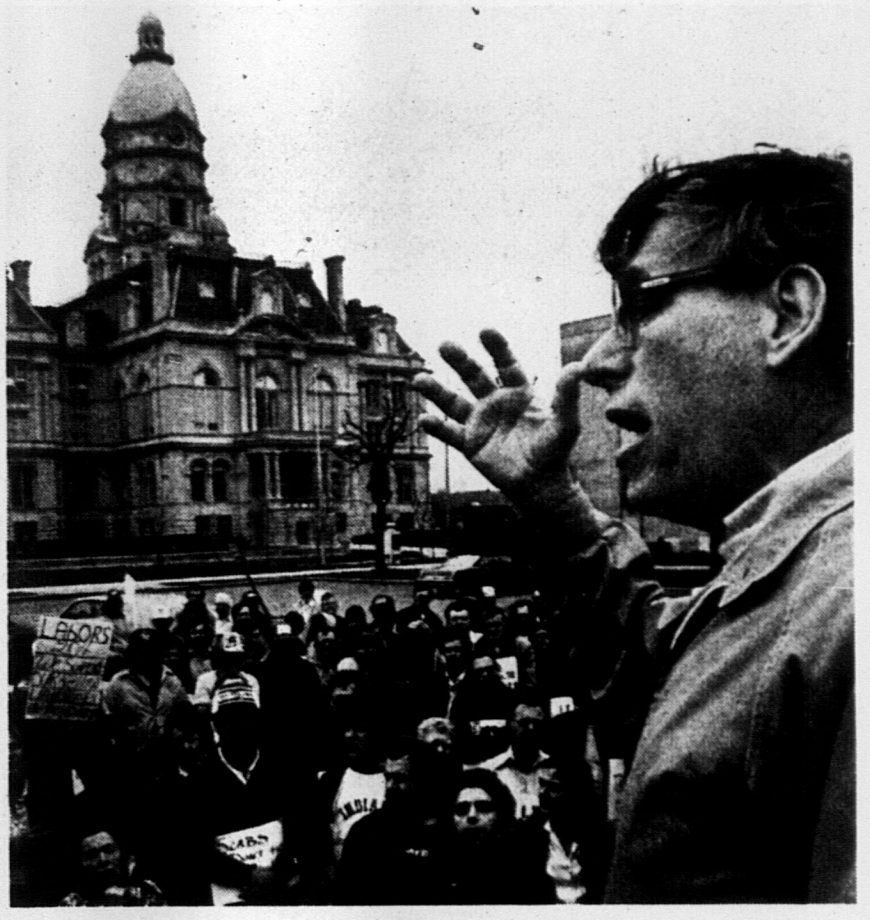
Typographical Union printers have been honoring their sister union's picket lines, but Pressmen, who reached a new agreement with the company earlier this year, have continued to work.

The Teamsters, who were the first to strike, have reached an agreement on a new contract, but are continuing to support the strike.

A tentative agreement between the Mailers' bargainers and the company has been sent to Typographical Union headquarters for approval before being submitted to a vote of the membership.

Meanwhile, Guild bargainers have continued to meet with the company seeking an initial contract covering advertising department employees.

Although considerable progress was reported in noneconomic areas after an April 10 session, meetings since have produced little more.



Rallying support

TNG International Representative Marshall Schiewe speaks to a rally of Terre Haute union members demonstrating support for strike by Guild members, Teamsters and Mailers against the Terre Haute Tribune and Star.

Reuters top to $556 in Canada

Toronto—Top minimums are raised by as much as $86.93 a week over a period of less than six months under an agreement between the Canadian Wire Service Guild and Reuters of Canada.

The $86.93 increase takes the top minimum for senior editors-reporters to $555.93 a week. It comes in two increments, with $44.56 retroactive to Oct. 23 and $42.37 from April 1.

The agreement, expiring next April 1, includes an additional holiday, for a total of 11, and reduces service required for a fourth and fifth week of vacation to six and 16 years respectively. Eight years' service had been required for four weeks vacation and 20 years for five weeks.

The mileage rate paid employees using their personal vehicles on company business is boosted by 11 cents over the contract term, to 30 cents a mile.

An overtime guarantee for employees called in to work on their day off is raised to seven hours, from three hours, and provision is added for a minimum of two hours' premium pay for employees called to work early.

Other increases and resulting new top minimums include:

Reporters-deskpersons—Up by $79.70 a week, to $509.70, in increments of $40.85 and $38.85.

Technicians—Up by $53.38 a week, to $341.38, in increments of $27.36 and $26.02.

News assistants, secretaries—Up by $39.48 a week, to $252.48, in increments of $20.24 and $19.24.

News dictationists — Up by $34.47 a week, to $220.47, in increments of $17.67 and $16.80.

Clerk-typists—Up by $27.43 a week, to $175.43, in increments of $14.06 and $13.37.

Guild leaflets ready

Washington — New, updated editions of two basic Guild leaflets are available to locals, David J. Eisen, TNG's director of Research & Information, has announced.

One, "Thanks to the Guild," introduces people to the Guild's history, operations, achievements and objectives.

The other, "Gentlemen and Scholars of the Press," by Judith Crist, is an appraisal of the union's accomplishments "fresh-ion's accomplishments.

NLRB calls for new Greensboro election

Winston-Salem, N.C.—The National Labor Relations Board's acting regional director, here, has recommended that a new election be held to determine if the Greensboro Guild should be the bargaining agent for some 60 advertising department employees of Landmark chain's Greensboro Daily News and Record.

In recommending a second election, Hugh Frank Malone upheld an objection filed by the Greensboro Guild over the employer's conduct prior to the Feb. 13 election in which 27 employees voted for Guild representation, while 37 others voted for "no union." The ballots of six other voters were challenged by the Guild and not counted.

Malone concluded that "the thrust of the employer's campaign" was to advise employees that choosing union representation "would cause them to be 'worse off'."

He cited a series of letters and speeches, beginning with an Oct. 24 letter from the advertising director and concluding with a speech by the company's vice president the day before the election. He noted that the Oct. 24 letter—stating that "bargaining starts from scratch" and "you may even receive less benefits than you now have"—was distributed "outside the critical period and . . . cannot be considered objectionable." But he said, it could be considered "as background."

He noted that "nowhere in the letters and speeches" did the company "indicate why the employees would be in a less desirable position" if the union were selected.

He cited as a "direct misrepresentation of the law" a statement in a Feb. 5 speech by the company's vice president that "when I must deal with unions instead of employees as individuals, you and I are both worse off," prefaced by an assertion that "at present, your supervisors and I can deal with you as individuals with regard to any aspect of your employment."

The company "misrepresented the law," he said, by telling employees they "would no longer be able to present grievances concerning terms and conditions of employment . . . but, instead would force the Employer to deal with the union."

Malone also cited a Jan. 15 letter in which the company said if the Guild gets in "it will be bad for all of us," a Jan. 30 letter stating that "the company is not required to agree to a single union proposal," and a speech on Feb. 12, the day preceding the election, in which a management representative said "you might be ordered to strike . . . if you strike you can be replaced . . . the union can take our last offer, or they can strike."

He also cited alleged conversations between supervisors and individual employees, including a Feb. 11 incident in which a Guild witness testified that a supervisor told him to "do yourself a favor, vote no."

The acting regional director said the alleged conversations raised substantial issues and recommended that a hearing be held if the board denies his recommendation for a new election.

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 1.7-point rise in the index in March, to 265.2, up 25.3 points from March 1980, and 55.9 points from March 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 March 1979. The Urban Wage-Earners' and Clerical Workers' Index is the source.

		Percentage over	
	Index*	Same month prior year	March 1979†
April, 1980	242.6	14.5	15.9
May	245.1	14.4	17.1
June	247.8	14.3	18.4
July	248.0	13.0	18.5
August	249.6	12.7	19.3
September	251.9	12.6	20.4
October	254.1	12.6	21.4
November	256.4	12.7	22.5
December	258.7	12.5	23.6
January, 1981	260.7	11.7	24.6
February	263.5	11.4	25.9
March	265.2	10.5	26.7

*1967 = 100 †Index = 209.3

Locals will get child care books

Washington — By special arrangement with the U.S. Labor Dept., local presidents and human rights chairpersons are being sent copies of a booklet about establishing child-care services in workplaces.

Although the Labor Dept. booklet explores child-care services in the U.S., TNG's Human Rights Co-ordinator Hanna Jo Rayl said she believed locals in both the U.S. and Canada would find its contents useful.

In a March 23 letter, she told officers to contact her if they had not received the promised booklet within six weeks.

JOB OPENING

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San Francisco-Oakland
Newspaper Guild

Assisting administrative officer of local with eight units, 1,400 members.

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Apply to:

Doug Cuthbertson
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SF-Oakland Newspaper Guild
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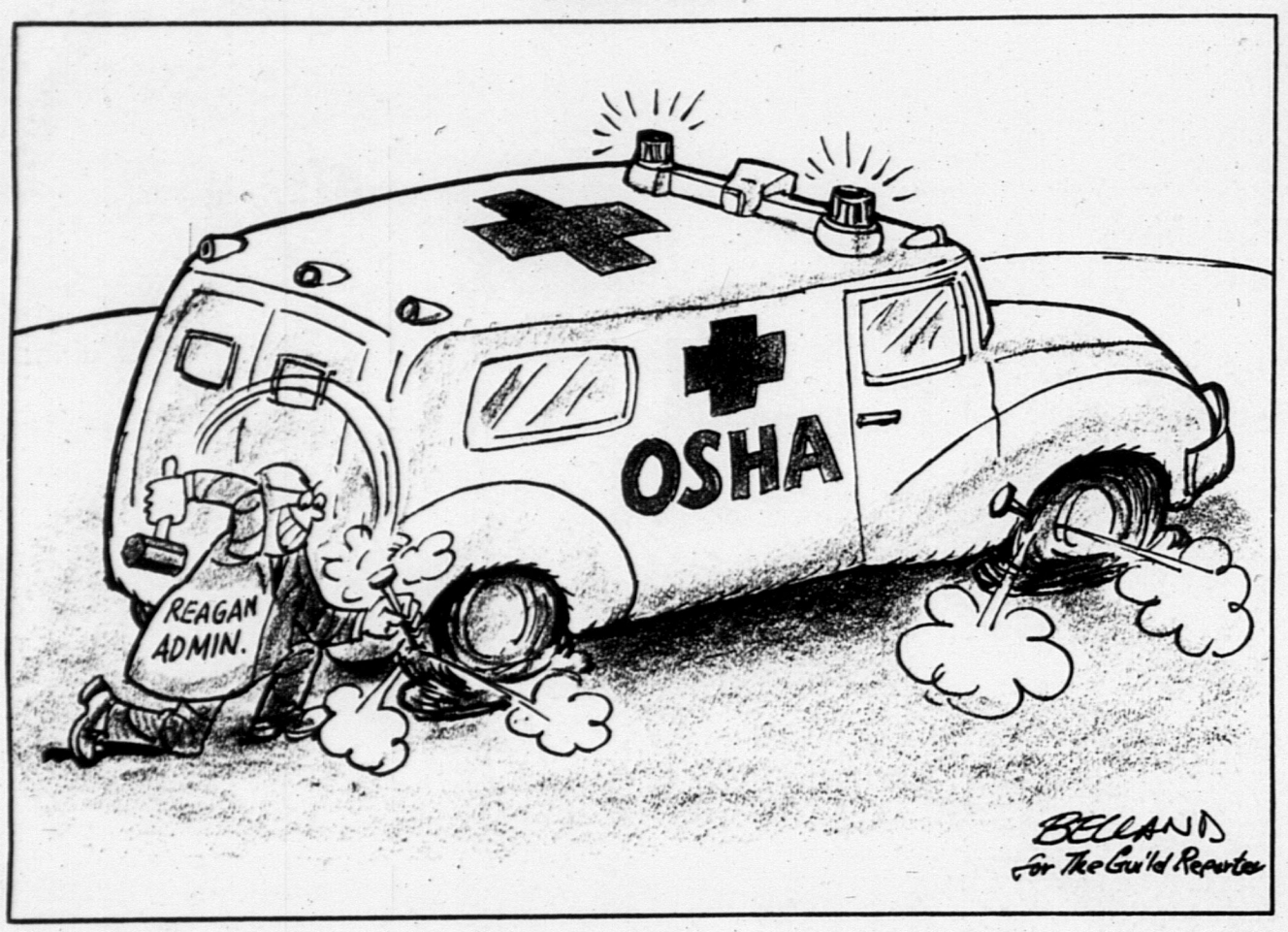
SABOTAGE!



WHAT FDR TOLD HOOVER 3/3/33

A first lady as an inside source

By DOROTHY ROE LEWIS

Dorothy Roe Lewis, a member of the New York Guild from 1934 into the 1950s while working for the old International News Service's Universal Service, retired in 1974 as a professor of journalism at the University of Missouri. This piece is reprinted from the March 13 New York Times' Op-Ed Page.

IT WAS March 3, 1933, the day before the inauguration of President-elect Franklin Delano Roosevelt. The four women reporters who had been assigned to cover Eleanor Roosevelt during the long summer campaign were gathered in a room at the Mayflower Hotel in Washington, where she had summoned us: Lorena Hickok of The Associated Press, Ruby Black of United Press, Dorothy Ducas of Hearst's International News Service, and myself, of Universal Service, the night side of I.N.S.

Through the many months of the campaign, the election, and its aftermath it had been our job to stay with the unpredictable Eleanor Roosevelt wherever she went, whatever she did, and she set a hectic pace. Although most of us were half her age, we were exhausted just keeping up with her. We also had become fond of this unorthodox lady, and apparently she held the same feeling toward us. By the eve of the Inauguration, we were old friends. The same warm relations existed between F.D.R. and his press corps, our male co-workers told us.

With her weekly women's news conferences, Mrs. Roosevelt did more to elevate the role of women reporters than anyone before or since.

THROUGHOUT the Roosevelt administration, the children of every member of the Washington press corps were invited regularly to play with the President's grandchildren at the White House, and any woman covering Mrs. Roosevelt's news conferences received flowers from the White House greenhouse if she stayed home even a day with the sniffles. I was not even based in Washington after the Inauguration, but my parents in southern Arkansas received a Christmas card every year signed by Franklin and Eleanor Roosevelt and invitations to be patrons at various White House galas. I never knew how the President's staff learned my parents' name and address, but I know that it took exhaustive research.

So we often protected Mrs. Roosevelt in those days before the Inauguration, as that impulsive lady often spoke before she thought. But she was always considerate and impartial. For instance, a few days before the inaugural cavalcade of officials, Secret Service men, and the press was to set out for Washington from New York, Mrs. Roosevelt told us that she planned to drive alone to Washington in her own little sports car, as it would be her last chance to travel as a private individual.

This was a good story for the "women's angle" reporters, and we dutifully filed it. I was in bed in New York the night before the trip was to start when the telephone rang at 2 a.m. I answered groggily and heard an unmistakable high-pitched voice saying: "This is Mrs. Roosevelt. Franklin says I can't do that. I have to go with the official procession. I thought you girls would want to know right away." So we four women joined the long retinue of cars, and the next day wished Mrs. Roosevelt well as she rushed into the room just before joining her husband for the incoming President's traditional call upon the outgoing one.

"Now, girls," she said, "if you'll just wait here, I'll come right back and tell you what happened."

An hour later she rushed back, bubbling with excitement, and announced: "Oh, girls, I have a wonderful story for you! When we arrived at the White House, Mr. and Mrs. Hoover were waiting for us, and Mrs. Hoover poured tea, and we exchanged polite small talk. But right away Mr. Hoover said to Mr. Roosevelt: 'Will you come into the study with me? I want to have a private talk.' So they went into the next room, but they forgot to close the door, and I could hear everything they said!

"Well, Mr. Hoover said to Mr. Roosevelt: 'Will you join me in signing a joint proclamation tonight, closing all the banks?' And Mr. Roosevelt said to Mr. Hoover: 'Like hell, I will! If you haven't got the guts to do it yourself, I'll wait until I am President to do it!' Now, girls, I know you want to get your bulletins out at once, so I won't keep you." She beamed at us triumphantly, but nobody moved, and her face fell.

"Why, what's the matter?" she wailed, "I thought you'd be pleased!"

ONE OF US said, "Mrs. Roosevelt, you don't really want us to print that, do you?" Then everybody was trying to talk at once: Don't you realize what would happen if that story went out tonight? The New York Stock Exchange would close. The London Stock Exchange would close. The country would go off the gold standard. There would be a worldwide panic. Besides, it's all hearsay. We couldn't quote either President directly.

She stared back, about to burst into tears, and said: "Oh-h-h! I didn't think about all that! What are we going to do?"

We looked at each other in silent agreement and then we said, together or singly: "It's all right, Mrs. Roosevelt. If you will promise not to tell anyone else about this, we will promise not to write it." And, so far as I know, none of us did, until now. We didn't even tell our editors. Mr. Roosevelt issued his proclamation a few days later, and the world hasn't been the same since. Who says women can't keep a secret?

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DAY BOOK

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.

New England District Council, spring meeting, May 16-17, Colonial Hilton Inn, Wakefield, Mass.

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

As they put it

Putting a price on safety

The following is taken from an editorial in the April 18 issue of the AFL-CIO News.

Recent actions of the U.S. Labor Dept. to abrogate its responsibilities under the Occupational Safety & Health Act raise serious questions about the Reagan administration's understanding of the functions of the executive branch of the government.

Within the last month, the Secretary of Labor has withdrawn OSHA's proposed requirements for identification of hazardous chemicals used in the workplace and cancelled public hearings on them. Ten years of painstaking study went into development of the proposal, which he dismissed, inaccurately, as a "midnight regulation."

The secretary has turned back the clock on textile workers threatened by exposure to cotton dust by calling for new rulemaking for a cotton dust standard to include "cost-benefit analysis," abandoning a pending Supreme Court test of the issue.

The new administrator of OSHA has issued an order withdrawing the agency's pamphlets and films on brown lung disease, which he admitted he has not personally reviewed, on the curious ground that the materials "favor workers."

Each of these moves reflects industry objections to the law and to its enforcement.

They show a fundamental misunderstanding of how our three-branch, representative system of government operates.

Our elected Congress has asserted every worker's right to a safe and healthful workplace. The law has been tested and upheld by the judicial branch.

The Reagan administration, as the executive branch, is directed by the Constitution to "take care that the laws be faithfully executed." It cannot evade that responsibility because a business complains of the cost.

The Occupational Safety & Health Act was enacted to protect workers from avoidable job-related hazards. It clearly is within the law's intent that workers be made aware of the potential risks of the substances they handle or breathe.

The achievements and the goals of this excellent law should not be negated under the guise of business-school jargon such as cost-benefit analysis, a thinly disguised ploy to cripple the effect of the law and the agency that administers it.

Responsible elements of the business community surely cannot agree that it is an acceptable practice to trade off specified amounts of human suffering in exchange for maximizing profits.

The AFL-CIO is committed to the effort to achieve strong federal standards that require industry to provide clear identification of hazardous substances, to provide textile workers with a clean, safe environment, and in general to provide for all working people the safe workplace that the law requires.

Given the realities of the blatant bias with which worker safety and health are apparently going to be treated, however, we will urge our members to use every means available—state legislation, legal proceedings, and contract language—to assure that no worker be forced to decide between a life and a paycheck.

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