



FDR: Midwife to the Guild

FRANKLIN DELANO Roosevelt, the New Deal President the nation honored on Jan. 30, the 100th anniversary of his birth, personally played a major role in ensuring that the fledgling Newspaper Guild survived its birth and infancy.

An examination of TNG files from 1933 and 1934 shows that Roosevelt personally encouraged delegates to the Guild's founding convention to not give up in the face of roadblocks being put in their way by the organized publishers and the head of the government agency overseeing implementation of legislation that, among other things, guaranteed employees' rights to organize and bargain collectively.

It also indicates that during those first years of his first term it was Roosevelt's personal intervention that helped turn aside moves by the publishers and that agency head to deny newspaper reporters, photographers and desk persons their full rights under that legislation.

Roosevelt also was the first candidate to be endorsed officially by TNG (then ANG, the American Newspaper Guild) for election to the U.S. presidency—for re-election in his case.

It was also during Roosevelt's presidency that the Guild had its first (and to now, at least, only) card-carrying, active member living in the White House—Eleanor Roosevelt, FDR's wife, who joined the New York Guild in 1936 when she began writing a syndicated column.

THE CENTERPIECE of Roosevelt's campaign for the presidency had been a plan for economic recovery from the Depression through full, secure employment and "a more equitable distribution of national income." One of the central pieces of legislation aimed at doing so was the National Industrial Recovery Act, passed in June 1933, six months into FDR's first term.

The NIRA's landmark "Section 7(a)" guaranteed organizing and bargaining rights, outlawed company-controlled unions and required employer compliance with wage and hour standards, i.e. eight-hour workdays and five-day workweeks.

Gen. Hugh Johnson—known as "Iron Pants"—was appointed to head the agency created to administer the act.

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The

GUILD REPORTER



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Unity efforts net award

Washington—Two members of the Central California Guild—Bob Bondi of its Sacramento Bee unit and Gene Turner of its Stockton Record unit—have been named co-winners of the 1982 Guild Service Award.

Nominated jointly by Central California's executive committee for their key roles in rebuilding the local following an unsuccessful strike by the Mailers' Union at the Sacramento Bee in 1978, Bondi and Turner were selected from a total of eight nominations for the award by seven locals.

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

Turner and Bondi's selection as co-winners for 1982 was announced to the International Executive Board during its winter meeting Jan. 25-27.

At the same time, the judges singled out for citation two of the other nominees — Bobbie Jenkins of the Los Angeles Guild's Press Telegram unit and Mark Koch of the Buffalo Guild's News unit.

The judges were TNG Vice Presidents Robert C. Holt, Jr., of St. Louis and Richard M. Peery of Cleveland plus Ellis T. Baker, TNG director of administrative operations.

In nominating Bondi and Turner, their local's executive committee cited Bondi for his work within the Sacramento Bee

unit itself and Turner for his efforts on behalf of the local's relationship with other unions.

Bondi, not a Guild activist before the strike began in April 1978, honored the picket lines until most Guild members returned to work and then "emerged as a courageous and innovative leader," the nomination pointed out.

He was a "star" witness in a complicated arbitration of a charge by the Guild that some members improperly had been refused the right to return to their jobs and then for more than three years served as official and unofficial chairperson of the Bee unit. All the while he worked ceaselessly to rebuild unity within

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RAYMOND CROWELL/Washington-Baltimore Guild

ERA now, Mr. President

Equal Rights Amendment backers are kept a block from the National Press Club Feb. 10 as they seek to urge President Reagan to change his mind about the ERA upon his arrival for ceremonies swearing in the club's first woman president, Vivian Vahlberg. TNG's International Executive Board has called for renewed support of the measure (Story, Page 5).

MEDIA LABOR LAW SEMINAR

The 'other side' exudes confidence

By Barbara E. Nelson
Assistant Editor

Washington — Bargaining strength continues to be a key element in newspaper negotiations, and today "it lies with management in all but the largest markets," according to John B. Jaske, Gannett's vice president for labor relations.

Jaske was one of a score of management labor-relations officials and attorneys and their union counterparts who addressed a Feb. 4-5 media labor law seminar sponsored by the American Bar Assn. Co-chairpersons included TNG General Counsel David S. Barr.

Unlike the management representatives, however, the union participants were not giving out many "how-to" tips.

From the "other side" came recommendations, though, on making strike preparations, winning relief from lifetime job guarantees and removing circulation employees from established bargaining units, plus assessments of expectations for bargaining in the 1980s.

The aura of confidence exuded

by Jaske appeared to rest on what he called a "creature of the industry." In his view, "you can put out a newspaper relatively easily in the face of a strike by a substantial number or all of your employees," thanks to automation.

But Seattle attorney Mark A. (Continued on Page 6)

Age bias is charged by 24 in Buffalo

Buffalo—With the backing of the Buffalo Guild, 24 of its members employed in the Courier-Express' news room have charged the paper's management with violation of state and federal laws against age discrimination in complaints filed with state and federal

agencies on Jan. 19.

The complaints are the latest and most graphic example of what appears to be a growing concern in an increasing number of Guild locals that veteran employees—particularly in news rooms—are becoming the objects of discriminatory patterns and practices.

The San Jose Guild, following a spontaneous, two-hour discussion of the subject at a jam-packed November meeting of its

Mercury News unit, has a special 15-member committee studying allegations of widespread harassment of veteran employees in the Knight-Ridder papers' news rooms. The committee is to make its first report to a Feb. 17 membership meeting.

In Cleveland last summer, several Guild members age 40 and over at Newhouse's Plain Dealer formed a "Senior Caucus" to explore possible procedures to assure against discrimination against

"over 40's" in hiring, promotion, pay and assignments.

In addition, at least one other West Coast local is examining employers' practices toward Guild-covered persons 40 and over in the face of an increasing number of complaints from members.

In Buffalo, the complaints against the Courier-Express allege that because of age employees at the Minneapolis Star and Tribune Co.-owned paper are discrimi-

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FDR's backing key in Guild's survival

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PUBLISHERS, however, did not choose to comply and when Johnson announced on Aug. 2, 1933, that "professional" employees of the publishing industry were exempt from the hours provisions, the reaction in newsrooms around the country was an added impetus for the beginnings of what became The Newspaper Guild.

When 37 delegates from 17 cities met in Washington on Dec. 15 that year, for what turned out to be the Guild's founding convention, they interrupted their work at noon to hear Johnson address a National Press Club luncheon.

The Guild's founding president, Heywood Broun, and a delegate from Cleveland, Robert Bordner, were seated at the head table with Johnson. Bordner interrupted Johnson to demand to know why he had excluded newspaper workers from "the benefits going into effect for steelworkers, ditchdiggers, truck drivers and most other workers," as Bordner recalled for the Guild Reporter in a 25th anniversary issue in 1958.

"Johnson hedged. Freedom of the press was mentioned," Bordner wrote, continuing:

"We went back to our afternoon labors setting up the Guild, certain that we had to depend solely on our own efforts to get anywhere with those who controlled the publishing industry.

"We were tiring. Emotional expenditure on top of lack of sleep had exhausted us.

"There was a phone call for Broun.

"Sure . . . sure . . . I'll bring some of the boys over," Broun said into the phone and hung up. [There was at least one woman among the 37 delegates, Doris Fleeson of New York—Editor.]

"That was the White House," he said. "FDR would like to see us."

"The 37 had dwindled. Others had to catch trains home. We finished our business, railroaded a reluctant Broun into the presidency, and the handful remaining, led by Broun, went over to the White House.

"THE ROOSEVELT charm put us at informal ease immediately. The guy was interested, seriously interested, in what we were up to. We told him what we had done so far, our plans for the future, our roadblock in Hugh Johnson. We stumbled over each other in trying to tell him everything at once.

"He was particularly delighted that we had the guts to tackle the publishers. He knew their power. They were seldom very friendly to him.

"Forget Johnson. Go ahead. My blessing on you and more power to you," Roosevelt said.

"Exhausted an hour before, now we left the



First Lady helping out her union

Eleanor Roosevelt, standing left background, addresses a journalism class sponsored by the Washington Guild in the late 1930s. The wife of FDR joined the New York Guild as an at-large member in 1936 when she began writing a syndicated column, making her the first (and, to now, only) active dues paying Guild member to give the White House as her address on an application for membership in the union.

White House walking on pink clouds that winter evening.

"We had created something. It was able to stand, wobbly perhaps, like a colt, but able to suckle," Bordner concluded.

The Guild Reporter at the time reported that Johnson also had been present at the White House meeting and that he had pledged to name a Guild representative to one of the labor seats on a Newspaper Industrial Board, to be set up to help administer the NIRA within the industry. He did six months later.

Two months after the White House meeting, Roosevelt wrote to Johnson requesting that the hours provisions of the NIRA be made applicable to news room employees of newspapers with more than 75,000 circulation, "with the purpose of giving employment to additional men and women in this field."

Broun and several Guild leaders met again with Roosevelt nearly a year later—at his home in Hyde Park, N.Y., on Nov. 5, 1934—to express their dissatisfaction with the NIRA's operations as it affected newspaper employees in Guild jurisdiction and to outline the Guild's position favoring coverage of the wire services under the newspaper

code and extension of the code's hours provision to smaller newspapers, as well.

The latter two "emerged as probabilities," the Guild Reporter reported, noting that Guild officers "described the President as sympathetic and extremely interested" and the two-hour meeting as "encouraging and highly satisfactory."

THE GUILD'S 1944 Convention voted to endorse Roosevelt for election to a fourth term after rejecting a minority report opposing any endorsement by more than 2-to-1 in a roll call.

At the same time, the convention affirmed the "autonomous right of each local to determine its own course of political action and the right of every individual in the Guild to vote as his conscience dictates."

Five years before, the 1939 convention had overwhelmingly adopted a resolution calling upon Roosevelt to seek a third term, even though the 1940 presidential election was still a year off.

Ironically, by the time the 1940 election occurred the Guild's leadership had soured on FDR for international political reasons and there was scarcely even a mention of the presidential election in the columns of the Guild Reporter.

Central California pair wins Guild Service Award

(Continued from Page 1)

the unit, shattered by recriminations over picket-line crossing and resignations from membership through a one-time Guild-shop "window."

In the process he established a Welfare and Activity Resources (WAR) Committee to build a non-dues fund to assist members with financial troubles, re-signed to membership many persons who

had resigned and signed to membership others who had been agency fee payers.

As a result, the nomination pointed out, the Bee unit will enter 1982 bargaining "stronger than it has been in several years."

Turner, a longtime leader of the Stockton Guild before its amalgamation with Central California, was elected local president a few months after the 1978

strike began and over the next three years "played the dominant role in rebuilding interunion unity from the ruins" of the strike, the nomination said.

For many months Turner was the only local Guild officer leaders of the Typographical Union local honoring Mailer picket lines would so much as speak to, the nomination pointed out.

Turner "never shouted . . . never blamed" and by 1981, "due almost entirely to Turner's quiet work as Guild ambassador to the rest of the trade union world, all the major newspaper unions—printers, pressmen, mailers and Guild—at the five Valley papers" had formed an organization for co-operation.

In this year's bargaining, the unions are making joint economic proposals, serving on each other's bargaining committees and participating in plant unity councils through that larger organization, the nomination pointed out.

Bondi has been elected Central California Guild president for 1982; Turner, local vice president.

The Buffalo Guild's membership nominated Koch for the award for his unflagging, day-to-day attention to the "mundane and time-consuming" tasks associated with handling complaints, grievances and contract enforcement within the News' circulation department, where he works as a district manager.

Cited in particular were his roles in organizing a major district rebidding operation in 1980 and in development of a "self-scheduling" system for district managers in 1981.

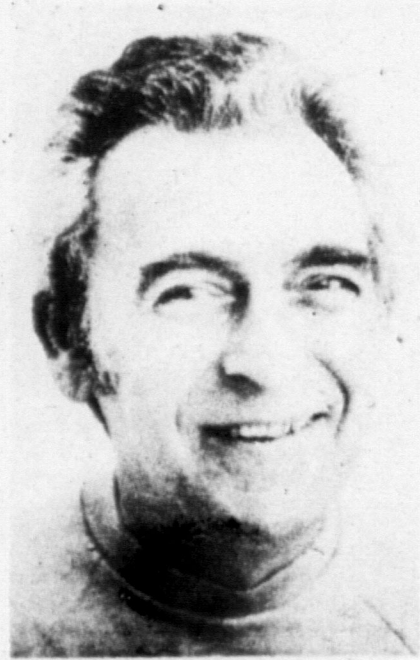
The Los Angeles Guild's representative assembly nominated Jenkins for her key roles in developing support for local bargainers among her fellow district managers and in contract enforcement, beginning soon after she was first hired to temporarily replace an ill, full-time employee.

Management's reaction to her initial Guild activism resulted in the issuance of a National Labor Relations Board complaint—subsequently settled short of hearing—that management discriminated against her for it and earned her the sobriquet "Bobbie Rae" among many of her co-workers, the nomination pointed out.

She has been elected the local's 1st vice president for 1982.



GENE TURNER
Stockton Record unit



BOB BONDI
Sacramento Bee unit

Reporter top up \$25 in Jersey City

Jersey City, N.J.—The top minimum for reporters is increased by \$25.72 a week in a new one-year agreement between the Hudson County Guild and Newhouse's Jersey Journal.

The \$25.72 increase, retroactive to the agreement's June 10 effective date, takes the top minimum to \$406.03 a week.

The top minimum for copy readers is raised by \$27.04 a week, to \$424.67, also retroactive

to last June 10.

That for editorial assistants is raised by \$18.24 a week, taking their top minimum to \$286.61.

A maintenance of differential provision in the contract ensures those paid more than the minimum increases equivalent to that in the minimum for their job.

The mileage rate for employees using their vehicles on company business is raised by 6 cents, to 18 cents a mile.

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Union victories on the rise

Unions won a larger proportion of National Labor Relations Board-supervised representation elections in 1980 than in the prior year according to the NLRB's most recent tabulations, Alan Kistler, center, the AFL-CIO's director of organization and field services told a nationwide radio audience on the weekly Labor News Conference. 1980's successful

organizing drives, often conducted in the face of intense efforts by professional union-busting management consultants, produced overall gains in labor's numbers, Kistler said. He was questioned by Wire Service Guild member Drew Von Bergen of United Press International, right, and Alan Adams of the Employment Relations Report.

News unions form stock option trust

New York—This city's Allied Printing Trades Council of newspaper unions, including the New York Guild, announced Feb. 4 that it is creating a trust plan that could purchase part or all of the stock of the New York Daily News for the benefit of the News' employees.

Labor mediator Theodore Kheel agreed to serve as the initial trustee of the Employee Stock Ownership Trust, which will act independently from the council.

Emphasizing that the newspaper unions prefer that the News' parent Tribune Co. retain the paper or sell it to a buyer committed to the paper's survival, Council President George E. McDonald, of the Mailers' Union, announced that the trust will not compete with other potential buyers.

The trust will act only in the absence of an acceptable buyer or in a joint venture with a potential buyer, he said.

The New York Guild's executive committee on Jan. 28 had asked the council to consider establishing the trust mechanism "to insure our members that in the event the News does not reconsider its position to sell or is

unable to sell to a new owner, that we are in a posture that allows us to act immediately as a potential buyer," New York Executive Vice President Edwin Egan said in a letter to McDonald.

The trust would seek funds from banks or other financial institutions, and although employees—both those covered by one of the council's 11 unions and others—would hold shares of the trust they would not necessarily have to put up cash, according to Kheel.

The News, meanwhile, has continued to recoup some of its recent circulation losses. In January daily circulation was up 163,000 and Sunday circulation was up 142,000 from January 1981, it announced. December's circulation also had been up, to 1,567,000 daily and 2,060,000 Sundays.

The Tribune Co. announced Dec. 18 that it was seeking a buyer for the News. [Guild Reporter Jan. 15.]

The company called the unions' announcement of formation of the trust "helpful in our effort to find a qualified buyer for the newspaper."

A day earlier it had said it was

"optimistic" that the News could be sold and announced that it had entered "searching discussions with groups that have expressed serious interest" in acquiring the paper. The company also said it is not preparing to fold the 62-year morning tabloid.

McDonald, meanwhile, reiterated the allied council's willingness to open talks with the News on possible areas in which costs might be cut. Neither the News nor the Tribune Co. had shown an interest in previous similar invitations from the unions, he noted.

Rayl leaving rights job for field; Geist takes inside bargaining job

Washington—Hannah Jo Rayl, TNG's human rights co-ordinator since 1975, is returning to TNG's field staff as an international representative, TNG President Charles A. Perlik, Jr., announced during the International Executive Board's winter meeting.

Perlik also said that he will name a new human rights co-ordinator as soon as possible.

Rayl, former chairperson of the Cleveland Guild's Canton unit, joined TNG's field staff in September 1974 under a special two-year organizing program.

She chaired the Canton unit during its 5½-month strike against the Thomson chain's Repository in 1972. She was an assistant city editor at the paper.

Meanwhile, Eric D. Geist, treasurer of the Washington-Baltimore Guild, has been hired to fill a vacancy in TNG's collective bargaining department created when Yetta Riesel retired from the job of research and information associate in October.

Geist, a clerk in the Washington Post's inside classified department since 1978, graduated from George Washington University with a degree in statistics and computer science last February.

He has been a member of the local's executive council, a delegate to its representative assembly

\$68 at news top, Sunday differential added in Chester

Chester, Pa.—The top minimum for key editorial and outside advertising employees at the Delaware County Times is raised by \$68.45 a week, to \$523.99, in a 19-month renewal of the Philadelphia Guild's contract with the Ingersoll paper.

The contract, retroactive to Nov. 1, calls for an additional four and one-half months of retroactivity in minimum and general increases, to last June 14.

A new 7 percent Sunday differential, or minimum of \$5 a day, is also retroactive from June 14. The company has announced that it will begin Sunday publication March 7, in the wake of the Philadelphia Bulletin's closure.

The \$68.45 increase for reporters, photographers, advertising salespersons and layout artists comes in increments of \$31.89, to \$487.43 a week, from June 14, and \$36.56, to \$523.99, on Nov. 1, 1982.

Employees paid above the minimum receive a 7 percent increase from June 14 and a 7.5 percent increase on Nov. 1, 1982, or increases equal to the boost in the minimum for their classification, if greater.

Mileage rate for employees regularly using their own vehicles on company business is raised to 23 cents retroactively from Feb. 1, 1981. Occasional vehicle users' mileage rate is raised to 28 cents from the same date.

Provision for boosting mileage rates by one cent for each seven and one-half cent rise in the average cost of a gallon of gasoline also is added.

A daily mileage guarantee is

raised by 50 cents, to \$7 for regular users from Nov. 1, and will be raised to \$7.50 on Nov. 1, 1982.

Beginning Feb. 1, the company will pay the full cost of Blue Shield family coverage, eliminating a \$4.53 monthly payment by covered employees.

Other increases and resulting new top minimums include:

Circulation supervisors—Up by \$63.86 a week, in increments of \$29.75 and \$4.11, to \$488.93.

Mailers—Up by \$50.62 a week, in increments of \$23.58 and \$27.04, to \$387.52.

Telephone solicitors—Up by \$44.13, in increments of \$20.56 and \$23.57, to \$337.87 a week.

Maintenance employees—Up by \$39.88 a week, in increments of \$18.58 and \$21.30, to \$305.33.

Telephone operators and ad takers—Up by \$41.25, to \$315.80 a week.

Editorial clerks, secretaries, cashiers, bookkeepers and machine operators—Up by \$42.84, to \$328 a week.

TNG International Representative William M. Brown assisted the local in bargaining.

Locals get resumes

Washington—The resumes of 21 minority-group job candidates have been sent to presidents, administrative officers and human rights chairpersons of Guild locals by TNG's Human Rights Coordinator Hannah Jo Rayl.

She asked locals to direct the resumes to the attention of managements and to followup to ensure that they are given serious consideration.

Blade employees produce ads, news for cable TV

Toledo—The Toledo Blade is electronically delivering news and advertising produced by Guild-covered employees of the paper into 69,000 homes of subscribers to the Blade-owned Buckeye Cablevision.

It is believed to be the first newspaper with Guild representation to begin selling advertising for an electronic distribution system.

News summaries, capsulized by editorial department employees from the day's paper, appear on cable channel 11, alternating with advertising text.

The news summaries are followed by the message: "For further details read your daily and Sunday Blade."

A page of cable advertising—

six lines with a maximum of 32 characters to the line—sells for \$32 to \$40 per page, depending on daily frequency.

Each advertiser is guaranteed 12 exposures a day, but in practice gets far more under the fledgling advertising-news format.

The Blade began electronically delivering news summaries last summer.

When advertising was added in January, the company implemented a three-month bonus plan as an incentive for advertising salespersons to sell time on the cable channel in addition to ads in the Blade. The commission for cable ads is \$1.50 per page or 25 cents per line, and for agency sales, 15 percent per page and 2 percent per line.



HANNAH JO RAYL
Rejoins field staff



ERIC D. GEIST
New inside staffer

Age bias charges are filed by 24 in Buffalo

(Continued from Page 1)

nated against "in compensation, terms, conditions and privileges of employment" and are denied opportunities for advancement.

The complainants allege that they "and all others similarly situated" also have been "removed from desirable editorial positions, involuntarily transferred to less desirable jobs, required to assume more onerous hours and/or work assignments [and] coerced into taking early or 'enriched' retirement."

Management representatives, including the executive editor (age 34), the complaints allege, "have claimed variously that older employees are not competent to perform their job duties in a satisfactory manner, that their 'thinking' was not in conformity with that of management, or that their experience did not sufficiently qualify them for promotion and/or salary advancement."

The complaints also state that "with one exception, no one 40 or older has been hired . . . to fill an editorial position in over two years," that in 15 months only two persons over 40 have been promoted, "while approximately 14 have been either removed or involuntarily transferred to less desirable jobs."

SHOE JEFF MacNELLY



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In addition, they charge, during the same 15 months 17 persons in their 20s and 30s have been hired or promoted to "more desirable, higher-paying" positions, "often displacing older employees with decades of experience."

The complaints were filed upon authorization of a meeting of the Buffalo Guild's membership after local leaders reported that an attempt to resolve the matter through a grievance meeting under the contract was unsuccessful.

Earlier a committee of "Over Forty Folks," composed of members on both sides of that age, had been formed to explore employment patterns at the Courier-Express.

In a report published in the October issue of the local's Frontier Reporter, the committee said it recognizes the benefit to both "the newspaper and to the profession" in promotions of "bright, young people who have talent, imagination, judgment and the natural ability to lead without creating resentment."

The question was whether experienced editors were being removed from their administrative duties because of their age "or because they were unable to perform their jobs according to the needs and wishes of a new management."

Also, whether veteran employees were being denied promotions "because of a lack of ability and

judgment, or simply because they were regarded as too old?"

In little more than a year, "it has become obvious" to many veterans at the Courier-Express that "long experience or longevity are no longer desirable qualities to possess if one is ambitious," the report noted.

"It is a terrible thing for a veteran employee who has patiently waited his turn for a crack at an editorship to suddenly realize that his turn will never come because he is regarded as too old," it observed.

In San Jose, Mercury News Unit Chairperson William T. Davis, also an at-large TNG vice president, touched off the angry, two-hour airing of allegations of harassment of veteran news-room employees when he reported that the local's executive committee had suggested that the subject be placed on the agenda for the local's February membership meeting.

Davis said there appeared to have been a revival and intensification of what appeared to have been a limited effort to "drive out" veteran editorial employees four years ago when the Knight half of Knight-Ridder took over operation of the Mercury News.

He said there appeared to be a "systematic program" of "a variety of harassment techniques, unwarranted suspensions and threats of discharge—not to mention actual discharges and attempts to discharge," the local's publication, The Guild's Paper, reported. An "early retirement squeeze" also was cited.

Gene Bryant, San Jose's ad-

ministrative officer, said in a subsequent letter of protest to the Mercury News that "inasmuch as the campaign is directed against veteran employees, it may also be said to be aimed at older employees," and offered to present "a full picture on a case-by-case basis" to John B. Hammett, the paper's vice president for employee relations.

Following a three-hour Guild meeting with Hammett in December, he wrote Bryant that the company was "investigating all of the instances that you cited" and was "awaiting any other supporting documentation."

At the same time, Hammett repeated that the papers do not have a policy based on age and take "pride in the fact that there are many long service employees who meet our performance standards."

"If some remarks were made concerning the need for 'younger employees,' our investigation indicates that these remarks were misconstrued," Hammett said, explaining that "age . . . is not a consideration" in the company's quest for "employees who are energetic, have initiative and can meet our performance standards."

He cautioned the Guild to "not misconstrue an inquiry of an employee concerning that employee's retirement plans," explaining that "unless that employee requests actual retirement figures, we will not make it a practice of supplying those figures to that employee."

Votes held properly disallowed

Washington—TNG's International Executive Board has upheld the International Election and Referendum Committee's decision to disallow votes cast by members of the Detroit Guild in TNG's December referendum that affirmed the 50-cent dues increase enacted by the 1981 Convention.

Votes cast in Detroit were disallowed by the IERC because ballots were counted outside the official two-day counting period.

Acting during its winter meeting on an appeal from the Detroit Guild seeking to have the IERC's action overturned, the IEB agreed with its Appeals Committee that inclusion of the Detroit votes would not have affected the outcome of the referendum and said that the rules on when ballots are to be counted "are clear."

The ballots cast in two other locals—York and Kenosha—also were disallowed by the IERC for the same reason. Inclusion of the

votes from all three locals would not have changed the referendum's outcome.

The IEB also denied two appeals from Philadelphia Guild members seeking reversal of the local executive committee's refusal to refer to the local trial board charges and countercharges filed against and by several local members over incidents associated with the September election of TNG vice presidents.

Acting on the recommendation of its appeals committee, which heard testimony from the appellants and the local's president, the IEB upheld the executive committee's decision.

The executive committee had held that the charges were politically inspired and said sending them to the trial board would not serve the interests of the individual members or of the local.

An appeal from New York Guild member Barry Lipton on his own behalf and on behalf of a

group calling itself the "Democratic Coalition," was "retained" by the IEB.

The board declined to act on the merits of the appeal of the local representative assembly's refusal to order a local referendum on reinstating an agreement calling for a rerun of the local's December 1980 election of local officers because the local's officers and those opposed to Lipton's views had not had sufficient time to respond to the appeal.

At the same time, however, the IEB "advised" the local "to note the broad and mandatory language of Article XI of its by-laws."

That article permits submitting "any question" to referendum "by a majority vote at a general membership meeting or the representative assembly." At the same time it provides that "a referendum shall be mandatory" if called for in a petition signed by at least 10 percent of the membership in good standing.

The action appealed to the IEB was the representative assembly's turning aside to a general membership meeting a 1,002-signature petition for a referendum on reinstating the agreement on conducting a rerun election.

A general membership meeting on Jan. 27 rejected by 78 to 13 a motion to direct the representative assembly to process the petition.

The agreement with the Labor Dept. was the outgrowth of complaints about the conduct of the 1980 election filed by five losing candidates, including Lipton.

The IEB also reaffirmed its October decision to deny a request from the Kenosha Guild's two units—Kenosha News and Kenosha Labor—that they be chartered as separate locals.

Perlik's mother dies

Falls Church, Va. — Services were held here Feb. 8 for Theresa Anna Perlik, 85, mother of TNG President Charles A. Perlik, Jr. She died Feb. 4 of congestive heart failure.

Turner elected WDC head; IEB resolutions endorsed

Long Beach, Calif.—Delegates to the winter meeting of the Western District Council of Guild locals Jan. 30-31 endorsed a series of actions by TNG's International Executive Board the week before and elected Gene Turner of Central California as council president for the next year.

Turner, now vice president of his local, formerly president, replaces Gerald L. Schulz of San Diego, who had been council president for five successive terms. Schulz did not seek re-election.

Delegates re-elected Stan Souza of Hawaii as 1st vice president and Jack Hopkins of Pacific Northwest as second vice president and elected Frank Sweeney of San Jose as secretary-treasurer.

Sweeney succeeds Lanny Larson of Central California, who resigned last fall after the Fresno Bee promoted him to a Guild-exempt position.

Delegates endorsed IEB actions:

- ✓ Warning against First Amendment and civil liberties perils in a so-called criminal code reform bill moving through the House and Senate [Guild Reporter, Jan. 29];

- ✓ Endorsing the boycott of products manufactured by the Nestle company [story, Page x];

- ✓ Calling upon U.S. locals and members to join the push for ratification of the Equal Rights Amendment by three more states [story, Page x] and,

- ✓ Denouncing the Polish government's attacks on Solidarity [Guild Reporter, Jan. 29].

Delegates also paid tribute to Helen S. Palter, immediate past president of San Francisco-Oakland and long-time council delegate, who is soon to retire from her job at the San Francisco Newspaper Printing Co.



ITU opens Canadian office

International Typographical Union President Joe Bingel opens the union's newly established Canadian office in Ottawa Jan. 22. Looking on are, from left, ITU Vice Presidents Allan J. Heritage and Robert L. Wartinger, along with Bob Earles, the ITU's senior representative in Canada. The union expects to hire a bilingual administrator to staff the office. It is the union's first Canadian office in its 128-year history. TNG has had a Canadian office since 1972.

Would you pay \$2 for Equal Rights?

Though equality is priceless, \$2 is all it takes to be part of the ERA MESSAGE BRIGADE and help get the Equal Rights Amendment passed by the June 30th deadline.

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Send to: ERA MESSAGE BRIGADE
National Organization for Women
PO Box 7813 Washington DC 20044



General Fund deficit reduced by surplus for third quarter

Washington — TNG's General Fund had an operating surplus of \$34,150 in the fiscal year's third quarter, reducing the deficit accumulated in the first half of the year to \$91,163, the International Executive Board's Finance Committee reported during the board's winter meeting Jan. 25-27.

At the same time, steady growth continued in TNG's Defense Fund, with its balance reaching a new high of \$4,881,091 as the third quarter ended Dec. 31, the committee reported.

Net gain in the Defense Fund for the three months was \$143,726, on income of \$380,791 and expenditures of \$237,065. Just over 53 percent of the income—\$203,242—was from interest.

The General Fund deficit is largely the result of some of TNG's largest locals continuing "well behind" in their per-capita payments to TNG, the Finance Committee pointed out.

The "probability" appears "slim" that TNG can end the fiscal year on March 31 with "anything resembling" a shortfall

as small as \$3,158, the amount projected in the budget adopted by the 1981 Convention, the committee reported.

"The only way" the General Fund "can catch up . . . is if these large locals meet their past due and current obligations," the committee pointed out.

Third-quarter General Fund income was \$667,238, up by \$95,078 over the second quarter. The third was the first quarter in which local remittances to TNG included the 50-cent increase in members' monthly dues that took effect Sept. 1. Third-quarter expenditures were \$633,088, \$15,237 higher than in the previous quarter.

For the nine months through December, General Fund income totaled \$1,754,904, while expenditures were \$1,846,067.

In a few areas, the Finance Committee noted, expenditures for the three quarters exceeded budgetary projections for the full year. It called two of the areas "particularly noteworthy:" miscellaneous organizing and servicing and delegate and committee costs.

Outlays for the former exceeded the anticipated \$57,000 by \$14,000, most of it in Bangor, Me., San Francisco, Boston, Twin Cities, Toronto, Phoenix, Morgantown and Philadelphia, the committee noted.

For the latter, outlays exceeded the \$10,000 budgeted by \$35,000, with about \$25,000 going for costs of the IEB election in September and the dues referendum in December. And not all referendum costs were in at the end of the quarter.

Monthly per-capita payments during the nine months averaged 27,833, 867 fewer than had been projected, reflecting membership losses from the closure of the Washington Star and the New York Daily News' evening edition, among others.

The decline in membership coupled with local delinquencies and large, unanticipated cost increases—plus "enormous ones on the horizon"—make TNG's financial picture "quite bleak," the committee said.

Earlier, TNG President Charles A. Perlik, Jr., had told the board that the unanticipated 100 percent increase in the postal rates

for delivery of the Guild Reporter in the United States that took effect on Jan. 10 and the prospect of a 200 percent increase at the end of the year in the rent TNG pays for its office space were complicating financial plans.

He said, however, that he intended to expand TNG's field staff to the equivalent of 12 international representatives before the end of the fiscal year.

The board's Guild Reporter committee said that it is exploring several cost-cutting measures, including the possibility of cutting the paper's frequency of publication.

Locals two or more months behind in their per-capita payments to TNG at the end of the third quarter included New York, the (U.S.) Wire Service Guild, the Canadian Wire Service Guild, Great Falls, Lehigh Valley, Lynn, Northern Ontario, Puerto Rico, Lansing, Columbus and Hudson County.

The IEB adopted a fourth-quarter budget anticipating expenditures of \$622,062, down \$10,000 from third quarter expenditures.

The IEB approved General Fund contributions of \$2,500 to the Reporters Committee for Freedom of the Press, \$500 to the Committee to Protect Journalists, \$150 to the Freedom of Information Center at the University of Missouri, \$100 to the Association for Education in Journalism and \$250 to the Committee in Support of Solidarity, the Polish union.

Also, on the recommendation of both its Finance and Human Rights Committees, the IEB approved contributions of \$50 to the United Negro College Fund, \$200 to ERAmerica, \$500 to the Leadership Conference on Civil Rights, and \$100 each to the Coalition of Black Trade Unionists, the National Urban League and Planned Parenthood.

The Human Rights Committee also had recommended that the Finance Committee consider making contributions to the Navajo National Health Foundation, the National Child Labor Committee and the National Abortion Rights Action League.

The board also approved a \$15 per week merit increase for International Representative William M. Brown.

IEB calls for support of ERA drive

Washington—The campaign to ratify the Equal Rights Amendment "is alive and active," TNG's International Executive Board declared in adopting a resolution calling on U.S. Guild locals and members to join in the drive to win ratification of the amendment in three more states before the June 30 deadline.

"The flood of reports" calling "fatal" a U.S. District Court ruling that the extension deadline was illegal and that states have the right to rescind ratification are "misleading," the IEB said.

Only the Supreme Court can

resolve the doubts raised by that "bizarre" decision, the IEB said, noting that the high court has stayed the decision but will not rule on its merits until its fall term—several months after the deadline on ratification will have passed.

As the countdown on ERA continues, "we must increase pressure on state legislatures, making perfectly clear that citizens will not let any minority block the rights of the majority," the board declared.

It called on Guild locals and members in states that have yet

to ratify the constitutional amendment to support the ratification drive in their states with financial, publicity and lobbying assistance.

Members and locals in states that have ratified should lend "generous financial support" to organizations like ERAmerica and other ERA coalitions that are working to win final passage of the amendment, the IEB said.

States yet to ratify are: Alabama, Arizona, Arkansas, Florida, Georgia, Illinois, Louisiana, Missouri, Mississippi, North Carolina, Nevada, Oklahoma, South Carolina, Utah and Virginia.

Boycott of Nestle products urged by IEB

Washington — TNG's International Executive Board has endorsed a boycott of Nestle products because of the food conglomerate's refusal to halt its campaign promoting its powdered infant formula in Third World countries.

Due to a lack of sanitary water and other difficulties, the substitution of infant formula for mother's milk is causing increased malnutrition and disease among infants in Third World nations, the IEB said in endorsing the boycott during its winter meeting.

Among the many products manufactured by Nestle are Nescafe and Taster's Choice coffee, Nestea, Stouffer's frozen foods, Libby's fruits and vege-

tables, Beech Nut baby foods, Los Hermanos wine and L'Oreal cosmetics.

The IEB, acting on the recommendation of its Human Rights Committee, called on Guild members and locals to support the

boycott until Nestle "stops promotion of infant formula in developing countries," noting that the company's promotion practices are inconsistent with the World Health Organization's code for marketing formula.

MADC calls for more staff

Philadelphia—The Middle Atlantic District Council has called upon TNG's officers to "move promptly" to use the dues increase approved in December's referendum "to augment" the union's field staff and to assign two representatives "full-time to organizing."

The call came in a resolution passed at the MADC winter meeting Jan. 30-31 after TNG Director of Field Operations J. William Blatz outlined TNG's staffing plans.

"Meeting in a city which has lost two of its four daily papers, the MADC is keenly aware of the impact of publisher attrition on our industry and on our union—and of the need to organize not

only in our traditional jurisdiction but in the new sectors of the rapidly changing communications industry," the council said.

Blatz, Philadelphia Guild Administrative Officer Richard V. Sabatini, and Albany Guild President R. Victor Stewart led delegates in a discussion of employer take-back bargaining, union busting and what Guild locals can do to protect their bargaining positions.

Delegates also re-elected all MADC officers to another one-year term:

They are: Joy Cook of New York, president; William Berry of Hazleton, vice president; Stewart, secretary, and Jack Wallace of Wilkes-Barre, treasurer.

Peery appointed to AFL-CIO body

Washington—TNG Vice President Richard M. Peery, of Cleveland, has been appointed to the AFL-CIO Executive Council's Community Services Committee.

Peery, who was elected to his first term on the International Executive Board in September,

was nominated for the appointment by TNG President Charles A. Perlik, Jr.

Former TNG Vice Presidents Dorothy Sain, also of Cleveland, and Floyd Tucker, of San Francisco-Oakland, also had served on the committee.

Canada's price elevator

The table below records the ascent of Canada's Consumer Price Index over a 24-month period following a 1.1-point increase in the index in December to 248.0, up 26.7 points from December 1980, and 49.0 points from December 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 increase over December, 1979.

	Index*	Percentage over	
		Same month prior year	December 1979†
January, 1981	224.1	12.0	12.6
February	226.4	12.2	13.8
March	229.4	12.5	15.3
April	231.1	12.6	16.1
May	233.2	12.3	17.2
June	236.8	12.8	19.0
July	238.9	12.9	20.1
August	240.6	12.7	20.9
September	242.4	12.5	21.8
October	244.8	12.7	23.0
November	246.9	12.2	24.1
December	248.0	12.1	24.6

*1971 = 100

†Index = 199.0



New England District Council, winter meeting, Feb. 27-28, Biltmore Hotel, Providence.

Great Lakes District Council, winter meeting, March 6-7, Youngstown, Ohio.

International Executive Board, spring meeting, April 26-30, TNG headquarters, Washington.

Middle Atlantic District Council, spring meeting, May 1-2, Albany, N.Y.

Midwest District Council, spring meeting (tentative), May 15-16, Kenosha.

49th Annual TNG Convention, June 21-25, 1982, Biltmore Hotel, Los Angeles.

50th Annual TNG Convention, 1983, Cleveland.

51st Annual TNG Convention, 1984, Puerto Rico.

52nd Annual TNG Convention, 1985, Pittsburgh.

Media labor law forum hears both sides

(Continued from Page 1)

Hutcheson, who has represented the Seattle Times, advised newspaper managements that a "mandatory goal" in bargaining should be a "binding and absolutely clear no-strike clause," pointing out that it is "easier to deal with one group if you keep everyone else working."

Hutcheson addressed the need for management to make strike preparations a part of its bargaining strategy.

"Unions plan for strikes" and managements should as well, he said, counselling that "the best way to avoid a strike is to be prepared for one."

In fact, the lack of proper planning can have "adverse consequences"—a more effective strike "from the union's perspective," he warned.

His written submission to conference participants outlined a series of steps managements should take in making strike preparations and drawing up a contingency plan, and included sample letters to supervisors and employees aimed at averting "a pro-strike result at a union strike-vote meeting."

When a strike "is clearly imminent," he recommended that management conduct a poll of employees seeking information about intent to work if a strike is called. "Taking the poll has a therapeutic effect," he said, cautioning management not to rely on the results, however.

"At a minimum, a poll is a valuable means of forcing employees to face the issue before the strike deadline," Hutcheson advised.

Gannett's Jaske and other management-oriented speakers bemoaned newspaper managements' short-sightedness in having agreed to "lifetime" job guarantees in many Typographical Union contracts when automated typesetting equipment was introduced during the 1970s.

With pagination on the horizon, the work of printers with guaranteed jobs will be eroded further, they said.

Management at some newspapers, particularly smaller ones, "will simply be able to demand" changes in lifetime guarantee provisions "before the employees can get a pay raise," Jaske predicted.

At other newspapers, managements "need to be more creative" in offering incentives such as buyouts, transfers to other departments, job training and early retirement inducements, he said.

At the same time, however, Jaske speculated that bargaining in the '80s, with many newspaper companies—including Gannett—in highly profitable positions, offers unions representing other employees a good opportunity to win enhanced job security protections.

He also speculated that wage concessions being agreed to by unions in other industries would not necessarily result in moderated wage demands in the newspaper industry.

L. Michael Zinser of the Nashville firm of King, Ballow & Little, meanwhile outlined procedures for newspaper managements that might want to have carriers declared employees and district managers thereby excluded from bargaining units as supervisors under the National Labor Relations Act.

Zinser was joined by Buffalo Guild attorney Richard Lipsitz in a discussion of the implication of removing such employees from bargaining units.

"The implication is bad," Lipsitz said. He argued, along with TNG General Counsel Barr, that carriers—most of them under the age of 18—should not be viewed as employees, but rather as independent contractors, along with their parents, who sign agreements with the newspaper.

Washington-Baltimore Guild attorney Robert E. Paul also participated on a panel discussion of questions concerning employee versus independent contractor status.

The seminar drew more than 70 participants, the vast majority of them representing newspaper and broadcasting managements.

Guild representatives included Denver Guild Administrative Secretary Victor Ciuccio, San Diego Guild Administrative Officer John Edgington and New York Guild President Betsy Wade.

Among the management participants were representatives of the Baltimore Sunpapers, Time Inc., Hearst Corp., Denver Post, Toledo Blade, New York Times, Detroit News and the San Diego Union and Tribune.



TNG's DAVID J. EISEN OUTLINES GUILD POLICY ON VDTs AT LABOR LAW SEMINAR
At far right: ANPA's Payton Hendricks; next to Eisen: Victor Strimbu, Jr., seminar co-chair.

TNG's Research & Information Director David J. Eisen outlined Guild positions on health and safety protections for VDT operators on a panel with American Newspaper Publishers Assn. staff counsel L. Peyton Hendricks.

Hendricks cautioned management representatives to "carefully examine" research presented in support of proposals in the VDT area, questioning the significance of the National Institute for Occupational Safety and Health's study conducted at newspapers in the San Francisco Bay Area.

The NIOSH report, on that study he pointed out, included an observation that it was conducted while bargaining was underway.

But, he noted, some newspaper managers have reported operators experiencing physical discomforts, such as eyestrain and muscular fatigue, too, and said that "heavy use of VDTs without due regard for their setting . . . may cause environmental concerns that must be rectified."

He speculated that the Occupational Safety and Health Administration will not implement standards governing VDTs "if for no other reason than that the

agency typically focuses its resources on very serious worker hazards."

Eisen, in a review of the VDT scene prepared for the seminar, noted that terminals with detachable keyboards—"a critical element in an operator's ability to maintain both a proper viewing position and keyboarding posture," are increasingly available, as are machines with brightness and contrast controls.

He also pointed out that adjustable tables to hold terminals,

virtually unavailable in the United States and Canada at the time NIOSH issued recommendations following its Bay Area study, are now being marketed by more than a half dozen companies.

Eisen reported that 21 Guild contracts now provide for VDT radiation testing, 24 for eye examinations, 12 for employer-paid eyeglasses, where needed for VDT work, and 10 for rest breaks, although he noted many of the break provisions need improvement.

N.J.'s Byrne pardons Farber

Trenton, N.J.—Two days before leaving office, New Jersey Gov. Brendan Byrne pardoned the New York Times and reporter Myron Farber for criminal contempt in refusing to surrender Farber's notes to a New Jersey judge in the 1978 murder trial of Dr. Mario Jascavich.

Farber had spent 40 days in jail and the Times had been fined \$286,000.

In the aftermath of the Farber jailing, New Jersey and California strengthened "shield laws" to pro-

tect reporters from forced disclosure of sources.

In granting the pardon, which Farber and the Times had sought, Byrne noted the change in the law and subsequent court decisions upholding it.

Farber and the Times "should not be burdened by a record of criminal contempt any longer." Their "purpose was not to insult or frustrate the judicial process, but to stand on a noble, if sometimes imperfect principle," Byrne observed.

OSHA sets new enforcement cutback, office closures

Washington — The Occupational Safety & Health Administration is initiating new cutbacks in enforcement activities with plans to shut down 41 offices and field stations, and by downgrading worker complaints on "extremely serious" hazards.

OSHA Administrator Thorne G. Auchter called it essential to "delete the term 'extremely serious' from its criteria for inspecting nonformal complaints" because of the job safety agency's shrinking staff and Reagan administration budget cuts.

Under its new complaint inspection policy, OSHA said, its field inspectors will respond only to those that indicate "imminent danger."

With just 1,200 inspectors to cover some 3 million workplaces, Auchter said, "OSHA needs to concentrate its limited resources on answering first those complaints of employees who face the greatest, most immediate risk of injuries and illnesses."

On the same day that the directive—effective Feb. 1—on OSHA's new complaint inspection policy was issued, Auchter announced plans to close 12 area offices, nine district offices and 20 field stations, with accompanying reductions in enforcement personnel.

OSHA said the reduction in force will affect at least 250 positions, including those of inspectors, industrial hygienists and office back-up personnel.

But AFL-CIO Occupational Safety Director George H. R. Taylor said that an analysis of the staffing charts at the 41 offices and stations shows that 377 positions would be affected by the cutbacks.

The 12 area offices listed for closing are Brooklyn, White Plains and Rochester, N.Y.; Newark, N.J.; Washington, D.C.; Akron, Ohio; New Orleans; Tulsa, Okla.; and Harlingen, Fort Worth, Tyler and Clear Lake City, Tex.

In addition, OSHA will downgrade the status of six offices. They are Providence, R.I.; Richmond, Va.; Erie, Pa.; Savannah, Ga.; Mobile, Ala., and Omaha, Neb. One office, Corpus Christie, Tex., will be upgraded.

Under a continuing funding resolution adopted by the House last year, OSHA's fiscal 1982 budget is set at \$192.5 million,

reflecting a 12-percent cut by President Reagan as well as 4 percent more lopped off by Congress.

Auchter told the Wall Street Journal that for complaints that do not trigger inspections, letters will ask employers to resolve the situations.

In addition to budget considerations, Auchter said the reason

for elimination of "extremely serious" hazard complaints from its criteria was that the term was unclear and confused its field staff.

The AFL-CIO, in protesting the change in policy when it was proposed last summer, said usage could be clarified.

"By limiting automatic inspections to 'imminent dangers,' OSHA would run the risk of not responding to conditions which pose serious threats to health and safety," Taylor wrote to Auchter.

"For example," Taylor said, "a nonformal complaint alleging conditions of over-exposure to lead without respirators would not be responded to with an inspection unless the employee also had blood levels of lead which posed an imminent danger. Such a policy would be extremely dangerous when dealing with life-threatening hazards which may not meet the definition of 'imminent danger,' and runs directly counter to the purposes of the law."

'Withdrawn' safety films available

Washington—Two award-winning films on workplace safety and health that were withdrawn from circulation by the Reagan administration for 10 months last year are available to Guild locals from TNG's Research & Information Dept.

The films—"Worker to Worker" and "Can't Take No More"—were commissioned by the Occupational Safety & Health Administration during the Carter administration, but their distribution by OSHA was suspended from March into December while they were "under review" by the Reagan administration.

The AFL-CIO's Industrial Union Dept. and six member unions also have arranged for the films' distribution to public television stations across the country as a two-part series called "Withdrawn from Circulation."



International Solidarity Day

AFL-CIO Secretary-Treasurer Thomas R. Donahue, left, addresses rally in support of Polish Solidarnosc union Jan. 30 in New York City. It was one of dozens of parades, rallies and vigils that day in the U.S., Canada, Europe

and other parts of the Western world in response to a call by the International Confederation of Free Trade Unions for a Day of International Solidarity with the repressed Polish union, Solidarnosc.

Columbus DMs—Life in the 'fast lane'

Columbus—The Columbus Dispatch has begun painting a clear picture of life in the supervisory world for its district managers and travelling representatives since a National Labor Relations Board regional director held they are supervisors and should be excluded from the Guild's circulation-only bargaining unit at the afternoon paper.

Two weeks after the regional director's Jan. 18 decision, the "new circulation department supervisors" were called to a 9 a.m. meeting—earlier than their customary starting time. There they were told that they no longer were covered by the terms and conditions of the Guild contract and that although they could continue to be Guild members, they will be fired if they vote in Guild elections or actively participate in Guild activities.

As Dispatch Vice President and General Manager Robert M. Johnson put it in a letter to one district manager, "your relationship with the company is the same as all other supervisors . . . you will be dealt with as an individual regarding all aspects of your employment."

"No one will be discharged, disciplined or in any way discrim-

inated against because of . . . union activity prior to Jan. 18, 1982," he wrote.

Although the Guild is seeking review by the full NLRB of the regional director's ruling, the decision is effective until overturned or stayed.

District managers at the Feb. 3 meeting learned that hours henceforth would be "flexible." No more guarantee of a 7¼-hour workday within 8¼ hours as provided in the contract.

Each district manager will be responsible for covering his or her individual district on weekends, they learned, contrasted to the practice of assignment of relief employees on those days and the contract provision for rotation of Saturday and Sunday work for district managers regularly scheduled on weekends.

The 76 district managers and travelling representatives would no longer be included in the Guild-negotiated pension plan and would instead be covered by the inferior company plan.

Likewise, they would be included in the non-Guild health and welfare plan that lacks the dental and drug coverage provided by the Guild's plan.

In addition, the contract's

weekly auto allowance and mileage provisions would be replaced by IRS mileage rates, the employees were told.

The Columbus Guild, meanwhile, is preparing to elect new interim officers. The president, vice president, secretary and treasurer, as well as four other members of the executive board are Dispatch district managers.

The regional director's ruling that the district managers and travelling representatives are statutory supervisors under the National Labor Relations Act was based on a companion finding that the paper's 4,000-plus carriers—over 90 percent of them

between the ages of 11 and 18 with average tenure of 6-to-12 months—are employees. [Guild Reporter, Jan. 29.]

The Guild has initiated a grievance demanding that all non-supervisory work performed by district managers and travelling representatives be assigned to Guild-covered employees as required by the terms of the local's contract.

The Guild's circulation-only unit at the Dispatch has included district managers since the Guild was certified there in the summer of 1943 following a 73-to-23 vote in an NLRB-supervised representation election.

Safety improvements are wide-ranging at the Montreal Gazette

Montreal—Health and safety provisions in the Montreal Guild's contract covering news, inside circulation and maintenance employees at Thomson's Gazette are broadened extensively in the recent settlement of that agreement. [Guild Reporter, Jan. 29.]

The new contract includes a package of provisions aimed at protecting the health and safety of employees who operate video display terminals, as well as photographers, darkroom technicians and employees operating company-owned vehicles.

Among the VDT protections are provisions that:

✓ Shields be installed on the flyback transformers in all plastic-encased terminals.

✓ Pregnant employees normally working on VDTs, on request, be assigned away from the terminals if work is available in the same department that the employee can be trained to perform within one week. If reassignment is not possible, a lead apron is to be provided.

✓ All pregnant employees be reassigned non-VDT work if the joint health and safety committee establishes that there is a health hazard in working on the terminal during pregnancy.

✓ The company pay for the cost of new or replacement eyeglasses or contact lenses prescribed especially for VDT work.

✓ There be breaks from VDT work.

The agreement also calls for annual ophthalmological examinations to be provided without cost for photographers, darkroom technicians and VDT users. The methodology and results of the examinations are to go to the health and safety committee.

All company owned or leased vehicles are to contain seat belts, receive regular mechanical checks and all necessary repairs.

The health and safety committee is doubled in its maximum size from two, to four representatives each of the Guild and the employer.

The committee is to select an independent agency to test for microwave and x-ray radiation emissions from VDTs and make recommendations based on the results. Based on the results, the committee is to determine the kind and frequency of any more tests.

Among areas the committee is to study are:

✓ Levels, quality and placement of lighting and glare on VDT screens.

✓ Adjustable furniture for VDT operators, arranging for employee trials of sample furniture.

✓ Data on vehicle tires, seeking the most suitable type for company vehicles.

✓ Through an independent agency—air quality in photography departments and the level of noise emanating from the plate-making department.

Disagreements over recommendations are to be submitted to an independent agency.

Trust decision seen in March

Toronto—A decision is expected early in March on whether Canada's two largest newspaper chains will be tried on charges of unlawful conspiracy, merger and monopoly. A preliminary hearing into them was concluded in mid-December.

Thomson Newspaper Ltd. and Southam, Inc., were charged under the federal Combines Investigation Act after six Guild members petitioned the government to investigate them after they nearly simultaneously in August 1980 closed papers in Winnipeg and Ottawa and took other actions that reduced daily competition in four major cities and created monopolies in three of them.

In addition, a senior Southam official was charged with a trying to impede the investigation by destroying documents.

Publication of evidence presented in the preliminary hearing was banned at the request of an attorney for Southam.

The attorney told reporters that Southam did not plan to present evidence in the hearing "so we don't want stories that only have the Crown's case."

U.S. probes Star-plant buy

Washington—The Federal Trade Commission is investigating the circumstances under which the Washington Post Co. bought the Washington Star plant from Time Inc. shortly after the Star was closed on Aug. 7.

At the time the purchase was announced on Sept. 2, "informed sources" put the price at between \$13 and \$15 million according to a report in the Washington Post.

The Post reported Feb. 5 that although FTC officials would not comment while the investigation was pending, it was likely the government was exploring whether the Post's purchase of the plant prevented other potential buyers from starting up a competitive newspaper.

Llewellyn King, a former Wash-

ington-Baltimore Guild president who is now publisher of an energy newsletter, has said that he was part of a consortium that was within hours of making a formal bid of \$20 million for the Star plant at the time the sale to the Post transpired.

Another member of the group, Chicago economic consultant John R. Malone, called the closure "absolutely unnecessary" and said the group could have bid at least \$20 million for the plant and another \$5 or \$6 million for the newspaper, according to the Post report.

Both Time Inc. and the Post have acknowledged receiving inquiries from the FTC and have said they will respond to the requests for information.

To the Polish Government

We, the undersigned, demand that you

- ✓ Abolish martial law
- ✓ Release all detainees
- ✓ Resume good faith negotiations with Solidarnosc, based on the principles of the Gdansk Agreement

Name _____	Address _____
Name _____	Address _____
Name _____	Address _____
Name _____	Address _____
Name _____	Address _____
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Name _____	Address _____
Name _____	Address _____
Name _____	Address _____
Name _____	Address _____
Name _____	Address _____
Name _____	Address _____
Name _____	Address _____
Name _____	Address _____

Forward to:

Embassy of Poland
2640 16th Street, N.W.
Washington, D.C. 20006

Organization _____

OR

AFL-CIO
815 16th Street, N.W., Room 809
Washington, D.C. 20006

For Solidarity

The AFL-CIO has launched a petition drive in an effort to place public pressure on the Polish government to lift martial law, release detainees and resume good-faith negotiations with Solidarnosc. The petition is reproduced here.

THE BURDEN OF SOCIAL PROGRAMS WILL BE SHIFTED TO THE STATES.



THE BURDEN OF SOCIAL PROGRAMS WILL BE SHIFTED TO THE CITIES.



THE BURDEN OF SOCIAL PROGRAMS WILL BE SHIFTED TO THE CHURCHES.



LET US PRAY!!



HUCK

HUCK in Racine (Wis.) Labor

DECREE WOULD UNLEASH AT&T

Electronic publishing faces giant

By JAMES C. GOODALE

UNLESS THE American Telephone and Telegraph Company consent decree is modified by Congress, AT&T will be free to be a giant electronic publisher, a result which American newspaper publishers have fought in Congress over the past several years.

[TNG's 1981 Convention called for legislation to clearly prohibit AT&T and any other telephone company from providing electronic information and advertising in the same areas where they have monopoly control over the lines of transmission.

[In doing so, the convention joined the American Newspaper Publishers' Assn. and other industry unions and groups in calling for limits on AT&T's "monopoly role" while permitting it to offer electronic versions of information services it currently provides, including electronic "Yellow Pages" and sports information.]

Under a 1980 FCC ruling called "Computer II," AT&T was permitted to organize a separate subsidiary (Baby Bell) to originate advertising (e.g. Yellow Pages) and editorial material and deliver them through phone lines to be displayed on television sets throughout the country.

Computer II has been held in abeyance for the last year while Congress has attempted to work

This article is reprinted by permission from the Jan. 14 issue of the New York Law Journal. Goodale, a member of the firm of Debevoise & Plimpton, chairs the New York City Bar Assn.'s committee on communications law and is former vice chairman of the New York Times.

out the new shape of AT&T.

Essentially the argument made to Congress by newspaper publishers, was that AT&T as a monopoly was in an unfair position to be an electronic publisher—as effectively permitted under Computer II—since it could use its monopoly position to cross-subsidize new ventures such as electronic publishing.

In addition, AT&T had guaranteed access to virtually all the homes in America through its telephone subsidiaries. If permitted, it could easily pump advertising into every television set in America.

CONGRESS HAS in the past been responsive to these fears and legislation, either introduced or passed in part by Congress, had addressed these problems by placing heavy restrictions on AT&T itself or separate Baby Bell subsidiaries with respect to their ability to engage in electronic publishing.

For example, a bill introduced last December by Congressman Tim Wirth and supported by the American Newspaper Publishers Association (ANPA) would not permit AT&T to originate any news or advertising, and would permit AT&T to own only 80 percent at most of a series of separate subsidiaries each limited to providing one specific information service.

It was the Wirth bill, according to Chairman Brown of AT&T, that led him to make up his mind to spin off AT&T's operating companies to get rid of the "cross-subsidization argument" once and for all.

The question before Congress and the ANPA is whether with the consent decree AT&T has done this. Under the decree AT&T itself is free to originate editorial and advertising material. It also retains its long distance service (long lines), an undisputed monopoly with 90 percent plus share of the market.

AT&T, therefore, will continue to be able to cross-subsidize its new publishing ventures with the monopoly profit guaranteed from its long lines. Its operating companies—when spun off—will be barred from originating electronic publishing but will be free to carry editorial matter and electronic advertising (e.g. Yellow Pages) delivered to them by the new AT&T pursuant to contract.

IS THERE any difference? Will an equity relationship between AT&T and its subsidiaries be traded merely for a contractual one, thus permitting AT&T to be the New York Times or Time-Life of the future?

Over the next year, Congress will do battle with AT&T over this issue, as well as with others such as consumer groups, fighting the inevitable increase in local phone rates.

Clearly, Congress will attempt to enact legislation to deal with the consent decree. In the real world, what the consent decree constitutes is a first draft of such legislation. What is unique about it, is that this "legislation" has the co-sponsorship of AT&T and the Reagan administration—formidable opponents for those drafting the next version.

ANPA calls for deferring AT&T's entry in data field

San Juan—The American Newspaper Publishers Assn.'s board of directors has called on Congress and the courts to "examine the advisability of deferring" authority apparently given the American Telephone and Telegraph Co. to provide information services over its intercity transmission lines in the proposed settlement of government antitrust actions.

Until adequate alternative means of transmission are available, allowing AT&T to provide information services over its own network could hinder competing services, the ANPA body said here Jan. 18-21.

"When real competition exists among intercity transmission carriers," ANPA said it "would see no objection" to AT&T entering the electronic publishing field.

In the meantime, it called for AT&T to "make its facilities and services available to all information suppliers on a nondiscriminatory basis."

The proposed antitrust settlement appears to place restrictions on the divested local Bell companies, consistent with ANPA's views, that "should create an environment in which numerous information providers will be able to offer useful services to their subscribers," ANPA said.

As they put it

FDR's legacy endangered

The following is reprinted from the February issue of the Service Employee, monthly newspaper of the Service Employees' International Union.

January 30 was the hundredth anniversary of the birth of Franklin Delano Roosevelt, the aristocratic New Yorker who, as president, made common cause with working people to bring this country out of the Great Depression and then led them in defeating fascism in World War II. . . .

It was Roosevelt's genius that he understood that freedom isn't an abstraction but has to do with whether people can feed and clothe themselves and take an active part in planning their work and running their country.

His four freedoms . . . included freedom from want and fear and freedom of speech and religion.

"No people," he observed, "will endure the slow erosion of opportunity for the common man, the oppressive sense of helplessness under the domination of a few, which are overshadowing our economic life."

Because of this, Roosevelt's New Deal brought vast public works employment programs, while establishing unemployment benefits for the millions still without jobs and social security pensions for the old.

In other hard-hit nations fascist regimes strengthened the hand of business by outlawing strikes and driving trade unions underground. But Roosevelt put the presidency behind the great unionizing drive of the '30s. . . .

Now, as we slide rapidly into the deepest unemployment since the Depression, the administration has chosen, not the path that Roosevelt followed, but the one he refused to follow.

Under the theory that what is good for the rich is good for the country, the public jobs programs have been ended, the unemployment benefits cut, and social security is under attack.

A right-wing Congress is threatening to pass legislation which would intimidate strikers and is balking at continuing legislation that protects minorities' right to vote.

American workers can best celebrate the Roosevelt centennial by defending his achievements.

Productivity and the pyramids

There has been more nonsense talked about productivity than any other issue. Historically, productivity has been increased by adding energy and tools to human effort. If it were only a matter of how much more effort can be extracted from workers, productivity would have peaked with the building of the pyramids. The real sources of productivity gains have been cheap and abundant energy and abundant capital. I know of no better way to destroy productivity than reversing these elements, as we are seeing today.

—AFL-CIO President Lane Kirkland responding to a question about increasing productivity through employees skipping raises and freezing benefits in a New York Times interview.

The Guild Reporter

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