

Tentative pacts end N.Y. Times strike in 6 hours; key minimum to top \$750

New York—New York Guild bargainers reached tentative agreements on new three-year contracts with the New York Times and the Daily News shortly after noon May 7 to end a strike by the Guild against the Times after about 6½ hours. The papers were bargaining jointly with the union.

While full details of the tentative settlements were not immediately available, it was clear that their wage increase provisions would take the top minimum for experienced reporters, photographers, copy editors, outside advertising salespersons, circulation "roadmen" and others to more than \$750 a week at the Times

and more than \$714 at the Daily News in the contracts' final year. Present top minimum at the Times is \$616.07 and at the News is \$578.81. The wage package is that agreed to earlier by the printing crafts and other unions: increases at the beginning of each year averaging \$51 the first year, \$36

the second and \$37 the third, plus uncapped cost-of-living increases in the second and third years matching any rise in the regional Consumer Price Index that exceeds six percent. There also is an additional \$6 in the second year for fringe-benefit improvements. The tentative settlements also

would immediately eliminate lower minimums for employees hired after Jan. 1, 1979, one of the Guild's major goals in the bargaining, and address each of the union's other major issues as well, including erosion of job and union security, a Guild representative reported.

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RAYMOND CROWELL/Washington-Baltimore Guild

White House vigil

TNG's International Executive Board joins members of other labor and environmental groups on a picket line in front of the White House April 27 to demonstrate support for keeping intact the Occupational Safety & Health Administration and the protective workplace standards the agency has set under

past administrations. The occasion was one of a series of weekly vigils being sponsored by the OSHA/Environmental Network, a coalition opposed to weakenings in environmental and health and safety safeguards. The IEB issued a strong pro-OSHA statement during its meeting. (Story, Page 2.)

Push for \$500 average urged

Washington — TNG's 1980 Convention is being urged to endorse a major bargaining effort to push the average reporter top minimum under Guild contracts to \$500 a week by the end of next March.

In voting the recommendation during its spring meeting, the International Executive Board pointed out that increases in living costs and productivity in the last year would boost TNG's bargaining goal for key classifications to more than \$1,000 a week.

And while \$1,000 a week is "not too much to ask for employees . . . of the news industry," the IEB said it is recommending no change in the current goal of \$900 a week.

Rather, "the Guild's more immediate goal" should be to raise the average reporter top minimum to \$500 by next March 31, the IEB declared.

The average reporter top minimum on April 1 was \$432.33 a week, up by \$35.95 over the prior

year, the board noted in its collective bargaining report to the 1981 Convention.

The dollar increase in the average reporter top minimum was the highest in the Guild's history. The average reporter top minimum increase bargained during the fiscal year also set a dollar record—for the third consecutive year—the IEB pointed out.

The average increase was \$35.82, or 9.2 percent, in the first year of Guild settlements reached during the year and \$31.06, or 7.3 percent, in the second year of those contracts.

"But despite the records set," the gains made "were not enough." They "were outstripped by persistent and ravaging living

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14 on IEB, 2 others announce; contest in West

Announcements by 14 incumbents on TNG's International Executive Board that they will stand for re-election and by two leaders of the Pacific Northwest Guild that they will seek TNG vice presidencies have set up at least one contest in this summer's regular biennial TNG elections.

TNG Vice President Carla W. Beck of Great Falls is being challenged for election to a third term from TNG's Region 4, the U.S. West, by Anna M. Padia, a long-

time leader and former president of the Pacific Northwest Guild.

Another Pacific Northwest leader, R. Emmett Murray, has announced that he will seek election as a TNG vice president at large.

One incumbent vice president—two former Elwood B. (Woodie) Bigelow of Portland, elected at large, will retire from the International Executive Board when his present term ends in October. Thirteen of the 14 other IEB

incumbents said during the board's spring meeting that they will seek re-election. They are:

International Chairperson Harry S. Culver of the Wire Service Guild, who will be seeking his third term in that position and fifth overall on the IEB.

President Charles A. Perlik, Jr., who will be seeking his seventh term in that office.

Secretary-Treasurer Charles Dale, who will be seeking his second term.

tract would have opened.

The \$56.08 increase for reporters, photographers, outside salespersons and artists comes in two steps with \$34.80 on June 8 and \$21.28 due on Dec. 7. It takes the increase at the key top minimum over the contract's now three-year term, to \$139.99 a week.

Minimum increases in the new third year are equal to 11.3 percent, while those over the three-year term are 33.9 percent.

Other third-year increases, re-

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News, ad tops up \$56 in San Diego extension

San Diego—The top minimum for key editorial and outside advertising sales employees will be raised by \$56.08, to \$553.24 a week, under a one-year extension of the San Diego Guild's contract with Copley's Union and Tribune.

The year's extension, beginning June 8, came under a provision in the local's two-year agreement with the papers calling for wage bargaining in advance of the contract's June 7 expiration date. If no agreement had been reached before expiration the entire con-

citing the IEB's political action report to this year's convention, adopted at the spring meeting.

That report declared that efforts have "proved unsuccessful" to slow "the headlong pace" of the Reagan administration's "deep budget cuts into social programs, removal of occupational, consumer and environmental protections and general delivery of the government into the hands of big business."

Despite the creation of a Budget Coalition, joined by TNG, "to dull the sharpest cuts," proposals are moving forward that will "deeply" slash funds for health care, unemployment insurance, education, enforcement of labor and health and safety standards, transportation and mail service, the board said.

Moreover, the IEB pointed to the take over "by business executives" of the Department of Labor and its Occupational Safety & Health Administration.

"OSHA, the worker's safety watchdog, is going to sleep," the board declared. It cited the Reagan administration's subjecting "major safety standards" to "cost-

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Also, At-Large Vice Presidents: William T. Davis of San Jose, seeking a second term.

Robert C. Holt, Jr., of St. Louis, seeking a third term.

David M. Mulcahy of New York, seeking a fourth term.

Floyd Tucker of San Francisco-Oakland, seeking a third term.

Joyce Walker-Tyson of Detroit, seeking a second term.

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IEB urges preparations begin now for 1982 House elections

Washington — Although we must "live with the consequences" of last year's U.S. elections "for at least four years, . . . we have a chance to begin reversing the current in less than two," TNG's International Executive Board declared during its spring meeting.

Congressional elections will be held in 1982 and "if labor and progressive forces are to hold the House against the right-wing tide and regain control of the Senate," they should get an early start, the IEB warned.

Pointing to right-wing and business-interest campaigns already underway against liberal House and Senate members, and warning that "their means are formidable," the IEB called for U.S. locals and district councils to make "every effort" to raise funds for the AFL-CIO's Committee on Political Education.

"Labor cannot match business dollar for dollar," the IEB said, but urged that it increase its contributions "enough to give the candidates it supports a fighting chance."

COPE "is labor's principal mechanism for accomplishing that," the board said. It noted that since union treasury contributions can be used only to finance voter education and registration activities that COPE is "dependent on individual donations" to fund direct contributions to candidates.

Last year corporate, conservative and right-wing political action committees made contributions to candidates totalling nearly \$100 million, and these groups "are aiming to top that amount next year," the board said.

It pointed to labor contributions to defeated Democratic Senator Birch Bayh of \$251,000, while "his victorious opponent," Don Quayle, received \$600,000 from corporate, right-wing and conservative quarters.

And to the last year's Senate race in Iowa where labor gave \$200,000 to Senator John Culver, less than a third of the \$683,000 the right contributed to his successful challenger, Charles Grassley.

TNG's COPE quota for 1981 is \$5,820, the IEB noted. It pointed out that although last year the Guild gave nearly that much to COPE—\$5,636.60—all but \$1,511.60 came from treasury donations and, therefore, could not be contributed to candidates.

Individual contributions to COPE are deductible in computing federal income taxes, the IEB pointed out in urging U.S. locals to solicit voluntary contributions in addition to making treasury contributions.

The IEB also recommended that Canadian locals consider making contributions to provincial political education committees and that locals in both coun-

tries appoint political action committees to conduct continuing programs of political and legislative activity.

TNG Vice President David M. Mulcahy of New York, a registered Republican, was recorded as voting against the IEB's political action report after he unsuccessfully moved for several changes in its references to the Reagan program.

Legislative conference June 8-10

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benefit" analyses that balance lives against dollars and the simultaneous abandoning of "other regulations formulated in the interests of workplace safety."

"We are tasting only the early bitter fruits," the IEB warned. Whether other portions of the program prepared by the Reagan administration and its Senate allies—aimed at labor, food stamps, welfare and other progressive gains of nearly 50 years—will take shape "depends, to a great extent, on how successful the labor movement, civil rights organizations and other forward-looking groups are in mobilizing popular opposition," the IEB said.

"We in the Guild must do our share . . . to make sure there is an effective counterforce to prevent the destruction of all that has been achieved by years of social reform," it said.

The legislative conference "can serve as a rallying point" against these attacks "by an administration unabashedly cast in the image of big business," the IEB said.

The IEB also called on the convention to recommend that "TNG be prepared to mobilize

Perlik: Parley to 'strengthen bonds'

Washington—The joint legislative-political conference TNG is co-sponsoring with the International Typographical Union and the Graphic Arts International Union "is a tangible demonstration of the Guild's and the ITU's stated determination to launch 'new co-operative activities' and to 'strengthen the bonds between our two unions' in the wake of the termination of our merger negotiations," TNG President Charles A. Perlik, Jr., said during an IEB discussion of the ending of TNG-ITU merger talks.

"As we have joined with our sister unions in the newspaper industry to resist employer assaults on our contracts, we are joining with them now to resist the growing assault on our social and political gains," Perlik later wrote U.S. locals urging their participation.

U.S. locals for grass-roots lobbying in co-ordination with other labor and progressive groups against all attempts to erase social and labor legislation and programs." The convention should also call upon locals to "respond to the fullest extent possible," the IEB said.

In endorsing the conference, the IEB also authorized three TNG vice presidents to attend as the board's representatives.

The IEB said it realizes that the notice for the conference is

short, but called upon all U.S. locals that possibly can to send representatives.

The conference can be a major factor in bringing together the Guild and other unions against "the wide range of legislative attack" upon measures favorable to organized working people, the board declared.

The joint TNG-ITU-GAUI conference will meet at the Capitol Hill Quality Inn, starting early June 8. There is a \$20 registration fee.

Reverse OSHA rollbacks, IEB urges administration

Washington—Last year opponents of the Occupational Safety and Health Administration were trying to destroy the agency through legislation, but this year "they have taken it over and are destroying it from within," TNG's International Executive Board declared during its spring meeting.

And at its meeting May 2-3 the Western District Council echoed the IEB's statement.

The IEB cited these actions since Reagan appointees moved into OSHA:

✓ A long-sought regulation re-

quiring identification of chemical hazards has been withdrawn.

✓ The U.S. Supreme Court has been asked to vacate a decision upholding OSHA's lead standard so it can be subjected to a "cost-benefit" analysis.

✓ A revised noise standard and a regulation requiring pay for employees accompanying OSHA inspectors through the plant have been delayed for reconsideration.

✓ 100,000 booklets describing the hazards of cotton dust and OSHA's cotton-dust standard have been destroyed on grounds that they are "too biased" toward victims of brown lung disease, and the Supreme Court has been asked to delay ruling on the standard while OSHA reviews its economic impact.

And "while OSHA is being eroded from within," the proposed Reagan budget cuts "threaten to emasculate what is left," the IEB said. It pointed to budget-cutting proposals that would close at least 10 area OSHA offices and reduce inspections by more than 12,000 a year.

A 30 percent cut in budgeted funds for the National Institute for Occupational Safety and Health would further cripple an agency "already put under reins by the abrupt dismissal of Director Anthony Robbins," the board noted.

It called on the U.S. Congress to ensure that both OSHA and NIOSH are sufficiently funded to operate at "levels of proper effectiveness."

The IEB also demanded that OSHA officials halt the rollback of safety regulations and "start to display a concern for the health of the workers whose lives and wellbeing they are charged with protecting."

Mid-Atlantic votes \$100 to COPE

Clark's Summit, Pa. — After hearing reports on TNG's International Executive Board recommendations on political action, the Middle Atlantic District Council voted to contribute \$100 to the AFL-CIO Committee on Political Education's Voter Edu-

cation and Registration Fund at the council's spring meeting here May 2 and 3.

The council will hold its fall meeting in New York City. Tentative dates, subject to confirmation by the New York Guild, are November 7 and 8.

'They've taken the people out of this program . . .'

Cotton Dust: Worker Health Alert

. . . AFL-CIO President Lane Kirkland told several hundred cotton mill workers and others gathered near the Labor Dept. May 4 to protest the Reagan administration's decision to re-examine Occupational Safety & Health Administration rules instituted under the Carter administration to improve workers' protection from cotton dust and the brown-lung disease, byssinosis.

Kirkland held aloft copies of two publications on the cotton dust regulations and workers rights under them. The one pictured at left was ordered destroyed by the new assistant labor secretary for OSHA, Thorne G. Auchter. The man on the cover, the pamphlet notes, died of brown lung. It also contains other pictures of people at work in cotton mills and a quotation from another brown lung victim describing how the disease has affected him. The newly issued, revised leaflet, right, contains none of that.

The rally was one of 37 held in as many cities throughout the United States May 4. Several TNG staff members attended in Washington. TNG President Charles A. Perlik, Jr., and Linda Zink, Los Angeles Guild administrative officer, attended in that city.

OSHA's revised leaflet on cotton dust "tells you they've taken the people out of this program. They've taken those faces and those words out of this program. They've taken the flesh and blood and the humanity out of it," Kirkland said.

Cotton Dust: Worker Health Alert

U.S. Department of Labor
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Buffalo, Vancouver publications win Schick Awards for 1980

Washington — Publications of the Buffalo and Vancouver-New Westminster Guilds are the winners of the fifth annual David S. Schick Memorial Awards as the best local Guild publications of their kind during 1980.

The awards were announced during the spring meeting of TNG's International Executive Board April 27-30.

Buffalo's "Frontier Reporter," winner in the linecast category, was selected "by the narrowest of margins . . . on the basis of its regular, clear and concise coverage of the local and its activities plus its 'localizing' of TNG events and actions—all in an eye-catching package," the contest's judges said.

The judges said they were "particularly impressed by the editor's skillful use of type display alone to produce cover pages on two of the [three] issues submitted that were so attractive that the absence of conventional art elements nearly went unnoticed."

Vancouver-New Westminster's "inside story," a machine-duplicated, typewriter-"set" newsletter, was selected winner in the "all other" category "on the basis of its use of art and display head

type on its cover page." Otherwise "there was no basis for choice" between entrants in that category, the judges said.

Editors of the winning entries are Richard J. Roth of Buffalo and Ros Oberlyn of Vancouver-New Westminster. They and their locals will receive citations at this summer's TNG convention.

The judges said they were "greatly impressed with the overall quality" of all the entrants.

Each of the contest entries was "a graphic reminder . . . of the fact that every local, whatever its size, should see the absolute necessity of its having a membership publication, plain or fancy, technically primitive or sophisticated," the judges observed. "To any local tempted to offer the excuse that it 'can't afford to,' we say you can't afford not to."

Judges were TNG Vice Presidents Joyce Walker-Tyson of Detroit and William T. Davis of San Jose plus Guild Reporter editor James M. Cesnik.

Noting that this year's contest drew a total of only seven entries—about a third of the local publications known to exist and the fewest in the contest's five-year existence—they recommended

that the International Executive Board's Research & Information Committee review the contest's format and procedures before the next one is conducted "with a view to stimulating increased participation." The judges also offered the committee some suggestions for its consideration.

The contest is named for the late administrative officer of the Philadelphia Guild, a onetime union-publication editor, and is financed with interest from a fund established by unions and Schick family members.

Janet David of New York rejoins TNG's field staff

New York—Janet David, chairperson of the New York Guild's Amsterdam News Unit, rejoined TNG's staff as an International Representative May 4.

David previously served as a temporary member of TNG's field staff from January 1977 to mid-February 1978 under the special organizing program in effect at the time. She returned to the paper when funds for the program ran out.

An advertising account executive at the Amsterdam News, she is a long-time delegate to the local's representative assembly and has been a member of the local executive board.

A Guild member for 25 years, David also has served on every Guild bargaining committee at the Amsterdam News since 1957.

Her initial assignment is in New York where TNG is assisting the local in a campaign to sign up "free riders."

THOMSON, SOUTHAM

Chains charged with conspiracy

Ottawa — Canada's Justice Dept. has charged the Thomson and Southam newspaper chains with conspiring to limit daily newspaper competition in four major Canadian cities and with illegally creating monopolies in three of them.

The charges, made under the Combines Investigation Act, followed an investigation launched after six Guild members, including Canadian Director William H. McLeman, petitioned the government to conduct a full-scale investigation into the chains' activities.

The Guild members sought the investigation after the simultaneous closing last Aug. 27 of Thomson's Ottawa Journal and Southam's Winnipeg Tribune, leaving Thomson with the only daily in Winnipeg—the Free Press—and Southam with the only English-language daily in Ottawa—the Citizen.

At the same time, the last vestiges of newspaper competition were eliminated in Vancouver when Thomson sold to Southam its half interest in Pacific Press Ltd., publisher of the Sun and Province, and the possibility of a second English-language daily in Montreal was foreclosed when Thomson also sold Southam its one-third interest in the Montreal Gazette and Thomson's option to run the newsroom if Southam revived the Star or started another afternoon paper in Montreal.

The transactions of Aug. 27 left only four Canadian cities with directly competing English-language dailies: Toronto, Calgary, Edmonton and St. John's, Nfld.

About 745 persons had been employed by the Ottawa Journal and the Winnipeg Tribune, including some 110 represented by the Guild in the advertising and news departments of the Tribune and about 40 represented by the Guild in the Journal's circulation department.

The two chains own 50 percent of Canada's daily newspapers and control 50 percent of daily Canadian circulation.

They are charged with con-

spiring to restrict competition in Montreal, Ottawa, Winnipeg and Vancouver and with unlawfully creating monopolies in Vancouver, Winnipeg and Montreal.

Penalties under the law include up to five years in prison and fines of up to \$1 million, the Montreal Gazette reported.

An associated charge filed against Southam Vice President William J. Carradine carries a maximum fine of \$5,000, two years in jail, or both.

He is alleged to have obstructed the government's investigation by "tearing, mutilating and attempting to destroy and attempting to hide documents."

As part of its probe into the chains' activities, government investigators searched corporate offices last September.

Three other officials were named in the conspiracy charges, but not individually indicted. They are Southam President Gordon N. Fisher, John A. Tory, a Thomson official and George N. Currie of the former F. P. chain that Thomson bought in January 1980.

In 1976 the Supreme Court of Canada ruled against monopoly charges the government brought against the K. C. Irving chain over its ownership of all English-language dailies in the province of New Brunswick.

In that case, however, the court refused to uphold the government on grounds that it failed to prove that the monopoly was detrimental to the public interest.

The Kent Commission—a royal commission established last fall to examine corporate concentration in the Canadian newspaper industry—concluded a series of regional and national hearings April 16. It is expected to make recommendations by July 1.

The Guild has urged that legislation be enacted limiting the number of existing newspapers a chain can acquire and encouraging, instead, the expansion of the industry through the creation of new papers.

The Guild first advanced its proposals to the government last spring after Thomson acquired the F. P. chain and its eight daily papers, including the Winnipeg Free Press, the Ottawa Journal, the Sun-half of Pacific Press and the Toronto Globe and Mail.

Norristown unit votes for Guild

Norristown, Pa. — The Independent News Employees' Union here, voted 35 to 10 on April 28 to affiliate with the Philadelphia Guild.

The independent union represents the 54 advertising, editorial and business office employees of The Times Herald, a 32,000 circulation evening daily.

Its contract with the paper expired April 18.

Management of the paper May 4, however, rejected the Guild's request for recognition as bargaining agent for the group and the local has filed a petition with the National Labor Relations Board seeking certification.

The Guild represented the Norristown unit in the 1940s. It bargained contracts covering them from 1941 through 1947.



JANET DAVID
Rejoins TNG field staff

Tentative pacts end strike at N.Y. Times

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Elimination of the lower-minimum structures was priced at more than \$2 million by management representatives. Some of the affected employees will get raises of at least \$60 a week immediately under the move, the Guild reported.

Meetings of the Guild units at each paper were expected to be set for early in the week of May 10-16 to consider ratification of the tentative agreements.

The settlement was reached in a marathon, 20-hour bargaining session with the assistance of federal mediator Robert L. Kyler, who had joined the talks three weeks before after the Guild had set a strike deadline for April 29.

The clock had been stopped on that deadline when the companies made contract proposals that were seen as offering a "basis for settlement." After a series of long and intense meetings with the clock stopped during the days that followed, however, the Guild on May 5 set a new deadline—6 a.m. May 7—and named the Times as the paper that would be struck, with a decision to be made later on whether a walkout would also be called at the News or the New York Post. The latter continues to bargain separately with the Guild's citywide negotiating committee.

A new full contract proposal by the company as the new strike deadline approached caused the Guild to move the deadline to 6:30 a.m. as the citywide committee examined the proposal and framed its response.

At 6:30 the committee announced that it was rejecting the company proposal, picket lines went up at the Times, and the

Guild proposed that the talks continue.

Bill Kennedy, president of the New York Printing Pressmen's Union, who had been on hand throughout the night at the site of the talks, went to the Times plant and escorted some Pressmen whose shifts had begun before 6:30 out of the plant, onto the street-side of the Guild's picket lines. The Pressmen remained outside throughout the 6½-hour strike.

Meantime, as the talks continued, the Guild proposed modifying one aspect of the companies' prestrike proposal—one that had come to be known as a "most favored nation" proposal. Under it, the companies sought guarantees that any more favorable terms and conditions that might be agreed to with the Post would be extended to their contracts as well.

The Guild informed the companies that a tentative full agreement could be reached if the companies modified their "most favored nation" proposal to that agreed to earlier with the Pressmen. After a short meeting the company agreed and the picket lines were removed from the Times.

The Times and the News reported that the Guild committee voted to accept the proposal with the Pressmen's "favored nation" language by 13 to 6. The News reported that the committee at 6 a.m. had voted to reject the unmodified proposal by 11 to 9.

The modified proposal provides for arbitration if there is a dispute over the provision's applicability and makes it clear that under specified circumstances it is not applicable, a Guild representative reported. One of those



BILL MAX/New York Guild

Pins and presentations

Charles Constantino of the New York Times Unit of the New York Guild receives a 25-year membership pin from TNG President Charles A. Perlik, Jr., during a local membership meeting April 14. Perlik handed out gold pins to

New York Guild members who had reached the 25-year mark, after Harry Van Arsdale, Jr., president of the New York Central Labor Council swore in the local's officers for their 1981-82 term.

circumstances is a substantiated claim of financial straits resulting in less costly terms and conditions at the Post, he said.

Mediator Kyler, in announcing the tentative settlement, singled out the Pressmen's Kennedy for his role in the agreements being reached, and "also commended Edwin R. Egan, executive vice president of the Guild, and James H. Orcutt, the Guild's secretary-treasurer, for their part in negotiating the final agreement," the Times reported in its May 8 editions.

During the strike, New York Guild President Betsy Wade was arrested and charged with disorderly conduct and resisting arrest after she "tried to stop a trailer truck from entering a loading bay in the Times building," the Times

reported in the same account.

Under the settlements, the previous contracts' lower minimums for employees hired since Jan. 1, 1979, would immediately be eliminated, with the minimums for more veteran employees becoming the minimums for all. The contracts' general increase provisions would apply to all, the more veteran as well as the post-1978 employees.

Minimums in the contracts' lower eight wage groups would not be increased in the first year and would go up by half the applicable general increase and cost-of-living amounts in the second and third years.

Minimums in the higher wage groups would be increased by the full amounts of the applicable general-increase and cost-of-living

amounts for each of the three years.

Elimination of the lower-minimum structures would result in some employees wages being raised by "well over" \$200 a week during the settlements' three-year term, a Guild representative said.

The settlements also provide for weekly checkoff and remittance of dues to the Guild.

Unit clarification proceedings would remain before the National Labor Relations Board, but the Guild and the companies would reopen negotiations on their voluntary resolution.

Video display terminals will be monitored regularly and data from the monitoring will be provided to the Guild.

At the News, per-diem expense payments for out-of-town assignments would be raised by \$2 each year, to \$20. And the News will state its commitment to affirmative action employment policies in a letter to the Guild.

Talks with the Post, meantime, were continuing, with a session set for May 8 and a full schedule for the week beginning May 10. TNG International Representative William M. Brown had joined Leo J. Ducharme in working with the Guild unit at that paper for the talks. They along with International Representatives Harry McCormick and G. Richard Pattison have been assisting the New York local in its bargaining with the Times, Daily News and Post for several weeks.

IEB declines to join in seeking restriction on election reports

Washington — TNG has declined an invitation to join the League of Women Voters in asking the major wire services and broadcast networks to refrain voluntarily from projecting election results before voting has been completed on grounds that projections may discourage voting in late-polling states.

"Asking news media to restrict election coverage is not a desirable solution of the problem, however seriously it might be regarded," the International Executive Board said April 28.

"Other solutions that do not infringe on news dissemination, such as staggered polling hours

or delayed counting, are available," the IEB said.

"We are opposed to encouraging the news industry to enter collusive arrangements to suppress news," said Vice President Floyd Tucker.

The league and the Committee for the Study of the American Electorate said they feel it was clear that contests last November on the West Coast, in Hawaii and Alaska, ranging from state representative to U.S. representative, where margins were from 25-800 votes "certainly could" have been influenced by early projections of election results.

Mellett Fund out of money; IEB votes year's subsidy

Washington—Noting that the Mellett Fund for a Free and Responsible Press has run out of money "at last," TNG's International Executive Board has voted to subsidize it and its award for critical evaluation of journalism for one more year.

The IEB's Research & Information Committee estimated that the cost to TNG, based on the fund's previous expenditures, will be "approximately \$1,200, \$1,500 at the outside."

During that year the Fund will continue to "seek additional funding or, failing that, another home for the award, such as another journalism organization

or school." Quests for more funds to make the Fund's criticism award permanent have to now been unsuccessful.

Besides the three-year-old critical evaluation award, the Fund earlier financed a series of pilot community press councils, leading to publication of the definitive book on the subject, and made several grants-in-aid to doctoral degree candidates in the field of press freedom and responsibility.

The 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.

Board calls for campaign to sign up 'free riders'

Washington — TNG's 1981 Convention should give its full support to launching an intensified campaign to remedy the problem of "free riders" in Guild bargaining units, the International Executive Board is recommending.

In its Organizing Report, adopted during its spring meeting here, the IEB points to the audit of TNG's finances for the fiscal year ended March 30 that shows that monthly per capitas were received for an average of 33,473 members and agency-fee payers during the year, while surveys of Guild units indicate that some 40,000 employees are covered by Guild contracts.

"Upwards of 6,500" free riders are represented by the Guild and receive all contract benefits, the board said. It called the figure "staggering."

"Ironically," it said, although unions are required by law to represent all employees for which it holds bargaining rights, only in four Canadian provinces does the law require all represented employees to pay union dues.

The provinces of Quebec, Manitoba, Saskatchewan and, most recently, Ontario have enacted laws mandating the deduction of dues or their equivalent from the pay of all employees covered by a union contract.

The IEB also is recommending that TNG's field staff be expanded as new funds become available. It noted that the budget it is submitting to the convention anticipates the addition of another International Representative, to raise the number to 11.

Rep. Gore raps FDA's VDT report

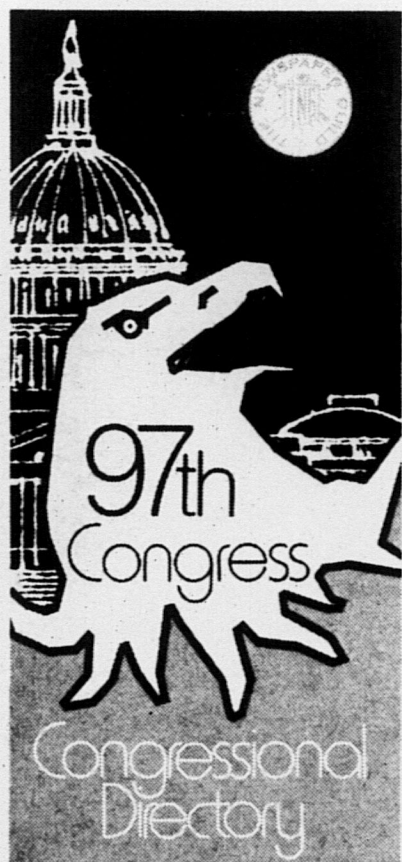
Washington—Rep. Albert Gore (D-Tenn.), chairman of the House Subcommittee on Investigations and Oversight, has questioned the recently reported conclusion by the Food & Drug Administration that radiation emissions by video display terminals pose no health problems to the seven million persons using the devices.

Gore said he is troubled that the FDA's public report "failed to recognize the agency's own scientific conclusion" that research information is lacking on

health effects for the range of radiation frequencies emitted by VDTs.

Gore issued the statement in announcing that the subcommittee on May 12 and 13 will hold hearings on the potential effects on health of VDTs and radio-frequency heaters and scalars.

TNG President Charles A. Perlik, Jr., will be the first to testify on VDTs. Newspaper management representatives also were invited to testify, but none was scheduled on May 4.



Full rosters . . .

. . . of the membership of the House of Representatives and Senate, the leadership of each and of the membership of each committee and subcommittee of each are carried in a 92-page booklet distributed by TNG to the leadership of each U.S. Guild local. Inside the frontpiece, is quoted the Guild convention recommendation that locals "make their voices heard . . . on national issues of importance to labor and the press."

VDTs #1 office hazard, Maine solons told

Augusta, Me.—Video display terminals have become "the number one health hazard in the office workplace" and there ought to be laws providing minimal safeguards for the workers who use the machines, David J. Eisen, TNG's director of Research & Information, said here April 24.

He was the lead-off witness at one-day hearings by the Joint Standing Committee on Labor of the Maine Legislature on a VDT-safety bill introduced by Rep. Edith S. Beaulieu (D-Portland), a member of the Portland Guild [Guild Reporter, Feb. 27].

Eisen was joined in supporting the bill by representatives of the Office & Professional Employees' International Union, the Maine State Employees' Assn., the Maine State AFL-CIO and the New York Committee for Occupational Safety & Health.

But their assertions were vociferously disputed by opponents of the bill, including representatives of the Maine Daily Newspaper Publishers' Assn., an organization of the state's travel agents, the Maine Press Assn., and the Bell (telephone) System.

Newspaper employees in Guild jurisdiction "were perhaps the first sizable group of employees to be confronted by VDTs, a decade ago," Eisen told the committee, co-chaired by Beaulieu.

Today, with more than 25,000 of the devices in U.S. newspaper plants, "it is the typewriter, not

the VDT, that is a rarity," he said.

The Guild supports Beaulieu's bill both on the basis of its members' experiences with the machines and on the basis of studies of health complaints by VDT operators in the United States and overseas, Eisen pointed out.

Problems in the area of operators' health and well-being began to surface in Guild ranks early and have "multiplied to proportions that would have astounded us ten years ago," he continued.

Before VDTs, the Guild "never had a health and safety program as such," but now in response to members' needs it has "an extensive safety program, oriented almost entirely toward VDTs," he pointed out.

Soon after VDTs began to be introduced Guild members began to complain of eyestrain, visual fatigue, headaches, dizziness, nausea and aches and pains "and those complaints continue unabated," he said.

He pointed to a Wire Service poll of its members last year in which 50 percent of respondents at United Press International said they had visual problems after doing VDT work and 40 percent said they usually went home with headaches.

Thirty-six percent of respondents at Associated Press reported visual problems and 45 percent said they got headaches.

"It should be kept in mind that

many of those responding are correspondents who, unlike copy editors, work only part of the time on VDTs," Eisen noted.

Turning to studies already completed in Europe and in the United States and several underway or about to begin in the States, Eisen pointed out that they "are not being conducted to determine whether there is a problem," but in response to complaints from employees.

The studies seek to determine the full extent of the problems and best ways to deal with them, he said.

Meantime, he continued, "there are measures that both research and practical experience here and overseas have confirmed will materially lessen if not eliminate the pain and discomfort of working in front of a VDT."

Many of them are included in Beaulieu's bill, he pointed out.

The telephone company was represented by Blake Wattenbarger, a "human-factors specialist" with Bell Laboratories in Piscataway, N.J., and Myron L. Wolbarscht, a professor of ophthalmology at Duke University.

Wattenbarger said a survey of directory-assistance operators who use VDTs and those who use telephone books showed that there were "very few real differences" between the complaints made by the two groups. He conceded, however, that "it may be true" that VDT operators "concentrat-

ing hard and sitting in a stress position" may have more complaints.

Wolbarscht, a biophysicist who specializes in radiation—not mentioned in the bill—said he is aware of no scientific studies that show VDTs cause vision impairment, but he expressed interest in the results of the study underway at the Baltimore Sunpapers.

Wanda Trahey of the state employees' union said there have been many instances of the people operating the state's 500 VDTs having to get stronger eye glasses after beginning to work on the machines.

(Ten days previously Wolbarscht suggested to an American Industrial Hygiene Assn. seminar on VDT safety held in suburban Washington that people who enter office jobs may be less physically sound than those who become assembly-line workers.)

(Michael Smith of the National Institute for Occupational Safety & Health had referred in addressing the seminar to a medical study showing a much higher incidence of cardiac disease among office workers than factory workers.)

(Wolbarscht called that conclusion a classic example of misinterpretation of data since it did not allow for the possibility that people become office workers because they have heart disease, making assembly-line work too strenuous for them.)

IEB: TNG's fiscal '81 was healthiest ever

Washington—TNG ended its 1981 fiscal year March 31 in its best financial health ever, the International Executive Board is reporting to the union's 1981 Convention.

TNG's General Fund—from which general operating costs are paid—ended the fiscal year with a surplus of \$29,879, its first surplus in five years and its third in 15 years.

The Defense Fund ended the year with total assets of \$4,069,414, including both "spendable cash" and loans receivable, and by April 25, just before the IEB began its spring meeting, contained \$4,022,781 in "spendable cash."

The union's total net worth at the end of the fiscal year totalled \$4,309,789.

(As recently as March 31, 1980, the Defense Fund had debts of \$1.3 million and two years ago, on March 31, 1979, was \$3.1 million in debt, the IEB pointed out.)

(Guild members "willingness" to pay full regular dues for 32 months to take their union from "well below ground zero—a \$3-million debt—to the top of a \$4-million mountain" was "an unparalleled . . . accomplishment," the IEB declared.)

In its Finance & Administration report to the convention, the IEB is projecting another General Fund surplus for the fiscal year that began April 1. It is asking the convention to approve a fiscal-1982 budget of \$2,382,190 and an income estimate of \$2,387,432, a difference on the plus side of \$5,242.

The income estimate is based on assumptions of monthly per-capita apportionments to the General Fund of \$6.098 for April and May and \$6.594 for June through next March, monthly agency-fee payments of \$7.41 for two months and \$8.03 for 10

months and an average of 28,350 per capita and 350 agency fee payments.

The General Fund's fiscal-'81 surplus of \$29,879 was produced by record operating income of \$2,285,753—2.86 percent more than projected by last year's convention—and record expenditures of \$2,255,874—1.2 percent more than anticipated. The budget and income estimates adopted by last year's convention actually had projected a General Fund deficit of \$6,606.

The annual surplus of \$29,879 was the net result of operating surpluses in three of the year's four quarters that totalled \$59,293 and a shortfall in the October-December quarter of \$29,414.

For the year's final quarter, ended March 31, General Fund income was \$643,662 and expenditures were \$641,642, for a surplus of \$2,020, the IEB's Finance Committee reported.

During the quarter, the Defense Fund had a net gain of \$1,180,165 on income of \$1,388,776 and expenses of \$208,611.

The year's surplus, however, occurred "only because a planned increase did not occur in TNG's chronically understaffed complement of International Representatives and because a headquarters' staff replacement was delayed several months," the IEB pointed out in its report to the convention.

"Without that, the surplus would have been one more in a long line of deficits as rapidly escalating costs were experienced in every area of our operations," the board report adds.

Expenditures that exceeded budget projections were more than offset by others that were lower than anticipated, the IEB noted.

Chief areas of budget overruns were transportation costs for staff and members on Guild business

(\$18,575 over) as air fares continued to climb, Guild Reporter printing costs (\$10,251 over) as the price of newsprint "in particular" and other production charges escalated, and TNG's "woefully short" severance pay fund (\$10,003 over budget).

Chief among expenditures that were less than anticipated, the IEB reported, were International Representatives' salaries (\$24,667 under), International Representatives' expenses (\$20,450 under), the salary for a bargaining department position (\$13,031 under) and delegate and committee costs (\$6,561 under).

Net gain to the Defense Fund during the year was \$3,778,884 on total income of \$4,754,029 and payments in strike and lock-out benefits and related costs of \$975,145, the board reported.

The fund's income was 8.78 percent higher than in the prior fiscal year, "attributable principally to the rising pay rates" of members upon which higher defense-fund dues are based. Interest earnings that began to

mount late in the year also were significant, the IEB noted.

In other actions upon recommendation of its Finance Committee the IEB also:

✓ Approved a budget of \$582,094 for the April-June quarter of the new fiscal year.

✓ Deferred once more action on a request from the New York Guild for financial assistance for 15 Daily News employees who have filed discrimination suits against the paper. Demands of bargaining at the Daily News, Post and Times interfered with the local's being able to supply the IEB with additional information it requested in January, the board noted.

✓ Voted contributions of \$250 each to the Student Press Law Center and the National Assn. for the Advancement of Colored People, \$125 to ERAmerica, \$100 to Southerners for Economic Justice and \$50 each to Concerned Seniors for Better Government, the National Consumers' League, Frontlash, the American Indian Fund and Klan-watch.

The IEB also approved a new two-year contract between TNG and the Federation of Guild Representatives, the union that represents TNG's administrative staff, and improvements in the wages and benefits of other TNG employees based on the new contract.

Under the FGR contract, retroactive to March 1, increases range from \$80.50 to \$117.50 a week (\$42.50 the first year and \$38 the second at the low end, \$60 and \$57.50 at the high). Under the settlement, the minimum for experienced field staffers will go to \$783 a week next year.

Improvements in the hospital, medical and dental plans plus a new vision-care plan are to be extended to TNG's clerical em-

ployees, as well, under the IEB's action.

In addition, benefit improvements are to be extended to TNG's unrepresented employees—the office manager, the director of field operations and the director of administrative operations.

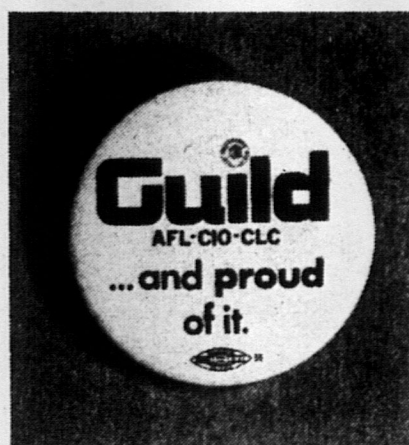
At the same time, the IEB voted salary increases of \$65 to the directors, putting them at \$865.93 a week, and of \$60 to the office manager, putting her at \$509, all retroactive to March 1.

And, under formulas in TNG's Constitution that set the salaries of TNG's fulltime officers, President Charles A. Perlik, Jr., receives an increase of \$63.03 and Secretary-Treasurer Charles Dale receives an increase of \$57.73, taking Perlik to \$946.83 a week and Dale to \$885.93.

In other actions, the IEB also approved interest-free loans of \$45,000 to the Wilkes-Barre Council of Newspaper Unions and of \$30,000 to Vallejo Press, Inc., both loans to assist in the purchase of printing equipment used in publishing strike papers in those cities. Owning the equipment will "cut dramatically" the costs of publishing the Citizens' Voice and the Vallejo Independent Press, Dale said. The International Typographical Union also has loaned \$30,000 to the Vallejo strike paper.

Upon a motion by Dale, seconded by Vice President Roger L. Stonebanks, the IEB also again deferred action on a proposal by the Victoria Guild for a special 10-member committee to evaluate a Victoria proposal for changing TNG's dues reporting system.

The IEB acted this time after hearing a report from Dale that under another action of the IEB in January a firm that specializes in union records systems will study TNG's present operations and have recommendations ready by June.



Guild-proud

Buttons being sported by New England Guild members, are available to locals participating in the New England Servicing-Organizing Program from the program's office at cost.

14 on IEB, 2 others to run; race in West

(Continued from Page 1)

Plus, Regional Vice Presidents: Patrick Rushton of Wilkes-Barre, seeking his first full term from Region 1, the Northeast. He was elected at last year's convention after Richard V. Sabatini of Philadelphia resigned to become his local's administrative officer.

Carlos J. Sutton of Washington-Baltimore, seeking his second term from Region 2, the South.

John B. Mitchell of Gary, seeking his second term from Region 3, the Midwest.

John M. Lowe of Southern Ontario, seeking his 3rd term from the Canada-East Region.

Roger L. Stonebanks of Victoria, seeking his fifth term from the Canada-West Region.

The 16th IEB seat, from Region 5, New York City and its environs, is held by Betsy Wade of the New York Guild. She was kept from the IEB meeting by the local's bargaining with the Times, the Daily News and the Post, and later told the Guild Reporter that "no decision has been made yet" on her candidacy for a fourth term.

Padia announced her candidacy for the Region 4 seat during



ELWOOD B. BIGELOW
Two-term stepping down

a combined executive board-membership meeting of her local April 8 and received the unanimous endorsement of both.

President of Pacific Northwest in 1978, a special TNG organizing representative for a year in 1974-75 and currently chairperson of her local's Post-Intelligence unit, Padia is a classified advertising telephone salesperson.

Pacific Northwest President Jack Hopkins told the Western District Council May 2-3 that he and Shirley Caldwell, a former

Region 4 vice president, are chairing a Padia campaign committee that includes leaders of the San Francisco-Oakland, San Jose, Central California, Los Angeles, Hawaii and San Diego Guild locals.

The Middle-Atlantic District Council, meeting the same weekend, voted its endorsement of the candidacies of Rushton and Mulcahy.

Murray also announced that he will be a candidate for an at-large seat on the IEB during the April 8 Pacific Northwest meeting. He said he was not seeking its endorsement of his candidacy and would run separate from any slate of candidates that might be formed.

During 1980 Murray served as his local's acting administrative officer while the local was awaiting the arrival of Robert E. Bruner from New England and then as acting president when Barbara Davis left in November to join TNG's staff in Washington. Murray is an assistant city editor with the Seattle Times.

Bigelow, in announcing his decision not to seek a third term, said "a number of factors" brought him reluctantly to that conclusion, among them his health and increasing pressures of



ANNA M. PADIA
Challenges for Region 4 IEB seat

his job as a copy editor with the Portland Express.

Currently chairperson of the IEB's Constitution Committee, Bigelow also is serving on the IEB's Organizing and Appeals Committees. Before being elected to the IEB, he served on TNG's International Election & Referendum Committee.

He has served the Portland local more than ten years as its president and the New England District Council five years as president and six years as secretary. He also has been a vice president of the New England Allied Printing Trades Council.

Under TNG's Constitution,



CARLA W. BECK
Region 4 VP seeks 3rd term

candidates for international office are nominated at convention. If more than one person is nominated for chairperson, president, secretary-treasurer or any one of the seven regional vice presidencies, or if more than six are nominated for the at-large vice presidencies, elections are by membership referendum.

If more than two persons (12 for at-large vice presidents) are nominated for any position, votes by convention delegates pare the field to two nominees for each position (12 for at-large vice presidencies). Uncontested nominees are elected by the convention.

Push for \$500 reporter average urged

(Continued from Page 1)

costs," the board said, and called for intensified wage bargaining to produce "more dollars and higher percentages of salary increases."

It also is asking the convention to urge locals to seek joint or co-ordinated bargaining with other unions, stating that "no union can go it alone," and that "indeed, going it alone is the antithesis of a union."

The IEB also is recommending

that the Convention Recommendations on Collective Bargaining be expanded to encompass the IEB policy adopted last fall calling for all Guild-covered employees to share in "a substantial" portion of the income their employers might derive from electronic distribution systems.

The recommendation calls for the Guild's share of the income derived through a "print news industry" employer's participation in an electronic system of distributing news, advertising or other information to be used either to increase all minimums and actual salaries of employees or to provide a benefit of "universal value" to employees in the unit.

Expressing its strong support for the print news industry's experiments in electronic transmission systems, the IEB declared that while these systems are in experimental stages "TNG policy is to permit flexibility . . . and to even defer sharing in the proceeds." It cautioned, however, that such flexibility carries the proviso that the "necessary contractual safeguards in the fundamental areas of jurisdiction, job protection and compensation can be put in place for when—or if—such systems are no longer experiments."

The board also recommended that the convention expand the bargaining recommendations to call for mileage escalator provisions in contracts not requiring employer-furnished transportation.

The escalator clauses would be tied to increases in the Private Transportation Index component of the Consumer Price Index, under the board's recommendation.

The Private Transportation Index reflects changes in the cost of vehicle purchase, repairs, parts, insurance and registration fees, as well as gasoline costs, the IEB noted.

Responding to the 1980 Convention's direction that the IEB "study ways of improving family support through bargaining," and specifically instructing it to exam-

ine "flexitime" and other optional forms of scheduling, the IEB reported that it had determined that flexitime is compatible with TNG's bargaining program and policies, provided the following conditions are observed:

✓ Regular workday hours are not exceeded without payment of overtime and other compensation, such as night differential and meal allowances.

✓ No longer - than - regular workdays are scheduled.

✓ Flexitime be solely at the employee's option.

✓ All employees in the same classification or work group be given the option of flexitime.

✓ Selection of shift preference be by seniority.

✓ Flexitime be offered without the imposition of more stringent record-keeping systems, such as time clocks.

Contract proposals for flexitime meeting these conditions will be approved by the Contracts Committee, as in the past, the IEB said.

Citing existing provisions of the bargaining program and recommendations, such as employer-financed child care and paid time off for family emergencies, the IEB said it was satisfied that "the means for reducing conflict between work and family responsibilities already are in place," and no expansion of the bargaining program or recommendations in this area is necessary.

Do not license press, IEB tells Puerto Rican Senate

Washington — Puerto Rico's legislature has been admonished by TNG's International Executive Board to reject a proposal that, in effect, would require the licensing of journalists.

A bill to create a "college of journalists" empowered to accredit all journalists is before the Puerto Rican Senate.

The proposal originated with a group of reporters who are seeking to upgrade the economic and professional standards of unorganized sectors of the island's news industry. It has been denounced by the board of the Puerto Rico Guild and two of the commonwealth's leading newspapers—El Mundo and the San Juan Star.

The Western District Council of Guild locals on May 3 endorsed the IEB's action.

Under the proposal anyone attempting to work as a journalist without accreditation would be subject to a fine or imprisonment. The accrediting college would be established by a referendum of working journalists, if the bill were approved.

Calling the bill an "emulation of a practice that has, distressingly, taken root in several Latin American countries," the IEB said it is "misguided in its means and dangerous to an extreme in its end product: a licensed press corps."

"Physicians and lawyers must be licensed to protect the public from wrongful acts. But democracy is founded on the concept that the public needs no protection from 'wrong' ideas or information," the board said.

"Truth will emerge, more quickly and more surely . . . from the unhindered freedom to seek it," the IEB said. And, it declared, "democracy has no room for a privileged class given an exclusive license on this freedom."

The IEB also urged Puerto Rican journalists to improve their economic and professional standards through "union organization, improved journalism education and other means better calculated to achieve them without destroying the freedoms that nurture them."



R. EMMETT MURRAY
Declares for at-large seat

San Diego key up \$56

(Continued from Page 1)

sulting new top minimums and total raises over the three-year term include:

District managers — Up by \$52.18 (\$32.38 and \$19.80), to \$514.71 a week, for total increases over the term of \$130.25.

Classified telephone salespersons, counter copy control—Up by \$43.06 (\$26.72 and \$16.34), to \$424.79 a week, for a total increase of \$107.49.

Senior clerks, stenographers, key punch operators — Up by \$34.18 (\$21.21 and \$12.97), to \$337.25 a week, for a total in-

crease of \$85.33.

Copy persons—Up by \$25.54 (\$15.85 and \$9.69), to \$252.02 a week, for a total increase of \$63.77.

Meanwhile, the mileage reimbursement to employees who use their vehicles on company business was raised by one cent, to 22½ cents on April 1 under an agreement to adjust the mileage rate quarterly by one cent for each 10-cent change in the average price of a gallon of regular gasoline in San Diego as reported by the U.S. Labor Dept.'s Bureau of Labor Statistics.

Guild petitions for Regina

Regina, Sask. — The Regina Newspaper Guild, its charter as a local of TNG less than a week old, petitioned the provincial labor board May 4 for certification as bargaining representative of the Leader-Post's circulation employees.

The local received applications for membership and requests for representation signed by a "very substantial majority" of the paper's 40 inside and outside circulation employees in the previous few days, a Guild representative reported. The group includes drivers and loading dock employees.

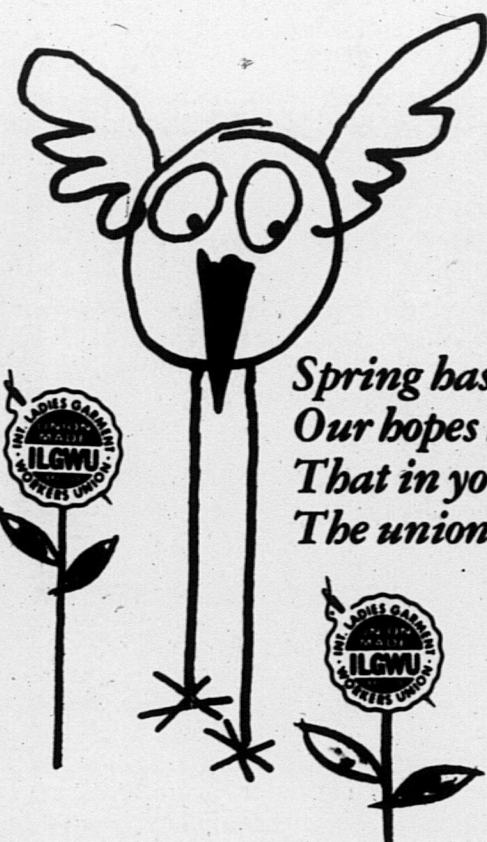
TNG's International Executive Board, during its spring meeting in Washington April 29, voted unanimously to charter the new

local upon receiving an application and initiation fees from the required number of leaders and members of the local union.

The Leader-Post, one of two Saskatchewan dailies owned by the Armadale group, is a 65,500-circulation evening paper. No other group of Leader-Post employees is organized. Armadale's other paper is the Saskatoon Star-Phoenix.

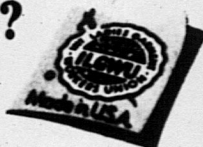
Under provincial law, a union is certified as an employee group's bargaining agent upon demonstrating to the labor board that it represents a majority of the employees in the group.

President of the new Guild local is Brian McKenzie, secretary-treasurer is Divona Hedley.



If union families don't look for the union label, who will?

INT'L LADIES GARMENT WORKERS UNION, AFL-CIO



Convention asked to okay seminars for new leaders

Washington — Delegates to TNG's 1981 Convention are being asked to approve TNG's conducting a residential seminar for new local officers, with TNG subsidizing part of the cost of attendance.

More informational and educational programs and materials on a regular basis for new local officers is one of "the most pressing needs" in the union, the International Executive Board declared in its Research & Information report to the convention.

This is particularly true for officers of the majority of locals that have no professional staff of their own, the board said.

The seminar would be held in Washington early in 1982, after local elections, and would be conducted by TNG staff and counsel.

Preliminary plans call for it running three days, "perhaps over a weekend to minimize lost time," the report states.

The seminar would concentrate on basic areas of union activity and responsibility—including organizing, bargaining, con-

tract enforcement and local administration—all "in the context of our industry and the history of our union," the board said.

"If the seminar should prove successful, as we believe it will, it would be continued on an annual basis," the board added.

The board also noted that the R&I Department is developing a model program for local safety and health committees in conjunction with an AFL-CIO pilot program for small international unions.

Other recommendations to the convention in the board's Research & Information report include call for:

✓ TNG to continue to monitor the impact on the Guild and its members of advances in electronic technology and locals to keep TNG informed of developments as they occur.

✓ Locals to use materials available from TNG to acquaint their officers and members with health and safety problems involved in the operation of VDTs and similar equipment — and methods for resolving them.

IEB raps arms to El Salvador, urges hearings on Guatemala

Washington — TNG's International Executive Board during its April 27-30 meeting called on the U.S. government to end military aid to El Salvador and to conduct congressional hearings into instances and causes of political repression and murder in Guatemala.

The people of El Salvador should be allowed to "determine their future without outside interference," the IEB said.

Calling the Reagan administration's policy of supplying arms to El Salvador "emblematic of its disregard for human rights," the IEB denounced "sending arms to a government . . . that has countenanced if not encouraged the repression and murder" of journalists, union and religious leaders.

Blame for such acts "cannot be laid entirely at the door of paramilitary death squads," the board said, noting that "the government itself has arrested the editor of the official publication of the Catholic archdiocese and has closed the last independent newspaper, El Independiente."

The government has "failed to provide the most elementary protection to foreign journalists, several of whom have been murdered or have disappeared," the IEB said. It pointed to the disappearance of freelance reporter and former New York Guild member John Sullivan.

Sullivan disappeared from his San Salvador hotel on Dec. 28 and has not been heard from since. A Venezuelan film director who was abducted from his hotel in January and released several days later has testified that he was held at a military barracks where during interrogation he was beaten and drugged.

Besides urging an immediate end to U.S. military aid to El Salvador, the IEB also called for the State Dept. to take immediate action to determine Sullivan's fate.

On Guatemala, the board called for the Subcommittee on Inter-American Affairs of the U.S. House of Representatives to investigate charges that the government of President Romeo Lucas Garcia "is engaged in a systematic campaign of terror intended to rid the country of all democratic opposition, including independent journalists and unionists."

"Working through security forces and paramilitary death squads," the board charged, Garcia's "blood-stained, right-wing regime" has murdered at least 20 journalists and communication workers, while more than 200 union leaders and members have been arrested, tortured and murdered.

The IEB urged that congressional hearings include testimony from the Democratic Coalition Against Repression, a "broad-based, moderate" group of more than 160 regional and national organizations, including religious leaders, journalists' and workers' groups. The coalition "can provide the subcommittee with sharp insights into the situation in Guatemala," it said.

The board also called on the government of President Garcia "to take immediate steps to end the murder and repression" of those who hold differing political views "and to restore justice and human rights in Guatemala."

The Western District Council of Guild locals at its May 2-3 meeting endorsed the IEB's actions on both El Salvador and Guatemala.

Earlier, the Canadian Labour Congress had called on all governments to end arms shipments to El Salvador and called for a hemispheric conference of governments on the future of El Salvador.

"The people of El Salvador badly need genuine land reform

and freedom from repression at the hands of extremists of the right and left," the CLC said. It warned, however, that massive U.S. military support "will not help the situation of the people but will worsen it."

The CLC said it "is opposed to all arms shipments to El Salvador and is committed to helping the emergence of a democratic government . . . reflecting the interests of workers and peasants."

An unsuccessful amendment by TNG Vice President John M. Lowe of Southern Ontario, seconded by Vice President Roger L. Stonebanks of Victoria, would have had the IEB call for the U.S. government to end all forms of aid to El Salvador. There were a scattering of "no" votes in the voice vote on the resolution to end military aid.

TNG to aid AFL-CIO in South Africa effort

Washington — Co-operating with a new AFL-CIO program to support unions of blacks in South Africa, TNG has advised the federation's African-American Labor Center that six companies with which the Guild has contracts are on the AALC's list of U.S. firms that do business in South Africa.

The information was supplied after no objection was raised by the International Executive Board during its spring meeting when TNG President Charles A. Perlik, Jr., gave the board copies of a request for the information from AFL-CIO President Lane Kirkland.

Perlik said he brought it to the board's attention because the AALC is involved. TNG policy, adopted by the 1979 Convention, forbids use of government or corporate funds to participate in overseas union activities.

Kirkland said that under the AFL-CIO program information such as that sought will "facilitate our answering requests for information and assistance from our South African brothers and will assist us in assuring that information from South Africa is referred to the proper unions here."

The six companies with Guild contracts on the AFL-CIO's list of firms doing business in South Africa are Associated Press,

Newsweek, the New York Times, Time, Inc., United Press International and the Washington Post Co.

The AFL-CIO Executive Council in February adopted a program aimed at helping black workers in South Africa organize unions as a means of improving their social and economic condition.

The effort is to involve training and direct assistance in organizing, bargaining and leadership, with training efforts carried out both in the United States and South Africa.

When black workers have established a labor movement "that can fully represent its members and bargain freely for them," the AFL-CIO will be able to work with the South African labor movement "as an entity," the council said.

In 1977, Phillip Mtimkulu, then national secretary of the since-banned Union of Black Journalists, was a special guest of TNG's convention and visited several Guild locals. Early this year, while serving as vice president of the Media Workers' Assn. of South Africa, Mtimkulu was placed under a banning order by the government. Last year MWASA conducted the first successful newspaper strike in the nation's history.

Canada's price elevator

The table below records the ascent of Canada's Consumer Price Index over a 24-month period following a 3.0-point increase in the index in March, to 229.4, up 25.4 point from March, 1980, and 42.8 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.

	Index*	Percentage over	
		Same month prior year	March 1979†
April, 1980	205.2	9.4	10.0
May	207.6	9.4	11.3
June	209.9	10.1	12.5
July	211.5	10.1	13.3
August	213.5	10.7	14.4
September	215.4	10.7	15.4
October	217.3	10.9	16.5
November	220.0	11.2	17.9
December	221.3	11.2	18.6
January, 1981	224.1	12.0	20.1
February	226.4	12.2	21.3
March	229.4	12.5	22.9

*1971 = 100

†Index = 186.6



Peoria

Steve Olin, president; Matt O'Connor, vice president; Judy Howard, Secretary; Michael Miller, treasurer.

JOB OPENING

Assistant Executive Secretary
San Francisco-Oakland
Newspaper Guild

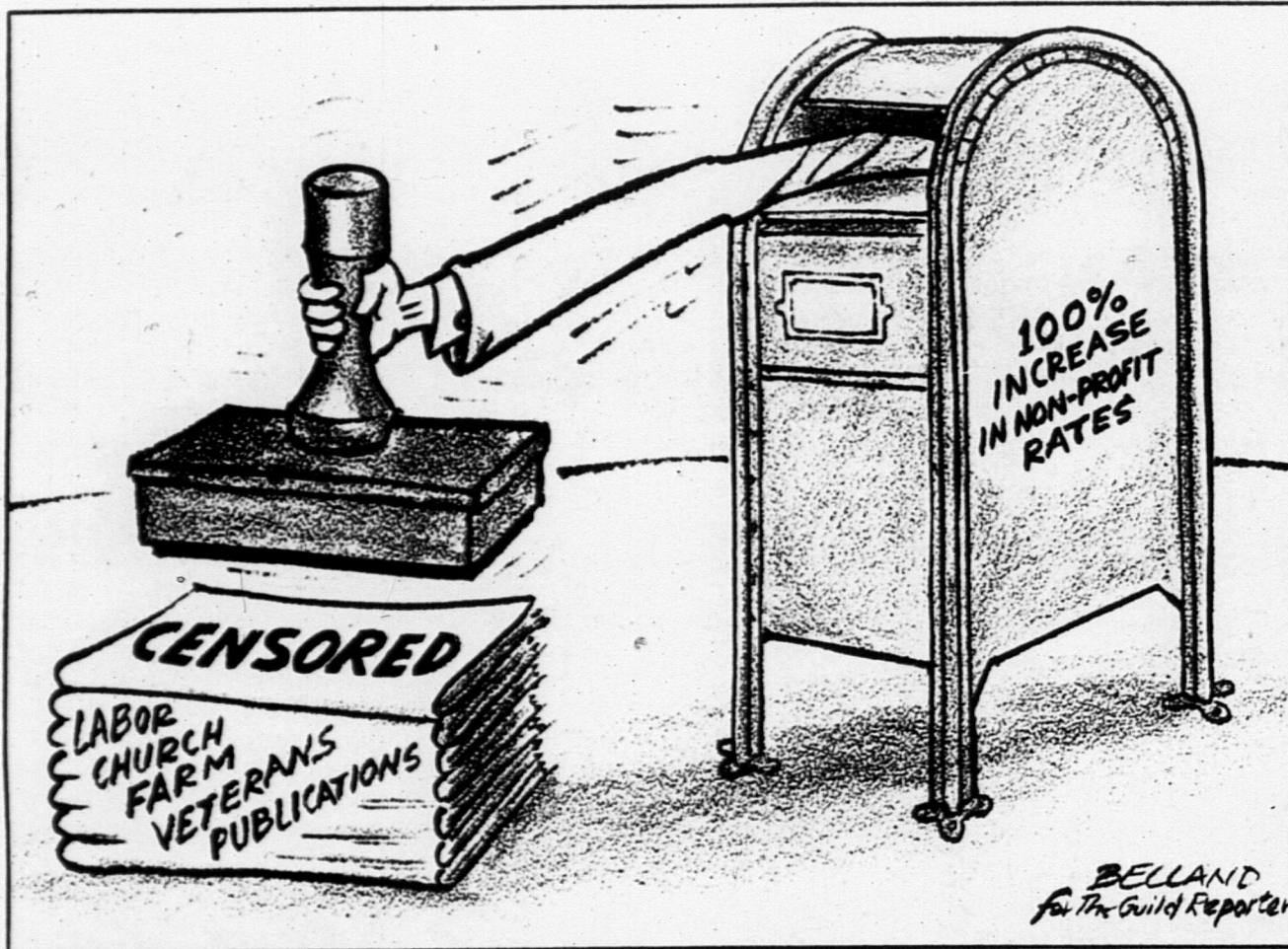
Assisting administrative officer of local with eight units, 1,400 members.

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VICTIM OF REAGAN AX

Black youth job project targeted

By NORMAN HILL

A PROJECT administered by the A. Philip Randolph Educational Fund—the Youth Employment Program (YEP)—has fallen victim to the Reagan budget cutting ax.

At first glance, this might not seem in the least surprising. Dozens of other programs funded by the Comprehensive Employment and Training Act (CETA) were slated for reductions or elimination. A number of such programs were run by civil rights organizations.

However, what is remarkable about the demise of the Youth Employment Program is that it was oriented around a private-sector approach. It was not a make-work boondoggle.

The program successfully placed young blacks into meaningful jobs in the private sector. For a cost of a little over \$1,000 per placement, half the cost of most government-sponsored and private training and placement programs, young blacks were counseled and placed in jobs with a future.

The yearly million-dollar bud-

Hill, a member of the New York Guild, is president of the A. Philip Randolph Institute and executive director of the A. Philip Randolph Educational Fund, which developed and administered the Youth Employment Program. The institute is an organization of black union members working to advance the interests of blacks inside their unions.



et of YEP was lean. Most of the money went to pay for staff and office expenses in ten cities. In two-and-a-half years, this modest program succeeded in placing nearly 2,500 young people in full-time jobs. It provided an essential mechanism for young blacks by which they could escape the cycle of poverty and enter into the productive workforce. The program provided a needed service for employers, as well. It screened young blacks on the basis of training, ability and work habits.

All of this, one would think, is precisely the kind of approach the Reagan administration should be encouraging if it is honestly committed to including blacks in the private sector.

Interestingly enough, several months ago, the Institute for Educational Affairs—an organization whose vice-chairman is neo-conservative political scientist Irving Kristol—wrote in glowing terms

about the Youth Employment Program.

The organization's newsletter referred to YEP as "a refreshing alternative" and contrasted it favorably to "youth employment programs with pie-in-the-sky goals and built-in inefficiency." YEP, the report asserted, "is based on fiscal soundness, incentive, and realism."

This was the assessment of an organization which included among its officers a substantial number of members of President Reagan's transition team.

On April 12, in an address delivered at the Tuskegee Institute, Vice President Bush asserted the new administration's commitment to equal justice for blacks. Such assertions ring hollow, however, when in practice the administration refuses to recognize the legitimate role of government in sustaining programs which facilitate the entry of blacks into the private sector.

RELiance solely on market forces to resolve social problems is not enough. Even in the expanding economy of the 1960s, black progress would have been impossible in the absence of creative programs designed to redress the injustices of the cycle and culture of poverty.

In a very real sense the Reagan administration is undermining its own avowed goals when it allows private-sector programs such as YEP and other job-training programs to fall victim to overzealous budget slashing. Such shortsighted cutting will not significantly reduce government spending; rather, it will exacerbate social injustice and heighten tensions.

Guild at CBC honors 24-hour NABET strike

Toronto—Most members of the Canadian Wire Service Guild unit at the Canadian Broadcasting Corp. refused to cross picket lines during a 24-hour strike May 4-5 by CBC's 2,000 technicians, represented by the National Assn. of Broadcast Engineers and Technicians, a local representative reported.

Most Guild members that did not had already reported to their work stations before the picket lines were erected at 8:30 a.m. May 4, the representative said.



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

TNG-ITU-GAIU-IUD legislative-political conference, June 8-10, Capitol Hill Quality Inn, Washington.

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

Western District Council, fall meeting, Oct. 31-Nov. 1, Monterey.

Middle-Atlantic District Council, fall meeting, Nov. 7-8 (tentative), New York.

Editorial

The press is free to . . . ?

When the U.S. Constitution was amended to guarantee the freedom of the press, the nation's press was almost entirely an advocacy press, stridently so.

A majority of the Founding Fathers and their constituents apparently believed that a democracy cannot long survive without the free flow of information and the advocacy of points of view, however distasteful or infuriating or erroneous some of it might be to individuals or groups of the citizenry.

While much of it pales in the comparison, as a class today's not-for-profit press may be the last practicing heir of the advocacy tradition of the press of the nation's founding era—particularly the publications of today's church, veterans', farm, educational and political groups, of all stripes and colors, and the publications of unions and the labor movement.

But many of those not-for-profit publications are being threatened severely by the Reagan budget for fiscal 1982. Under it the second-class postage rates for nonprofit publications—including this one—would double and more overnight on Oct. 1.

That doubling would come under the Reagan-Stockman budget's failure to provide any funds for continuation of the annual appropriations mandated by Congress in 1970 and 1974 to phase in over 16 years what is turning out to be a 3,000 percent increase in second-class, nonprofit postage rates.

Half that increase—1,500 percent—has gone into effect over the past ten years. It is the largest increase to any group of mailers.

Many nonprofit publications have cut back in staff, frequency and format already to keep up with the steadily escalating rates under the rate-increase phase-in legislation. Some have gone out of "business." But, overall, the impact has been manageable.

One of the sponsors of the 1974 phase-in legislation was Sen. Barry Goldwater of Arizona.

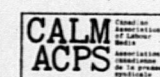
"How can a political conservative who ordinarily is skeptical of more public spending support this program?" he asked rhetorically in the Notre Dame Law School's Journal of Legislation in 1975.

"It is the American public at large, and the premise that our Republic will be self-governed by an informed citizenry, that will suffer if the burden of postage costs stifles the circulation of the printed word through the mails," he wrote.

And, again: "Any time the public is deprived of a broad range of sources of culture and information that it is now receiving, we cannot know what drastic changes may be set in motion. If churches find it too expensive to distribute religious materials in the mails, if retired persons' groups are unable to meet the cost of mailing news bulletins to their membership, if schools must trim mail purchases of classroom publications . . . who can predict what the impact upon the culture of the American people might be?"

We hereby advocate that those who believe that still to be true say so to the House Subcommittee on Postal Operations and Services, William Clay (D-Mo.), chair, and the Senate Subcommittee on Post Office, Civil Service and Governmental Services Administration, Ted Stevens (R-Alaska), chair. Write stridently!

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