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Continuing probe of VDT hazards urged

Denver — A representative of TNG has called upon the U.S.'s top industrial hygienists to encourage continuing research into possible health hazards from working at VDTs—plus, particularly, the initiation of research into radiation at the relatively low levels emitted by the machines.

The call was made by David J. Eisen, TNG's director of research and information, who, with a representative of the Xerox Corp., presented an "overview" of VDT problems to open an American Industrial Hygiene Assn. seminar on the subject here March 1-2.

Eisen's call for low-frequency radiation research was supported by William E. Murray of the physical agents' effects branch of the National Institute for Occupational Safety & Health, who opened the seminer's second day.

Both pointed out that there is virtually a complete absence of scientifically validated knowledge about possible biological effects of radiofrequency (RF) radiation at the 15-to-125 kilohertz range characteristic of VDTs.

While stating categorically that ultraviolet, RF and X-radiation from VDTs are far below frequencies where hazards are believed to exist, Murray said the absence of experimental knowledge about the effects of low-frequency radiation justifies research, despite theoretical reasons for believing that the human body does not absorb it.

Eisen cautioned seminar participants against using the absence of definitive scientific evidence on health problems of VDT users in any area to jump to the conclu-

(Continued on Page 4)

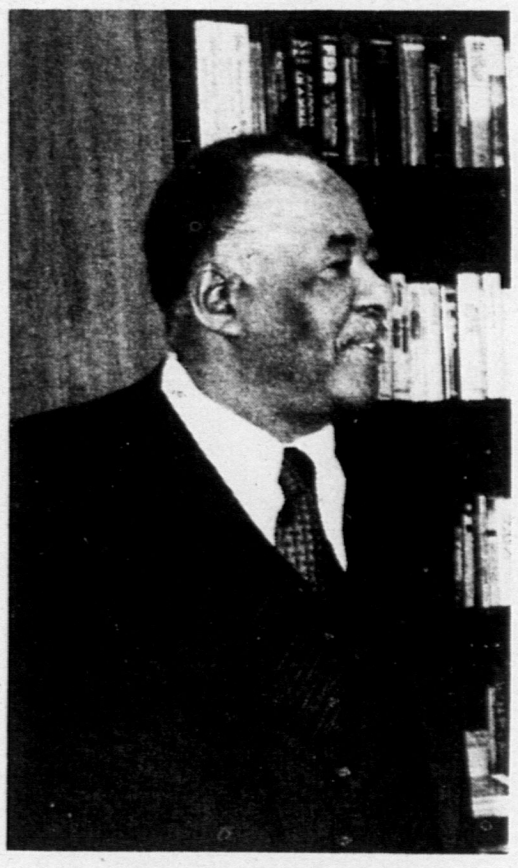
Year-old tubes vision hazards?

Denver—Most VDT tubes should be replaced after a year's use, a prominent researcher in the machines' engineering told an American Industrial Hygiene Assn. meeting here.

Harry Snyder of Virginia Polytechnic Institute said most of the machines' display tubes have a half-life of 1,500 hours, which most reach by the end of a year.

Then, he said, their brightness diminishes. If operators try to compensate by turning the brightness up, "then the letters get fuzzier."

Few manufacturers inform companies buying their tubes that after about a year they can be expected to cause visual problems, he said, suggesting that users pressure manufacturers to meet European standards for the tubes.



To Mia and Ed for NYCOSH

Ed Camen, left, vice chairperson of the New York Guild's Times unit, looks on as Times columnist Russell Baker autographs his latest book, 'Poor Russell's Almanac,' for Mia Camen, 11, Ed's daughter. The Camens were on their way to lunch with Baker, a prize in a raffle for the support of the New York Committee for Occupational Safety & Health. Raffle and "Valentine's Fund-raising Toetapper" netted $4,000 for NYCOSH, which has worked with New York Guild, TNG and other unions in VDT-safety education efforts.

Photos by BOB GLASS/New Yor Guild

Merger summit units to meet April 7

Washington—The merger summit committees of TNG and the International Typographical Union will meet here April 7, TNG President Charles A. Perlik, Jr., and ITU President Joe Bingel have agreed.

The meeting will be the first formal discussion of the subject between leaders of the two unions since they announced jointly last April that they had been unable to conclude a merger agreement.

The summit committees have functioned as subcommittees of the unions' full merger committees.

TNG summit committee members, in addition to Perlik, are Secretary-Treasurer Charles Dale and J. William Blatz, director of field operations.

ITU summit committee members, in addition to Bingel, are 2nd Vice President Robert L. Wartinger and 3rd Vice President Allan J. Heritage.

OLRB orders Guild 'forum' on work time in Globe case

Toronto—In a precedent setting decision, the Ontario Labour Relations Board has ruled that Thomson's Globe and Mail acted illegally when it solicited grievances and took steps to rectify them upon learning of a campaign by the Southern Ontario Guild to organize its outside circulation employees.

The board ordered the company to permit a Guild representative to meet with the employees during working hours for organizing purposes.

The ruling is the first in which a Canadian labor board has found such employer conduct to be an unfair labor practice, according to Jeffrey Sack, the Guild's attorney.

After it learned of the organizing drive in February 1981, the company solicited employees' complaints about their jobs and instituted changes to resolve them, including the hiring of part-time employees to reduce the burden on district sales representatives.

It also moved to resolve complaints about the need for blinds on office windows, garbage cans, a bulletin board and business cards for district sales representatives.

The company also made good on a theretofore unfulfilled promise of hockey tickets for one district sales representative.

"The granting of benefits or the solicitation of employee grievances during the course of a union organizing campaign if motivated even in part by a desire to undermine the . . . union, breaches" provincial labor law's prohibition against an employer's interfering with the formation of a union through coercion, intimidation, threats, promises or undue influence, the board said in its unanimous Feb. 26 ruling.

Rejecting company arguments that it was acting in response to business problems in the circulation department, the board held that given the company's failure

(Continued on Page 4)

Allbritton said bidding for Daily News

New York—Joe L. Allbritton, the banker from Texas who once owned the Washington Star, was reported March 11 to be actively bidding to buy the Daily News, put on the block three months before by the Tribune Co. of Chicago.

Reports of the escalation of Allbritton's activity, first by John F. Berry in the Washington Post, came as an executive of Warner Communications, Inc., said that firm has backed off from its interest in buying the paper.

Warner, a New York-based conglomerate, had been reported to be one of the prime bidders for the News. Allbritton's interest had been barely noticed.

The Allbritton reports also came a week after the city's Allied Printing Trades Council—made up of leaders of 10 newspaper-employee unions, including the New York Guild local—voted to recommend to its constituent unions that they ask their members at the News to put contractual raises due March 31 into escrow accounts which might be used to try to help assure that the News keeps publishing.

Berry reported in the March 11 Post that Allbritton had bid "in excess of $100 million" for the News. It was his second bid. A first one was rejected, Berry said, quoting "sources."

Representatives of Allbritton Communications Co in Washington and of the firm handling the News' sale for the Tribune Co. would not comment, Berry reported.

Allbritton's bid was for the News' 37-story Manhattan office building-plant and associated properties elsewhere in and around New York as well as for the newspaper. The value of the buildings and real estate by themselves has been reported to be $100-$150 million.

The bid also is contingent on concessions from the unions representing News employees, Berry reported.

The unions that represented the employees at the Washington Star agreed to a variety of cutbacks and freezes during the 3½ years Allbritton owned that paper. He sold it to Time, Inc., in 1978, which, after another 3½ years and more employee concessions, closed it last August.

(Continued on Page 2)

THE SHORT OF IT

THE KINDS OF high stress found in newspaper newsrooms are hard to find in other jobs, according to a pair of West Coast behavioral scientists. C. Barr Taylor of Stanford University spent the day last spring that the Columbia space shuttle-ship first returned to earth in the San Francisco Examiner's newsroom observing the news people handling the story on deadline. They showed signs of severe nervous pressure, while the astronauts landing the shuttle showed no signs of stress because they "knew they were in control." News people, however, "have little control of their environment," he observed. Margaret Chesney of SRI International called it "rare" to find jobs "with such repeated deadlines and demands for decisions" as newsroom jobs. Possible results of over-exposure to tension include heart, gastro-intestinal and muscular disorders, allergies and skin ailments, she said.

Counting house: **The American Newspaper Publishers' Assn. is operating on a budget of $7.9 million this year, up about 7.6 percent from 1981. Included in the budget are funds for addition of two industrial-environmental hygenists and one computer specialist to ANPA's staff. There also is $250,000 for continuation of lobbying on "telecommunications," down from about $400,000 spent in 1981. About 70 percent of ANPA's 1,400-plus members last year paid a special building-fund assessment, providing more than $2 million toward a three-year goal of $5.6 million. . . . The Philadelphia Inquirer and Daily News are exploring use of their AP satellite receiving dish for reception of fully made-up ads from agencies as far away as Los Angeles. . . . Some 400 persons—members of the Inland Daily Press Assn., mostly publishers and the like, plus spouses—held the association's 97th mid-winter meeting during a four-day cruise on the M/S Sunward II in the Bahamas. Seminar sessions on such subjects as "coping with stress" and "strategic planning" made the whole tax-deductible outing bearable.**

Labor beat: The National Labor Relations Board has increased to 20 percent the interest rate it assesses on back pay awards in cases such as those wherein it finds workers illegally discharged for union activity. . . . All Guild locals and district councils have received copies of a 20-page list of hotels and motels which, through the Hotel & Restaurant Employees' union and the AFL-CIO, will provide rooms at reduced rates to union members. . . . The Amalgamated Clothing & Textile Workers' Union has issued a 62-page booklet listing the products and their brand names made by ACTWU members throughout the United States. . . . All Guild locals have received packets of information on the Bakery, Confectionery & Tobacco Workers' boycott against tobacco products made by the anti-union R. J. Reynolds Co.: Winston, Salem, Camel, Vantage, Now, More and Doral cigarettes; Winchester Little Cigars; Carter Hall, Prince Albert, Apple, George Washington and Madeira Mixture pipe tobacco; Brown's Mule, Day's Work, Reynold's and Top chewing tobacco. . . . Union members can get 33 percent off the bookstore price of "George Meany and his Times," the biography by Archie Robinson, by ordering their copy(ies) directly from AFL-CIO Books, P.O. Box 37473, Washington, D.C. 20013. Discounted price for one to five copies is $12.50 each, for six to 25 copies, $11.50 each, and for 26 or more copies, $10.50 each.

From our past: **New York Guild leaders visiting Wilkes-Barre in 1954 posed in the composing room of the interim daily put out by striking Guild members with the assistance of members of the printing trades unions for 118 days that year. Called the "Valley News," it first was published with equipment leased from the Pennsylvania Slovak Roman Catholic Union, later from the plant of the Pittston Dispatch. From left above are Morris Iushewitz and M. Michael Potoker of New York, John Malloy of Wilkes-Barre, the "publisher," and Thomas J. Murphy and Arthur Rosenstock of New York. Rosenstock later became TNG's president.**

Potpourri: Price of an annual subscription to the Federal Register went up 300 percent on March 1, to $300 from $75. About 50,000 copies are printed daily, with about 12,500 going free to government agencies and officials. . . . Management consulting remains a "hot" field for graduating masters of business administration, the Wall Street Journal reports. Pay averaged $46,100 for the 21 percent of Harvard's 1981 MBA grads who entered the field.

Allbritton bidding on N.Y. News as Warner abandons interest

(Continued From Page 1)

Just before Allbritton sold the Star, it reportedly was operating nearly even with the board or slightly in the black. When Time, Inc., closed the Star it said it was losing money at the rate of $20 million a year.

Warner, one of several companies and partnerships that reportedly have been investigating purchase of the News, abandoned the project because it couldn't "see how any potential buyer can deal with the unions when they're not the buyer of last resort," a Warner representative said.

George E. McDonald, president of the unions' council and of the New York Mailers' Union, said that if that was the reason for Warner pulling back it had been "jumping to conclusions." The council had not been contacted by Warner, nor by a representative of Warner.

Early in February, the unions' council said it was setting up a trust plan, the News Employees Stock Ownership Trust, which would attempt to keep the News publishing, perhaps in a joint venture with a potential buyer, only as a last resort. (Guild Reporter, Feb. 12.)

The council said it would prefer that the Tribune Co. continue to publish the News itself or that another organization buy and publish the News without the NESOT's involvement.

In recommending the NESOT to the council late in January, the New York Guild executive committee said it would put the unions in a position to "act immediately" if neither of the first two events occurred.

Earlier still, the council had formally notified the Tribune Co. and the News of its willingness to open talks on possible areas in which News costs might be pared. Neither had responded by March 10.

Theodore W. Kheel, the private mediator who is an advisor to the union's council and the initial trustee of the NESOT, announced the raise-escrow proposal March 1 and it was approved by the council the next day.

The proposal, if approved by the unions' memberships would not be a "give back," Kheel emphasized, since the scheduled contractual raises would be paid by the News into the escrow accounts each union would establish for its News members. The funds could be available, again if approved by the unions' members, to help keep the News in operation.

Kheel estimated that the escrows could total as much as $15 million in a year. The raises due at the end of March average about $36 per employee per week.

By March 9, the membership of three of the unions—the Mailers, the Graphic Arts and Electrical Workers—had voted approval of establishing escrows for the raises.

Edwin Egan, executive vice president of the New York Guild, pointed out that the News has to agree to the escrows, too, and said that there also are questions about properly setting up such escrows that need to be resolved.

The council's recommending establishment of the escrows is another demonstration of "the unions' willingness to take steps" to keep the News publishing, Egan said.

The whole idea is "down the tubes" regardless of any action taken by the unions if the News doesn't agree to co-operate, Egan emphasized.

Meanwhile, the New York Times reported March 7 that James J. Patterson, son of the founder of the Daily News, has filed suit seeking to force the Tribune Co. to provide him the names of its other stockholders. Patterson said he owns 126 of the 7,716.5 shares that are outstanding and he wants to contact the other shareholders.

He said there needs to be a two-thirds vote of the total shares before the Tribune Co. can sell or close the News, that there has not yet been such a vote and that he would like to contact the other shareholders before there is one.

The company declined to say how many shares it controls and would not confirm if there needs to be a vote of the shares, the Times reported.

In responding to the suit it said Patterson is not seeking the shareholders' names for any "proper purpose."

Tribune Co. profits $89M in 1981

Chicago—The Tribune Co., owner of the Chicago Tribune, the New York Daily News, other newspapers and broadcasting and other properties, had after-tax profits of $89.1 million in 1981 on revenues of $1.4 billion, the company said late in February. Both figures are up 14 percent from 1980.

It's profit for the final quarter of 1981 totalled $30 million, up 56 percent, on a revenue increase of 16 percent, to $389.9 million.

The company offered no explanation for the fourth-quarter profits increase, but Stanton R. Cook, company president, told the Wall Street Journal that for the year, investment tax credits and strong performances by several properties more than offset losses at the Daily News and in newsprint holdings.

The Daily News' 1981 losses have been reported to be as much as $12 million.

Meanwhile, the Daily News reported that it published more advertising on Feb. 11 than on any day in its history—311,000 lines.

The ad lineage record came on the heels of the paper's reporting its greatest circulation gains in nearly 20 years: up 163,000 copies daily in January to an average of 1,545,000, and up 142,000 Sundays to 2,055,000.

Detroit unions decline reopener bid

Detroit—The Detroit Council of Newspaper Unions, including the Detroit Guild, voted March 9 to turn down a request from publishers of the Detroit News and Knight-Ridder's Free Press that the unions reopen their contracts. The council cited the papers' failure to show any economic need for such an action.

The unions—the Printers, Mailers, Pressmen, Machinists, Paperhandlers, Service Employees and Graphic Arts, plus the Guild and also the Teamsters, though not part of the council—all have contracts that run through June 17, 1983.

At a March 3 meeting, representatives of the two newspapers asked the unions to reopen their agreements, citing recent newspaper closures in other cities and the weak economy in the Detroit area.

"We're not pleading inability to pay or poverty, we're both in reasonably healthy situations," News Vice President Gene Arehart told the union representatives, the Guild reported. It would be in the long-term interests of the papers for the union to reopen and negotiate new three-year agreements, however, the companies' representatives suggested to the unions' leaders.

Free Press President Donald Becker said the papers were not seeking to enter negotiations "with threats or a hammer," and were "not threatening layoffs," the Guild reported to its members.

The companies also said they would not open their books to inspection by the unions.

A hiring freeze in Guild-covered jobs is currently in effect at the Free Press. A similar freeze at the News has been lifted.

Tops increased by $59 at Home News

New Brunswick, N.J.—The top minimum for reporters and photographers has been raised by $59, to $425.75 a week, in a new two-year agreement between the New York Guild and the New Brunswick Home News.

The increase comes in two steps, with $29 retroactive to July 1 and $30 on this July 1.

Top minimum for copyreaders also is raised a total of $59, to $433.25 a week, and artists are upgraded to the same pay group.

The top minimum for library clerks is raised by $34.10 a week, to $245.90, and that for clerk-messengers is raised by $28.85, to $208.15 a week.

The minimum for beginning reporters is increased by $40.95, to $295.50 a week as of July 1.

Tom Hiltz of Boston new NEDC president

Providence—The New England District Council of Guild locals meeting here Feb. 27-28, elected Thomas R. Hiltz of Boston president for the coming year. He succeeds Dianne M. Martino of Manchester, who did not seek re-election to the council's top office.

Robert J. Townsend of Brockton was elected vice president and Frank Prosnitz of Providence was re-elected secretary-treasurer.

'SHIFT' OF VOLUNTEER ORGANIZING LEAFLETERS AT CONTRA COSTA TIMES
Standing, from left: Jim Meneelly, Oakland, Mailer; John Adams, Richmond-Berkeley, Guild; Louis Mitchell, San Francisco, Printer; Carla Gentry, Sacramento, Guild. Kneeling: Bruce Crow, San Jose, Printer; Margaret Byrum, San Francisco, Guild; Michael Gray, Richmond-Berkeley, Guild; Rufus Day, Hayward, Printer; Eric Newton, Richmond-Berkeley, Guild.

'CATCH UP WITH THE TIMES'

90-plus leaflet in Walnut Creek

Walnut Creek, Calif. — More than 90 volunteers from five Northern California newspaper unions, working in shifts, distributed organizing leaflets at entrances to the Contra Costa Times here nearly around the clock for four days at the end of February.

It was part of an organizing effort launched at the Lesher-chain daily last year by the Northern California Newspaper Organizing Committee, formed by locals of five unions: the Guild, Typographical Union, Mailers, Pressmen and Teamsters.

More than half of the 90-plus volunteers—51 of them—came from six units of the San Francisco-Oakland Guild; one, Carla Gentry, a former employee of the 100,000-circulation Times, came 85 miles from Sacramento where she now works under a Central California Guild contract at the Union.

Largest number of Guild participants were from the SFONG's Richmond-Berkeley unit. Twenty of its 24 members leafleted for one or more shifts during the 21-hour days. Other SFONG volunteers were from its units at the Oakland Tribune, the Chronicle and Examiner, their joint publishing company, Printco, and the Santa Rosa Press Democrat.

Most of the volunteers donned T-shirts urging, "Catch up with the Times."

The exhortation referred to a statement by Times President Dean S. Lesher in a television interview in the wake of the Philadelphia Bulletin being closed Jan. 29.

"We're profitable because we are in an affluent area," Lesher said, adding: "I would say that the average suburban paper in a growth area such as ours is more profitable than any metropolitan paper I can think of."

Trust busters urge Smith to reject merger in Seattle

Washington—The Justice Dept.'s Antitrust Division has urged U.S. Atty. Gen. William French Smith to overrule administrative law judge Daniel Hanscom's recommendation that a joint operating agreement between the Seattle Times and Hearst's Post-Intelligence be approved.

Smith should deny the papers' application, the division said in a Feb. 16 brief to Smith.

Hanscom "fundamentally misperceived the nature and purpose of the Newspaper Preservation Act" in concluding that the P-I is a failing newspaper and recommending that the proposed joint operation be exempted from federal antitrust law prohibiting price fixing, profit pooling and market splitting, said the brief signed by Assistant Attorney General William F. Baxter.

To adopt Hanscom's recommendation "would extend the scope of this antitrust exemption far beyond" its purpose under the Newspaper Preservation Act, which states that the purpose is preservation of independent editorial voices, the brief said.

"It would grant an unnecessary windfall" to the papers and unnecessarily "burden" their readers and advertisers, it declared.

Even more than its impact in Seattle, however, would be the repercussions from upholding Hanscom's interpretation of the law, according to Baxter's brief.

If Hanscom's interpretation is accepted, it said, it will provide "strong incentives" for other competing newspapers to expect approval for joint operations even when there is no serious danger of one of them failing.

Under Hanscom's recommendation, the brief charged, "paper losses" alone would be enough to "qualify a newspaper as failing, even though it returns a net profit to its owner," is unlikely to cease publication and qualified buyers exist.

"Congress cannot be presumed to have intended the act to be used to destroy commercial newspaper competition unnecessarily," it said.

Smith is expected to rule on the application by early April, or earlier.

Under the proposed arrangement, the P-I would maintain a separate editorial department but other functions — advertising, business, circulation and printing —would be taken over by the Times. This could cost 200-plus Guild-covered P-I employees their jobs.

Hearings on the proposal were held late last year.

Growth pains hit Philadelphia

Philadelphia — Circulation of Knight-Ridder's Philadelphia Inquirer and Daily News has risen by some 180,000 since the 134-year-old Philadelphia Bulletin was closed Jan. 29, but the growth is not without its costs.

Until the papers can boost their advertising rates again — most were raised in January—the papers will have to absorb the additional costs of newsprint, stepped-up promotion campaigns and an expanded workforce.

Although newspaper analyst John Morton of Lynch, Jones & Ryan predicts that Knight-Ridder's Philadelphia papers might take a loss in the first quarter, he sees the papers ending the year with an additional "$20 to $25 million perhaps more" in operating profit, i.e. profit before taxes.

The papers are scrambling to win circulation among former Bulletin readers in the face of "pesky" competition from 14 daily papers in surrounding counties, as the Wall Street Journal put it.

One of them, Ingersoll's Delaware County Times, published in Primos, published its first Sunday paper on March 7. A 7 percent Sunday differential was added to the Guild's contract there in a recent 19-month renewal [Guild Reporter, Feb. 12]. The Guild local also represents advertising, business-office, inside circulation, editorial and other employees at the Inquirer and Daily News.

Another, the Bucks County (Pa.) Courier Times, has been vying with the Inquirer and Daily News for former Bulletin district managers, along with the carriers and the home-delivered circulation they can produce.

It has been distributing 30,000 free newspapers daily in the suburbs seeking former Bulletin readers.

The Inquirer and Daily News, meanwhile, in addition to adding circulation district managers is reported to be adding some 100 editorial employees, necessitating the remodeling of a warehouse next to the main building to accommodate the expanded staff.

The weekend after the Bulletin folded, Inquirer employees logged about 1,000 hours more overtime than usual in order to produce an expanded Sunday paper, the Wall Street Journal said.

Inquirer circulation lines also experienced an immediate upsurge upon the Bulletin's folding. Calls for subscriptions were reported to have come in at a rate of 700 an hour for the first several days, compared to the more usual pace of some 500 a week.

With revenues totalling about $200 million in 1981, the Philadelphia newspapers were the second highest revenue producers in the Knight-Ridder chain, surpassed only by the Miami Herald.

A 20 percent increase in advertising revenue resulting from increased volume, along with a rate hike—"a minimum prospect" according to Morton—would produce an additional $30 million in revenue, the analyst estimated. Morton said he expects "the Philadelphia situation to add 15 to 20 cents a share to Knight-Ridder's 1982 earnings, which he now predicts will be $3.55 per share, up from $3.09 for 1981.

Back pay won for organizer in settlement of unfair case

New York—The New York Guild has won full back pay for a computer operator who was fired from his job with a sub-contractor of the New York Post two days after he was publicly identified as a Guild organizer.

Back pay totalling $3,350 was agreed to in a settlement of charges the Guild had filed with the National Labor Relations Board. The back pay covers the three months from the date of firing, Feb. 5, 1981, through May 8, when the employee took another job.

He declined reinstatement, but the computer firm—USSI of San Antonio—agreed to give him a letter of recommendation.

The settlement also requires USSI to post notices informing employees that they will not be discharged or discriminated against for joining, assisting or supporting the Guild.

The Guild, meanwhile, is preparing its case to be presented to an arbitrator in which it is seeking to assert jurisdiction over the work performed by the subcontractor.

Public radio ends talks with UPI

Irving, Texas—The board of directors of National Public Radio has decided to terminate exploratory talks with United Press International about acquiring the wire service.

Edward W. Estlow, president of E. W. Scripps, which owns 95 percent of UPI, said the talks with NPR "never progressed beyond the interest stage."

Scripps had talked of turning the wire service over to NPR as a tax-deductible gift if NPR could secure the funds necessary to run UPI for five years [Guild Reporter, Jan. 29].

Schick entries due by April 1

Washington—Deadline for entries in this year's David S. Schick Memorial Award contest for local Guild publications is April 1, all locals have been reminded.

There are separate general-excellence classifications for "linecast" and other publications plus competitions for best feature, best illustration and best front page.

Judging will be by a panel provided through the International Labor Press Assn.

Awards will be presented during TNG's 1982 Convention.

Canada's price elevator

The table below records the ascent of Canada's Consumer Price Index over a 24-month period following a 1.7-point increase in the index in January to 249.7, up 25.6 points from January 1981, and 49.6 points from January 1980. 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 January 1980.

		Percentage over	
	Index*	Same month prior year	January 1980†
February, 1981	226.4	12.2	13.1
March	229.4	12.5	14.6
April	231.1	12.6	15.5
May	233.2	12.3	16.5
June	236.8	12.8	18.3
July	238.9	12.9	19.4
August	240.6	12.7	20.2
September	242.4	12.5	21.1
October	244.8	12.7	22.3
November	246.9	12.2	23.4
December	248.0	12.1	23.9
January, 1982	249.7	11.4	24.8

*1971 = 100 †Index = 200.1

Continuing probe of VDT hazards urged

(Continued from Page 1)
sion that "no permanent organic health impairment" results from VDT use, as did one participant midway through an AIHA seminar on VDTs last spring.

"As at least two speakers subsequently made plain . . . the verdict is not yet in . . . [and] it still isn't," Eisen said, adding that it won't be absent the results of "adequate epidemiological studies" comparing the health of VDT users and nonusers.

NIOSH's ophthalmological study at the Baltimore Sunpapers is one of those studies, the Mount Sinai School of Medicine study involving members of six Guild locals is another, Eisen said.

But, he said he doesn't believe that "even these" will give us the "final answer" and that additional studies will be needed.

Since ophthalmologists "do not really know" if prolonged eye strain produces deterioration of vision, "I suspect it will be a long time before we get a general agreement on any thesis" that VDTs are responsible for it, he noted.

But, "while we know" that VDT operation brings "the moment of truth for people who have managed to get along . . . without needed visual correction . . . there is a serious question whether that factor can account for the full extent" of vision deterioration that is being reported by VDT users, Eisen said.

He suggested further that "the likelihood of permanent health effects" from VDT use appears to be greater, however, in the musculoskeletal area.

He pointed to the conclusion in a study of 1,000 German VDT operators that found 40 percent to have undergone treatment for back pains while working on the machines.

"The significance has to be estimated as quite high, since injury from disadvantageous body positions can frequently be irreversible and the effects can persist even after the particular activity has been abandoned," it said.

Eisen cautioned seminar participants, however, against basing their conclusions about the effects of working on VDTs solely on "certifiable organic damage."

The 10 million now using the machines are "far too many people to tolerate an approach based on a body count," he said.

"If *half* the people who operate VDTs . . . suffer eye pains or headaches or body pains . . . that's a health problem of no inconsiderable magnitude that deserves all the attention it's been getting, and more," he said.

With VDT use in the newspaper industry moving into classified-advertising and other departments" in which the jobs are both more routine and subject to surveillance" through "machine pacing and monitoring," Eisen said he expects stress to become more prevalent a problem than it has been in news rooms, "where the job provides the motivation and interest to counter many of the factors that produce stress."

Pointing out that the machines can be set to keep records of operators' productivity, using such criteria as keystrokes per hour, Eisen said that combining "Big Brother pacing and monitoring with bad lighting, glare and the constrained postures produced by poor VDT and workplace design, you get psychological and physical problems that feed on one another."

Noting "major progress" in workplace and lighting design and in the application of visual and ergonomic principals since VDTs were introduced into the U.S., Eisen pointed out however, that "a number" of questions about "optimal" equipment and work conditions are yet to be resolved.

"And where they have been resolved, the recommended solutions have all too frequently been adopted only partially or not at all," he said, citing as "the most flagrant example . . . the extent to which VDTs with nondetachable keyboards are still being put into use, and even promoted in television commercials."

He noted that the Auto Workers and Machinists have joined the Guild and Office and Professional Employees' unions in seeking contractual VDT health provisions and that bills to set minimum VDT safety standards have been introduced in the legislatures of three states and the province of Ontario.

"Concern is mounting," he said, calling for meeting it with continuing research, increased application of its results and intensified efforts to promote use of those applications.

VDT rest breaks called essential

Denver—Michael Smith, chief of motivation and stress research for the National Institute for Occupational Safety and Health, told industrial hygienists meeting here that NIOSH's recommendation for "work-rest" breaks is essential in view of the visual, postural and psychological stresses of VDT work.

While noting that the recommendation allows VDT operators to do other work during the breaks, Smith said that since such work would have to allow both the eyes and the body to recover from VDT work, it is not easy to find in practice. Realistically, he said, the period should be viewed as a rest break.

The NIOSH recommendation calls for a 15-minute break after two hours of continuous work for operators "under moderate visual demands and/or moderate work load" and after one hour for operators "under high visual demands, high work load and/or those engaged in repetitive work tasks."

RAYMOND CROWELL/Washington-Baltimore Guild

X-ray hunt comes up empty

Technicians from the District of Columbia's Bureau of Occupational & Institutional Hygiene test VDTs at TNG headquarters for x-ray emissions, upon request of Local 2 of the Office & Professional Employees' Union, which represents TNG's clerical staffers. The testing instrument, a Victoreen 440 RF/C on loan from the federal Bureau of Radiological Health, could detect emissions as low as 0.01 millirems per hour, and "showed no leakage," the pair subsequently reported. The U.S. occupational standard is 2.5 mR/hour, that for pregnant women, 0.5 mR/hour. Applying the instrument, above, to one of TNG's four machines is Phillip Sumner; with the clipboard is Herbert T. Wood, agency program manager.

Hearings on VDT bill set in Massachusetts

Springfield, Mass. — Hearings on a bill designed to establish minimum safeguards for employees operating video display terminals have been set for April 20 before the Massachusetts House Committee on Commerce and Labor.

Earlier, bills to protect VDT operators have been proposed in Maine and Illinois and a pair have been introduced in Ontario.

Among the features of the newest proposal, introduced at the behest of the Boston Edison Clerical Workers' Union, are provisions that would require:

✓ Eye examinations for full-time VDT operators and re-examinations at least every 12 months, without cost to the employee.

✓ Flexible and ergonomically correct work stations, including fully adjustable chairs with arm rests and back support, adjustable tables and terminals with detached keyboards.

✓ Hard copy stands at the same level as the terminal.

✓ Lighting levels maintained so that both the VDT screen and hard copy can be read without "undue discomfort or fatigue."

✓ Reduction of horizontal illuminace to prevent reflected glare on VDT screens.

✓ Curtains, drapes, shades and/or blinds on windows.

✓ Positioning of terminals in relation to windows to eliminate glare and reflections.

✓ Rest periods of at least 15 minutes after two hours continuous VDT work requiring moderate visual demands or a moderate work load, and of at least 15 minutes after one hour of continuous work under high visual demands or a high work load, as well as for those engaged in "repetitive work tasks."

✓ Maintenance of proper temperature and humidity levels, with quality checks "to insure that fresh air . . . is adequate to the supply of recycled air."

✓ Adequate draught-free ventilation to prevent drowsiness.

✓ Work stations sufficient in size to avoid excessive heat from equipment and keep background noise at a minimum level.

The bill would also require at least six months advance notice to employees of an employer's intent to install new "hardware or software" costing more than $5,000.

It would require employers to give "serious consideration" to job design in selecting new technology in order to "enhance the attractiveness of the job as a means to reduce work stress and to create motivated and productive workers."

"Jobs should provide an identifiable piece of work" over which an employee or group of employees "can take responsibility and obtain feedback about their performance," the union's proposal states.

It calls for measurements of performance to be made available first to employees and would require that operators be notified when performance is to be measured or observed.

Results of work observations would be made available to the operator "within a reasonable period" and operators given an opportunity to comment.

Access ordered in Globe case

(Continued from Page 1)
to seek remedies for the problems prior to learning of the organizing drive "we are compelled to conclude, on the basis of both the timing and content of its response" that it "acted, at least in part, for the purpose of undermining" the union.

The board refused, however, to grant the Guild automatic certification, which it is empowered to do where an employer's illegal conduct appears to have undermined what otherwise would have been adequate support for certifying the union.

Noting that the Guild had held membership cards from only 14 of 76 eligible employees when it initiated its action with the board, on grounds that the unfair labor practices hindered its organizing effort, the board said it was "at best problematic" whether the Guild had adequate support.

Instead, in an effort to put the union in the position it "would have been in had there been no violation of the act," the board ordered that the Guild be allowed to meet with the employees in each branch office for up to one hour during working time and that the company post notices informing employees of their right to organize and of its violation of the labor law.

Permitting the union access to the employees "will redress the effect of the employer's actions such that the union will be made whole and the true wishes of the employees can be ascertained," the board said.

The company's unfair actions had a "twofold" effect on the organizing: First, employees may have been influenced with respect to the need for a union, and secondly, the union lost the support of employees through which it planned to approach and persuade others to join, the board noted.

Giving the Guild access to employees in the unit will afford it an opportunity to explain that the benefits they received "are at least partially the result of the union's presence and," without a contract to guarantee them, "subject to whatever unilateral decision the company may make . . . in the future," the board pointed out.

It will also permit the Guild to attempt to persuade the employees "of the need for collective bargaining," the board said.

The Guild Reporter (ISSN: 0017-5404) is issued semimonthly, except monthly in July and December, at 1125 15th St. NW., Washington, D.C. 20005. $15 a year. Second-class postage paid in Washington, D.C. and additional mailing offices. Printed in U.S.A.

Postmaster: Send address changes to The Guild Reporter, 1125 15th St. NW., #835, Washington, D.C. 20005.

Reporter top raised to $410 in Kingston

Kingston, N.Y.—The top minimum for reporters, photographers and chief dispatch clerks is raised by $51.89, to $410.45 a week, in a new two-year contract between the Kingston Guild and Ingersoll's Daily Freeman.

The agreement, replacing one that expired May 19, 1977, also provides one-time bonuses of $350 for each full-time employee and $175 for each part-time employee.

The $51.89 increase in the key minimum comes in two steps, with $25.04 (to $383.60 a week) retroactive to Nov. 1, and $26.85 (to $410.45 a week) on Nov. 1, 1982.

The top minimum for display and outside classified advertising salespersons is raised by a total of $98.47, to $402.65 a week. The increase comes in increments of $63.12 retroactive to Nov. 1 and $35.35 on Nov. 1, 1982.

The commission system for outside ad sales is added to the contract.

Circulation district managers' top minimum is increased by $45.37, in increments of $21.92 and $23.45, to $358.55 a week.

Provision for a major medical insurance plan for employees and their dependents to be paid for by the company is added to the contract.

The rate paid employees using their vehicles on company busiuess is raised by 4 cents, to 19 cents a mile, and provision is added for raising the rate by one-half cent for each 10-cent increase in the average price of gasoline above 95 cents a gallon. The mileage rate can be adjusted monthly, with the average price to be determined by a survey of prices at several specified dealers near the plant.

Provision for posting notices of job openings is also added to the contract.

The Guild Shop for all present members and all new hires was retained.

Other increases and resulting new top minimums include:

Assistant city and **sports editors**—Up by $58.70, to $462.85 a week, in increments of $28.40 and $30.30.

Dispatch clerks — Up by $41.67, to $330.05 a week, in increments of $20.07 and $21.60.

Classified advertising solicitors and **clerks**—Up by $31.67, to $250.00 a week, in increments of $15.32 and $16.35.

Maintenance employees — Up by $35.30, to $278.20 a week, in increments of $17.10 and $18.20.

TNG International Representative William M. Brown assisted the Kingston Guild in the final seven of the 47 bargaining sessions that produced the contract.

STEVE KANE, KINGSTON GUILD VICE PRESIDENT, TAKES QUESTIONS ON SETTLEMENT

Agreement, subsequently ratified by members, caps nearly five years of bargaining.

Macleans moves on Sun chain

Toronto — Maclean Hunter, Ltd., publisher of Macleans weekly news magazine, has announced that it has an agreement to buy a 50 percent and controlling interest in the Toronto Sun Publishing Corp. at a cost of some $54.5 million.

Sun Corp. publishes morning tabloids, concentrating on local news and sports, in Toronto, Calgary and Edmonton. It also owns an 80 percent share of United Press Canada.

The Sun chain grew from the Toronto Sun, which was founded in 1971 a few days after the Toronto Telegram was closed.

Maclean Hunter President Frederick Metchalf said the company has wanted to buy a newspaper group for some time.

Under the agreement with the Toronto Sun, Maclean Hunter will appoint two persons to the newspaper group's 11-member board. The companies also agreed there would be no change in Sun management for five years.

The Canadian Radio-Television Commission's general prohibition of cross-ownership of broadcast and newspaper properties in the same city, however, reportedly could pose a problem for Maclean Hunter, which currently holds radio or television licenses in all the cities where the Sun Corp. publishes newspapers.

In 1974 the commission blocked the Torstar Corp., publisher of the Toronto Star, from buying a half-interest in a Toronto cable television company. "Ownership and control of a broadcast undertaking should be separate from ownership and control of a newspaper, except in certain circumstances," the commission said in that case.

The Toronto Sun is reported to have produced some $3.1 million in profit for the Sun Corp. in the first nine months of 1981, while United Press Canada is estimated to have lost about $300,000 in 1981, according to Editor & Publisher.

Rev. Moon launches plans to publish Washington daily

Washington—A firm run by a key figure in the Rev. Sun Myung Moon's Unification Church has announced plans to begin publishing a daily newspaper in the nation's capital and has produced a prototype of the Washington Times. Full daily publication is targetted for May.

The paper, described as "a product of the vision" of Rev. Moon, will be put out by New World Communications Inc., which curently publishes two papers in New York—the News World, with about 70,000 circulation, and the Spanish-language Noticias del Mundo.

James R. Whelan, editor of the Sacramento Union until the end of February, has been named editor and publisher of the new paper. Earlier Whelan had been editorial director of the Panax newspaper chain.

The Times has bought a printing plant in Washington for a reported $1.6 million and has been advertising in Editor & Publisher for employees.

Whelan said the paper initially expects to have a staff of 125 to 150 writers and editors, according to the Washington Post.

Although the Times is hopeful of becoming profitable, Whelan said the parent organization would subsidize it indefinitely if necessary, the Post reported.

The Times, in its prototype edition published March 1, likened itself to the Christian Science Monitor and said it "will not be a church paper, nor will it be a voice serving the interests of the church."

GLDC meet picks officers

Youngstown, Ohio—Delegates to the Great Lakes District Council's winter meeting here March 6-7 re-elected William (Bucky) Buchanan of Erie to a sixth term as council president.

Delegates also re-elected Tom James of Toledo as first vice president and Richard M. Peery of Cleveland as second vice president. Patrick J. Ryan of Buffalo, who had been secretary, was elected treasurer, replacing David B. Whitmer of Columbus, who did not seek re-election. Charles Montague of Akron was elected secretary.

The council also voted $150 toward the cost of one night's hospitality for delegates at this year's TNG convention, in Los Angeles, June 21-25.

The council's spring meeting will be a joint session with the Midwest and Southern councils and will be held in Akron, at the Quaker Square Hilton Inn, May 15-16.

'Bug' series touts 'Greatest of All'

Washington — While many commercial printing firms are working to get or keep "bugs" out of their printing systems, one major Washington-area firm is in the midst of a months-long campaign to get more "bugs" into the industry.

More "union bugs," that is.

It's "The Greatest Bug of Them All," proclaims the McArdle Printing Company of suburban Silver Spring, Md., in a promotion campaign built around "Great Bugs of the World."

The campaign consists of a series of six gold and white on deep blue folders mailed to customers and potential customers, each containing four-color cartoons of a different insect and a lightly written account of its habits, peculiarities and value in nature's scheme of things.

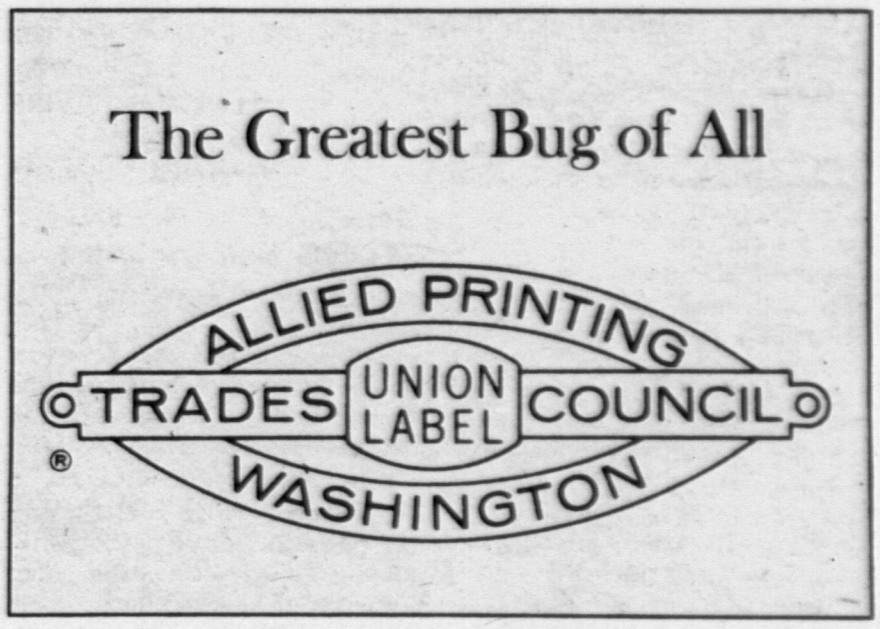
The four mailed to date have dealt with the ant, the preying mantis, the honey bee and the cricket. Each also touts the printing trades' label as "the best known 'bug' in America," and the only one which proclaims "unmistakably that your work was produced in a union plant."

The "bug" represents "a solidly professional apprentice training program . . . that guarantees union plants a steady source of skilled craftsmen, trained in the latest printing technology," each of the folders declares in text accompanying a 10-pica deep by 28-pica wide reproduction of the label.

The idea for the "Great Bugs" campaign "emerged from a desire to remind printing buyers . . . of the advantages of dealing with a union printer," explains Edward J. McArdle, president of the company, in an accompanying letter.

Noting the campaign's "good humored" treatment of its subject, McArdle invites recipients' reactions, adding, not surprisingly:

"If one reaction is to invite us to look at your own printing needs, that would be quite welcome."



Monopoly press called 'fat, lazy'

A University of Iowa journalism professor takes exception to so-called media watchers who suggest that a daily newspaper that gains a monopoly in its market provides more even-handed and less sensational news coverage.

To the contrary, John Soloski believes that once in control of the market, newspapers "tend to grow fat and lazy," Editor & Publisher magazine reported Feb. 13.

Other media such as radio, television and cable systems, although competing for advertising dollars, do not fill the news-coverage void left by the extinction of a competing newspaper, according to Soloski.

WBNG wins vote at labor PR firm

Washington—Employees of the Kamber Group, a public relations and publications firm specializing in service to unions, voted by 14 to 0 Feb. 26 for the Washington-Baltimore Guild as their bargaining representative.

The election was set up and conducted voluntarily, under auspices of the American Arbitration Assn., when Kamber Group management said it would not oppose its employees' organizing after the Guild requested recognition as their representative.

The Kamber Group thus becomes the only Washington public relations firm with an organized staff.

Postal hike's threat to labor press told

Washington—The sudden, recent doubling of second-class postal rates for non-profit mailers has thrown unions' publication budgets into turmoil and many unions are considering sharp cutbacks, the International Labor Press Assn. has told congressional committees.

The ILPA testimony was presented Feb. 23 to a joint session of House subcommittees on postal operations and personnel by James M. Cesnik, editor of the Guild Reporter and immediate-past ILPA president.

The increases instituted by the Postal Service on Jan. 10 have caused "the majority" of ILPA member publications to "seriously consider" cost-cutting measures, most often reducing frequency of publication, Cesnik said.

ILPA is concerned that smaller labor publications might decide to stop publishing completely in the face of the rate hikes, Cesnik said. Many publications, he pointed out, are planning to switch to third-class service where rates are slightly lower, but delivery is often even less prompt.

The religious press and organizations such as farm, veterans and conservation groups as well as charitable organizations also are being hurt by the increases.

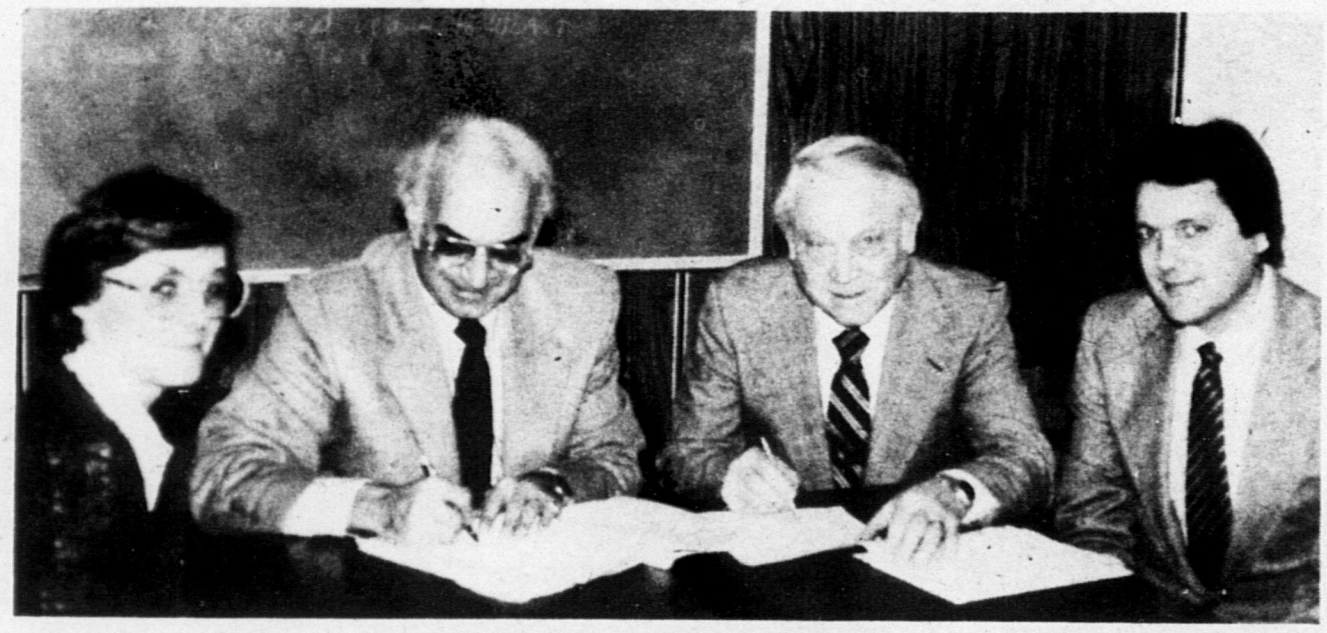
The sharp boost in non-profit second-class postage rates occurred after Congress failed to appropriate the funds needed to continue a step-by-step system of increases in non-profit rates that was to phase-in rate hikes.

The Reagan administration's fiscal 1983 budget proposes still deeper cuts in subsidies, which could mean even higher rates for non-profit mailers.

The 1983 budget proposal would "effectively eliminate the distinction between regular and non-profit rates," Cesnik told the committees, He called on Congress to "continue rate differentiation through the appropriations process—or through a law which guarantees non-profit mailers a fair, affordable rate structure" that does not require constant, expensive battles to maintain.

Under the Postal Reorganization Act of 1970, he pointed out, "non-profit organizations have already absorbed the largest percentage increase of any class of mailers," up to 1,800 percent.

The second-class non-profit structure, Cesnik said, "was specifically set up by Congress to ease the flow of information vital to the democratic process."



EDP agreement

TNG Secretary-Treasurer Charles Dale, center left, and the head of the firm that owns the computer on which TNG maintains its records sign a new five-year agreement that, among other things, will enable TNG to convert to a billing system for the payment by locals of monthly per-capita dues to TNG. The system is an outgrowth of a forum on dues procedures held in November 1980, in keeping with a recommendation by TNG's convention earlier in the year. From left, above, are: Anita Running, TNG's office manager, Dale, Leon Somerall and Gerry Palermo, both of Eastern Computer Systems, Inc., of Lancaster, Pa.

Key top raised $86, to $489, in Portland

Portland, Me.—The key top minimum is raised by $86 a week, to $489, over the two-and-one-half year term of a new Portland Guild contract with the Press Herald, Express & Telegram.

The $86 increase for reporters, photographers, circulation district managers, artists and outside advertising salespersons comes in five increments: $17, to $420 a week, retroactive to May 31, 1981; $17, to $437, retroactive to Nov. 29, 1981; $16, to $453, on May 30; $17, to $470, on Nov. 28, and $19, to $489, on May 29, 1983.

The top minimum for telephone advertising salespersons is raised by $76.64, to $327.62, over the contract's term; up $30.41, to $281.39 a week, retroactive to May 31; up $11.39, to $292.78, retroactive to Nov. 29; up $10.72, to $303.50, on May 30; up $11.39, to $314.89, on Nov. 28, and up $12.73, on May 29, 1983.

Employees paid above the top minimum for their job maintain their differential under the agreement.

Other increases and resulting new top minimums include:

Sports and assistant city editors, and state desk slotperson—Up by $86 ($17, $17, $16, $17 and $19), to $524.84 a week.

Janitors and building utility persons—Up by $48.06 ($9.50, $9.50, $8.94, $9.50 and $10.62), to $273.24 a week.

Librarians — Up by $65.81 ($13.01, $13.01, $12.24, $13.01 and $14.54), to $374.18 a week.

Clerks—Up by $48.68 ($9.62, $9.06, $9.62 and $10.76), to $276.82 a week.

Mailroom utility person—Up by $70.37 ($24.34, $11.34, $10.67, $11.34 and $12.68), to $326.23 a week.

The starting minimum for reporters, photographers, artists and outside advertising salespersons is raised by $59.38 ($11.74, $11.74, $11.05, $11.73 and $13.12), to $337.65 a week.

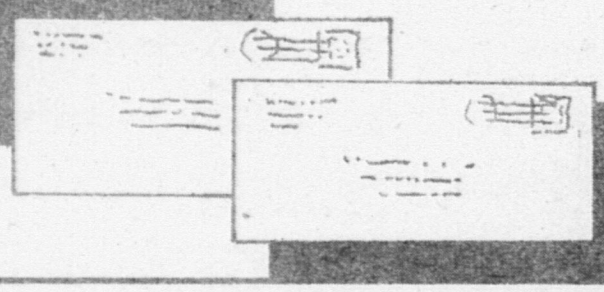
ABA has booklet on over-50 rights

Chicago—Stating that little has been done to explain the legal rights of persons between 50 and 65 years of age, the American Bar Assn. has published a 42-page booklet on the subject "for this growing segment of our population."

Persons between 50 and 65 are "too young to retire, but too old for a marketplace that emphasizes youth," the ABA said in announcing the publication's availability ($1 to the circulation department, ABA, 1155 E. 60th St., Chicago, 60637).

The booklet has separate chapters on employment rights, education and training rights, credit rights and "the right to financial security," plus an appendix on "where to go for more help."

IT SEEMS TO US



Near 100 percent perfect, asserts Manchester VP

MANCHESTER, N.H.

Editor:

One of the great debates of the 48th Annual Convention turned out to involve a proposed TNG residential seminar for "less than fully seasoned" local officers, of which I am one.

Indeed, the issue was a complex one, and more than 200 delegates burned the midnight oil, literally, working out the details.

As one of almost 50 participants in what I hope will become the first annual TNG residential seminar, I say it was as nearly a 100 percent success as is mathematically possible, both pragmatically and philosophically.

The "nuts and bolts" portions—such as organizing and bargaining, leadership and communication, and contract enforcement and interunion co-operation — proved invaluable.

But there was even more. I met my brothers and sisters from other small, even tiny, locals. We shared our hopes and dre ms, our trials and tribulations, our successes and failures. This is knowledge that can't come from a textbook. It must be experienced. And bringing us together under one roof (The George Meany Center for Labor Studies) proved the perfect vehicle.

To the delegates of the 48th Annual Convention: Thank You.

JIM SCHAUFENBIL
Vice President
Manchester Guild

Attack smoke like VDTs, SFONG member urges

SAN FRANCISCO, CALIF.

Editor:

On the premise that what we don't know *can* hurt us, the Guild has taken a leading role in determining the safety of VDTs, CRTs, etc.

As brother Olive points out in his piece in the Guild Reporter (Jan. 15), we *must* assume that role, because government, management and the manufacturers of this equipment do not seem to give a damn. We must persevere in this effort until the devices are proven safe. And if they're not, we must demand that they be removed.

In the same issue is a picture of mechanical "smoke eaters" installed in the classified phone room at the Washington Post. While the Guild was instrumental in obtaining the devices, our union has generally shied away from fighting for better ventilation and nonsmoking areas. This seems hypocritical, since we *know* cigarette smoke hurts smoker and nonsmoker alike. I presume this is because so many in this high-pressure craft find smoking relaxing and pleasurable.

It's time we demanded a smoke-free work environment with the same vigor with which we fight the potential hazards of computer terminals. The health and comfort of thousands of our brothers and sisters requires it.

TIMOTHY J. INNES
Examiner Unit
San Francisco-Oakland Guild

Superlatives inadequate, Albany's president avers

ALBANY, N.Y.

Editor:

There really are not enough superlatives to describe the first TNG local officers' residential training seminar.

Such a training session should be mandatory for all persons who hold local Guild office.

A cursory reading of Guild history indicates one of the significant problems of our union over the years has been lack of co-ordination among locals. In most cases officers were left to act independently of other locals. In the meantime, the publishers, through their union, the ANPA, were very co-ordinated in their attacks on our union and our rights as working people.

Aside from having all of TNG's staff available for questioning during formal sessions, there were invaluable opportunities at the seminar to trade "war stories" over food and drink. With an excellent and well-planned program and the chance to learn from the "war stories," the seminar far exceeded any expectations we had. Our staff is to be commended for being thorough and informative above and beyond the call.

We must continue this program. We must do it again and again and again until we have an endless cadre of well-trained Guild officers. The future of our union depends on it.

R. VICTOR STEWART
President
Albany Guild

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

Lexington VP sees gains from new-officers' seminar

LEXINGTON, KY.

Editor:

The time and money spent in Washington the week of the recent residential seminar for new local officers will return in the form of membership gains and a stronger union.

Personal contact with TNG staff and officers from locals across the country cannot be matched by local or regional labor education programs. Only the residential seminar format can address the very specific needs of newspaper employees and unify our union through friendship and mutual assistance.

Indeed, the seminar program should include experienced officers from locals of all sizes. No local, especially those with limited funds, should be without an opportunity to attend.

Above all else, the seminar afforded an opportunity to learn from the fine example set by TNG staff (Perlik, Dale, Blatz, Baker, Ramsey, et al) and participants from many successful locals. Congratulations on a job well done.

JAMES GRIFFIN
Vice President
Lexington Guild

Entry pay touted for interns in manual backed by ANPA

In developing newspaper internship programs for journalism students, schools should "try for a paid position at the entry-level scale," journalism school administrators are advised in a new manual published by the American Newspaper Publishers' Assn. Foundation.

The manual, developed from research conducted by an ad hoc task force of the joint education committee of the ANPA Foundation and the Assn. for Education in Journalism, was edited by journalism professor John De Mott of Memphis State University.

The manual lists the following advantages to newspapers as well as students in interns being paid:

✓ A vested interest for the employer in furthering the training of the intern; the newspaper will have the right to expect quality work and will feel free to terminate the relationship if standards are not met. Conversely, a newspaper is likely to retain a volunteer intern, despite performance, "a disservice to all parties involved."

✓ The paid intern's relationship with the employer "automatically becomes a professional one."

✓ A feeling of "self-respect" and a recognition of the obligations inherent in a paid job.

Interns working in Guild-covered editorial and advertising departments should be paid no less than the starting minimum for the job performed, according to TNG collective bargaining policy.

There is no justification for paying an intern something less than other newly-hired, inexperienced employees, according to Richard J. Ramsey, the executive secretary of TNG's contracts committee.

✓ A paid intern will get better co-operation from other employees of the paper and will be "less likely to be treated as a 'go-fer'."

✓ An intern expected to work voluntarily may perceive that "newspaper journalism doesn't pay."

Another "important reason" for paying interns, DeMott said, is that "students these days must earn while they learn" in order to meet ever-rising tuition and living costs.

"Students have worked for pay all summer and reported a net loss after paying metropolitan prices for rent, food and transportation," DeMott pointed out.

If all efforts of journalism schools at persuading a newspaper's management to agree to participate in a paid internship program fail, however, DeMott advises, the school might seek a scholarship contribution from the paper in the intern's name or as a last resort "settle for a non-paid internship program."

In a companion manual prepared by the same task force for "news executives," James R. Mosby, Jr., of the Muskegon (Mich.) Chronicle recommends that an intern's rate of pay be set "above the minimum wage but below what your first-year staffers earn."

Interns "should not be an excuse for cheap labor," nor should they "be a reason not to hire another reporter or copy editor," nor be "viewed as a replacement for a clerk or copyrunner," Mosby writes.

"Even the most talented and hard-working interns will not be able to do for you what a solid, full-time staffer can," he cautions.

Noting that some newspapers utilize interns as vacation replacements, Mosby counsels "that's not all bad, as long as the idea is not abused."

He recommends that employers with organized newsrooms "share" details of internship programs with union leaders.

A New Member's Guide

AN INTRODUCTION TO LOCAL 3,
NEWSPAPER GUILD OF NEW YORK

A New York welcome

Members are welcomed to the New York Guild with, among other things, a new 12-page booklet outlining the union's achievements, goals, structure and history, and encouraging each new member to become active. Inside the front and back covers is reproduced a picture of New York Guild members marching in the AFL-CIO Solidarity Day demonstration last Sept. 19 in Washington.

Reporter starting minimum averages $287

AVERAGE minimum for beginning reporters and photographers on daily newspapers and major wire services under Guild contracts in the United States, Canada and Puerto Rico as of Dec. 1 was $287.29 a week, according to TNG's Collective Bargaining Dept. The average is $22.09 higher than it was a year before.

Listed here are the starting minimums — those guaranteed persons who go to work as reporters or photographers with no creditable experience—at 146 daily newspapers and the six major wire services as of Dec. 1. The table does not include the results of settlements since nor deferred and cost-of-living increases effective in the interim.

The tabulation shows 119 minimums at or above $200 a week; 89 at or above $250 a week; 52 at or above $300 a week; and 13 of more than $350 a week.

New York Times	$649.11
New York News	571.69
Reuters (U.S.)	*489.01
New York Post	475.50
Honolulu Advertiser	431.25
Honolulu Star-Bulletin	427.35
Chicago Sun-Times	399.56
Eugene Register-Guard	394.75
Royal Oak Tribune	373.90
Seattle Post-Intelligencer	367.50
Seattle Times	367.50
Mt. Clemens: Macomb Daily	357.23
Canadian Press	354.62
Detroit News	346.84
Detroit Free Press	345.59
St. Louis Post-Dispatch	344.06
Hilo: Hawaii Tribune-Herald	342.71
Richmond-Berkeley Independent and Gazette	340.13
Oakland Tribune	335.63
San Francisco Chronicle and Examiner	335.13
San Mateo Times	335.13
Santa Rosa Press Democrat	335.13
Sacramento Bee	333.42
Sacramento Union	332.67
Wilkes-Barre Sunday Independent	331.15
Vancouver Sun and Province	329.18
St. Louis Globe-Democrat	328.06
Fresno Bee	327.95
Stockton Record	327.72
San Jose Mercury and News	324.71
Tacoma News Tribune	324.60
Reuters (Canada)	323.60
Toronto Star	323.46
Toronto Globe & Mail	319.01
Denver Post	319.00
Denver: Rocky Mountain News	319.00
Modesto Bee	319.00
Victoria Times-Colonist	318.17
Montreal Gazette	317.00
Pittsburgh Post-Gazette	316.00
Minneapolis Star and Tribune	315.00
Philadelphia Inquirer and News	312.85
Akron Beacon Journal	312.00
Maui News	311.40
St. Paul Dispatch and Pioneer Press	310.67
Toledo Blade	310.03
York Dispatch	309.51
Cleveland Plain Dealer	306.38
Associated Press	306.30
Malden News, Medford Mercury and Melrose News	305.30
Manchester Union Leader and New Hampshire News	303.75
Sheboygan Press	300.73
Ottawa Citizen	296.98
Providence Journal and Bulletin	295.85
Monterey Peninsula Herald	287.00
Washington Post	286.25
Woodbridge (N.J.) News Tribune	286.12
Gary Post-Tribune	284.96
New Westminster Columbian	282.26
Long Beach Press-Telegram	281.04
United Press Canada	280.50
San Juan Star	280.00
Yakima Herald-Republic	279.25
Portland Press Herald, Express and Telegram	277.77
Cincinnati and Kentucky Post	277.54
San Diego Union and Tribune	277.20
Jersey City: Jersey Journal	273.13
United Press Int'l	273.00
Waltham News-Tribune	272.10
Kenosha News	271.00
Joliet Herald-News	270.88
Salem (Mass.) News	270.51
Fall River Herald-News	268.40
Memphis Commercial Appeal and Press-Scimitar	266.10
Waukegan News-Sun	264.90
Harrisburg Patriot and News	264.00
Philadelphia Journal	264.00
Great Falls Tribune	262.00
Lynn Item	256.82
New Brunswick Home News	255.55
Cleveland Press	255.28
San Juan: El Vocero	255.00
Albany Times-Union and Knickerbocker News	252.75
Youngstown Vindicator	252.50
Bakersfield Californian	252.22
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Erie News and Times	236.94
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Sudbury Star	233.74
Lowell Sun	230.93
Indianapolis Star	230.90
Rockford Register Star	227.10
San Juan: El Mundo	227.00
Scranton Tribune and Scrantonian	226.79
Columbus Citizen-Journal	225.70
Scranton Times	224.38
Oshawa Times	219.54
Woonsocket Call	218.12
Brockton Enterprise	216.30
Rochester Democrat & Chronicle and Times-Union	210.77
Hazleton Standard-Speaker	208.55
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Battle Creek Enquirer & News	180.00
Monessen Valley Independent	178.00
Terre Haute Tribune and Star	175.00

*Lower of two groups of reporters. Higher is $594.52.

SHOE JEFF MacNELLY

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Protests to Congress...

. . . from their constituents over the Reagan administration's economic policies are mounting and members of Congress from both parties are considering alternatives to Reaganomics as a result, said AFL-CIO Legislative Representative Peggy Taylor, center, on Labor News Conference. She was interviewed by Jerome Cahill, left, of the New York Daily News and Michael Posner of Reuters. The program is broadcast on Mutual radio.

Join in AFL-CIO regional forums, locals are urged

Washington—U.S. Guild locals have been urged to participate in a series of regional conferences being called this spring by the AFL-CIO for a "full and free exchange of ideas" with the federation's leadership, particularly on labor's political efforts.

In a letter to U.S. local presidents and political-action chairpersons, TNG President Charles A. Perlik, Jr., called upon them to join in the two-day meetings and to begin charting political action programs in preparation for the House and Senate elections in the fall.

"We in the Guild, who have been feeling the lash of Reaganomics with the rest of the labor movement, should need little urging to attend" the AFL-CIO regional conferences, Perlik wrote.

If November's elections are to "hold the House of Representatives against the right wing . . . not to speak of prying loose Reagan's grip on the Senate, we have to begin right now" to gear up a political action campaign, Perlik said.

Pointing to the significant Guild turnout for Solidarity Day last September and "the unprecedented scope" of contributions to the AFL-CIO's Committee on Political Education in the last six months, Perlik expressed the hope for "an equally impressive Guild turnout at the AFL-CIO conferences.

It will be the second year for the conferences under an expanded format that, through workshops as well as plenary sessions, provides participants opportunities to discuss programs and problems with AFL-CIO leaders, including President Lane Kirkland and Secretary-Treasurer Thomas R. Donahue.

"These meetings help strengthen the vital link that connects our respective AFL-CIO bodies. It is our time to talk to each other," said Kirkland in announcing this year's conference schedule:

✓ March 16-17, Dearborn, Mich.: Indiana, Iowa, Michigan, Minnesota, Ohio and Wisconsin.

✓ March 19-20, Louisville: Delaware, District of Columbia, Illinois, Kentucky, Maryland, North Carolina, Pennsylvania, Virginia and West Virginia.

✓ March 30-31, Phoenix: Arizona, Colorado, Nebraska, Nevada, New Mexico, North and South Dakota, Utah and Wyoming.

✓ April 2-3, Seattle: Alaska, California, Hawaii, Idaho, Montana, Oregon and Washington.

✓ May 4-5, Birmingham: Alabama, Florida, Georgia, South Carolina and Tennessee.

✓ May 7-8, Houston: Arkansas, Kansas, Louisiana, Mississippi, Missouri, Oklahoma and Texas.

✓ May 21-22, Hartford: Connecticut, Maine Massachusetts, New Hampshire, New Jersey, New York, Rhode Island and Vermont.

AFL-CIO Council renews ERA push

Bal Harbour, Fla.—The AFL-CIO Executive Council at its meeting here in February vowed to intensify efforts to win ratification of the Equal Rights Amendment as it nears deadline for passage.

We are "too close to meeting our commitment to women's rights to be turned back now," the AFL-CIO council said in a statement.

THE 'NEW FEDERALISM'

Reagan aim called 'voodoo civics'

By NORMAN HILL
A. Philip Randolph Institute

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

PRESIDENT REAGAN'S "New Federalism" is a sweeping proposal for massive transfer to the states of important federal responsibilities in areas such as Aid to Families with Dependent Children, food stamps, highway construction, mass transportation and education.

In exchange, the federal government would assume all costs of Medicaid.

If put into effect, the "New Federalism" would reverse a 50-year trend which made programs for the needy a national responsibility.

While some political leaders have greeted the proposal with guarded optimism, organized labor and the black community have been vocal in pointing out the inequities inherent in the proposal.

Why?

For black Americans, it is the fundamental perception that historically many state governments were bastions of resistance to racial justice.

Indeed, the very call for "states' rights" is perceived by blacks as a code for racism and bigotry. Civil rights historically have been extended through the intervention of federal courts and federal agencies. The spectre of returning broad powers to the states conjures up images of Bull Connors, Orville Faubuses and George Wallaces obstructing racial justice.

YET FOR blacks more than the lesson of history is at the root of unease over the "New Federalism." With their allies in the labor movement, blacks are aware that there are severe economic inequities between the states. A transfer of responsibilities to the states would exacerbate them. Moreover, it would heighten the inequality of working people in the less prosperous regions and localities.

One indication of this regional inequality is the fact that while black workers outside the South earn 99 percent of the wage of white workers, in the South itself black workers' earnings are only 78 percent of white workers' wages.

Such a regional disparity is the product of many factors, discrimination, lack of education and lack of opportunity for on-the-job training among them.

Yet President Reagan's plan would require Southern states to assume the full burden of educating and training blacks to enable them to attain an equal standing with white workers.

It would concentrate a disproportionate burden upon a region which has economically lagged behind other areas of the country and has demonstrated a historical resistance to taking the kinds of steps which would eliminate racial inequality.

Blacks and other workers are concerned that the transfer of increased tax burdens to the states would refuel competition to see who could maintain the lowest level of taxation and so attract corporate investment. In essence, states which would substantially reduce programs for the poor and needy would be rewarded through the relocation of corporations seeking even higher after-tax profits. Such a negative competition would be disastrous and would further undermine the social cohesiveness which is the hallmark of a healthy society.

The "New Federalism" is not suited to the complexities of a modern technological society. Japan, West Germany and Sweden, countries whose rates of productivity in the last decade have outpaced that of the U.S., have established a co-operative relationship between the federal government, labor and industry. These economies have achieved substantial growth in part directly because of national government involvement.

DESPITE the strong arguments against it, one need not be surprised that President Reagan chose 1982 to introduce his "New Federalism" concept. As one administration aide told Time Magazine: "The whole idea [was] to come up with something that does not require us to respond and defend the economic program. So we're changing the subject."

Reagan's "New Federalism" clearly is nothing more than a smokescreen designed to obscure the failures of the administration's supply-side economic prescriptions. We have come a long way, indeed: from "Voodoo economics" to "Voodoo civics."

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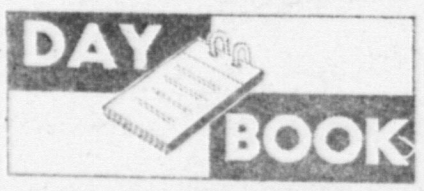

International Executive Board, spring meeting, April 26-30, TNG headquarters, Washington.

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

Great Lakes, Midwest and Southern District Council, joint spring meeting, May 15-16, Quaker Square Hilton Inn, Akron.

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.

The Guild Reporter

CALM ACPS

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