

Merger joins dues atop L.A. agenda

Washington—The prospect of leaders of TNG and the International Typographical Union completing a full proposal for merger of the two international unions took on new life during a meeting of the unions' summit committees here June 9-11.

So much so that TNG President Charles A. Perlik, Jr., has announced that:

✓ TNG's full Special Merger Committee will meet in Los Angeles on June 20, the day before

SPECIAL FALL CONVENTION FORESEEN

the Guild's 49th Annual Convention opens there, to discuss "progress" in the merger talks.

✓ The program of the June 21-25 convention has been amended to include a convention-wide forum on the talks' status during the afternoon of the convention's opening day.

✓ Perlik will recommend to both the convention and the International Executive Board at its pre-convention meeting that a special convention be authorized for the fall to deal with "a final merger document."

[Under TNG's Constitution a merger agreement, after approval

by the IEB, must be approved by a convention and then in a Guild-wide referendum before it can become effective.]

Perlik also has invited members of the ITU's merger summit committee to attend TNG's convention and said he expects that a Guild delegation will attend the

ITU's convention Aug. 2-6 in Seattle.

In a June 12 letter to TNG's full merger committee, Perlik said that in his view the actions being recommended to the IEB and the convention are called for by the "significant progress" made in the talks between the unions' summit committees during the previous three days.

"While a number of tough issues remain to be resolved . . . the
(Continued on Page 2)

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Perlik joins call for effort to save Grant show

Washington — Everyone concerned that substantive, nonviolent television shows stay on the air or that actors' jobs not be dependent on their political orthodoxy—or both—should protest to CBS-TV's chairman the network's abrupt cancellation of the Lou Grant show.

That was the message TNG President Charles A. Perlik, Jr., and more than six dozen others concerned with freedom of politics and communication brought—in person or by proxy—to the street outside CBS's studios in downtown Washington June 10.

Addressing about two dozen persons huddled under umbrellas during a pouring rain, Perlik and leaders of four other organizations said that CBS should restore broadcast of the show both because it is good television and to demonstrate to those who disagree with an actor's personal politics that they cannot threaten his or her livelihood because of it.

Perlik and the other speakers—from the Americans for Democratic Action, the Washington Independent Writers', the National
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LOU GRANT'S CANCELLATION DRAWS RAIN-SOAKED WASHINGTON PROTEST
At mike, TNG President Perlik; behind him, Sam Simon, National Citizens for Broadcasting

WILLIAM B. BURKE/Washington-Baltimore Guild

Warnings sounded on 'ELF' emissions

Ottawa — Extremely-low-frequency radiation from VDTs may constitute a hazard for pregnant women and others working on them, researchers in the field told an international forum on VDTs and low-level radiation June 4.

They said that radiation of extremely low frequencies (ELF) at levels produced by VDT operation might be responsible for birth defects and miscarriages, among other biological effects,

although there has been no specific research on ELF coming from VDTs.

The warnings came most notably from Dr. Robert Becker, a Nobel nominee and retired professor of orthopedic surgery at the State University of New York's Upstate Medical Center, widely known for research in bone healing through ELF radiation, and Eldon Byrd of the U.S. Naval Surface Weapons Center in Silver Spring, Md., a medical en-

gineer who is engaged in research on the interaction of electromagnetic radiation in living systems.

Neither the Radiation Protection Bureau of Health & Welfare Canada, the U.S. Bureau of Radiological Health nor the U.S. National Institute for Occupational Safety & Health, all of whom have maintained there is no radiation danger from VDTs, were represented at the forum.

However, a spokesman for Health & Welfare Canada reaf-

firmed the department's position after the forum, stating that it has not tested VDTs for ELF because it is convinced ELF has "no biological effect." Representatives of NIOSH and BRH, asked their opinion, also said they do not believe ELF levels from VDTs are high enough to constitute a hazard.

"I'd be willing to bet you could measure more ELF from an electric blanket," the BRH representative said.
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Cleveland Press closed abruptly

Cleveland—Joseph Cole, the millionaire who bought the Cleveland Press from Scripps-Howard 21 months before for \$20 million, announced abruptly the morning of June 17 that he was closing the paper after that day's editions.

The closure leaves about 900 employees of the afternoon daily without jobs, about 285 of them members of the Cleveland Guild.

Merger ok'd in Seattle; 215 jobs go

Seattle — More than 215 employees of Hearst's Seattle Post-Intelligencer who are represented by the Pacific Northwest Guild will lose their jobs with the P-I June 28 when it enters a joint operation with the Seattle Times.

U.S. Atty. Gen. William French Smith approved the joint operation June 15 in a decision under the Newspaper Preservation Act granting the two papers exemption from federal prosecution for price fixing, profit pooling and market splitting.

In doing so, Smith upheld most of the findings of Administrative Law Judge Daniel H. Hanscom.
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Pole: To be forgotten, that we fear most

By A GUILD MEMBER

IT DIDN'T SEEM remarkable at the time. It was just another all-night session in which a group of reporters wallowed in righteous indignation—our gripes about editors and self-proclaimed censors growing in direct proportion to the beer we consumed.

The slender, brown-haired man chain smoked and tossed down straight whiskey. His nervous energy made his right foot tap a staccato beat on the hardwood floor. He described dispassionately the daily censoring of "bad"

The author of this article has requested anonymity because "we still are quite worried about the well-being" of the Polish journalist who is the story's subject, "and we fear—perhaps paranoically—that any public identification of his friends here could somehow lead back to him personally."

news from his stories.

I don't recall exactly what he said that made me interrupt to demand: "But what about the First Amendment?"

But I remember his bemused smile and patronizing glance. They caught me up short and made me laugh, joylessly, at myself.

I had forgotten. He was Polish. He had no First Amendment.

Today, he has no job. He is in hiding. He escaped by minutes a roundup of "dissident" journalists in December after martial law was declared in a dropping of the heavy weight on Poland's Solidarity union movement.

"It is hard to describe the feelings,"

we read in poorly typed letters smuggled from Poland.

"The strangest of them all is when you sit in a room, listen to the noise of cars carefully to hear if any of them brakes in front of the building. You have your coat ready, toothbrush, piece of soap and disposable shaver in the pockets—just in case.

"And still you know that you have not done anything against the law, you have not violated even their laws. But you are a hunted animal, no longer

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Merger joins dues atop convention agenda

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Guild summit committee is convinced that more progress was made on substantive matters during the three-day session than in any comparable session previously," Perlik wrote, adding:

"Thus, increased optimism over the prospects of a full and final TNG-ITU merger agreement emerging from these revived talks is entirely justified."

Perlik, Secretary-Treasurer Charles Dale and J. William Blatz, director of field operations, comprise TNG's summit committee.

Their counterparts for the ITU are President Joe Bingel, 2nd Vice President Robert L. Waringer and 3rd Vice President Allan J. Heritage.

Perlik said the summit groups next will meet Aug. 9-10 in Seattle, immediately following the ITU convention, and that a meeting of both unions' full merger committees has been tentatively scheduled for Aug. 23-24 in Washington "where hopefully, a final draft [merger agreement] will be presented."

An IEB meeting would follow, then the special convention and a referendum, "the latter probably in early 1983 with a goal of no later than mid-year for an effective date of merger," Perlik said.

The meeting that produced Perlik's announcements was the second between the summit committees since April 7-8 when Perlik and Bingel announced that after a year's hiatus formal merger talks were resuming "under a timetable designed to bring total agreement or final termination of such talks." [Guild Reporter, April 9.]

The committees met May 11 to exchange proposals on issues outstanding when the talks had broken off in April 1981 after 41

months of discussion and negotiation had failed to produce agreement on a merger proposal. They met here June 9 to tackle differences in the May 11 proposals.

Perlik said in April that if the resumed talks produced sufficient progress he would recommend that TNG's regular annual convention authorize a special convention in the fall to consider a merger agreement.

The developments in the merger talks between TNG and the ITU, however, in no way diminish the importance of any of the other questions that will be before delegates to the Guild's Los Angeles Convention, Perlik said.

Chief among those other questions is a comprehensive finance program being recommended by the IEB that is aimed at simultaneously bolstering both locals' and TNG's operating incomes and improving TNG's ability to organize and provide needed services to locals.

Central to the finance program, endorsed by the IEB at its spring meeting April 26-30, are recommendations that would gradually over the next 11 years increase both the Minimum Dues mandated for locals in TNG's Constitution and the mathematical factor by which locals' monthly obligations to TNG are determined [Guild Reporter, May 7, May 21 and June 4].

Under the Minimum Dues proposal, the monthly rate would be raised from the current 5 percent of one week's regular compensation, plus \$1.50, to 5.5 percent this Aug. 1, to 6.0 percent on Jan. 1 and then by 0.1 percent each subsequent Jan. 1 through 1993, when it would reach 7.0 percent.

Under the per-capita proposal,

the factor used each spring to calculate locals' monthly per-member payments to TNG would, beginning in 1984, be increased by one quarter of one percent each year until the 1993 per-capita determination is made.

This Aug. 1 the flat \$1.35 that currently is added to the factor-derived per capita would be incorporated into that factor making it 0.01939 (1.939 percent), which would be used in next spring's per-capita calculation. Beginning the next year, 1984, the factor would be increased by one-quarter of one-tenth of one percent (0.00025 or 0.025 percent) each spring through 1993, when it would become 0.02189 (2.189 percent).

The other parts of the IEB's finance program call for:

- ✓ Reapportionment of per-capita payments between TNG's General Fund and the Defense Fund to put 85 percent into the former and 15 percent into the latter. Currently 80 percent goes to the General Fund, 20 percent to the Defense Fund.

- ✓ Reimbursement of the General Fund by the Defense Fund, effective from this May 1, for salaries of TNG staff members assigned to strikes or lockouts. Currently the Defense Fund pays staff expenses, but not salaries, in those situations.

- ✓ Repayment by the Defense Fund to the General Fund of \$48,771 in compensatory time accumulated by two former international representatives while they were assigned to the Wilkes-Barre strike.

- ✓ Reducing the size of the International Election & Referendum Committee by two members, to five.

- ✓ Requiring, effective in 1984, that locals be current in their per-capita payments to TNG in order for their delegates to have a voice

and a vote at the union's annual conventions.

The program was developed under the 1981 Convention's direction that TNG's officers prepare "a long-range plan for stability of the General Fund which would support additional servicing, new organizing and expansion of field staff."

Speakers at the convention will include California Gov. Jerry Brown, Democratic candidate for the U.S. Senate seat being vacated by Republican S. I. Hayakawa, Los Angeles Mayor Thomas Bradley, Democratic candidate to replace Brown as governor, and Screen Actor's Guild President Ed Asner.

Asner, the first Screen Actor's Guild president to address the Guild since 1952, when the office was held by Ronald Reagan, will be the featured speaker at the traditional convention banquet, the evening of its second day.

Following the banquet, the Labor Theater of New York City, a nonprofit group supported by state and federal funds, will present the first act of the one-performer play titled "Yours for the revolution, Jack London."

The evening of the convention's first day, there will be a convention-wide workshop on Guild experiences with electronic news, advertising and information systems — so-called "electronic newspapers" available on television and personal computer screens via cable systems and telephone lines.

The evening of the convention's third day, there will be a film program featuring such works as the "Working Place Hustle," on sexual harassment on the job, and "Worker to Worker," one of two films commissioned by the U.S. Occupational Safety & Health Administration during the Carter administration but sup-

pressed under the Reagan administration as contrary to its policies.

Delegates also will nominate candidates for at least one TNG office, Vice President from Region 1, the U.S. Northeast.

3 in New England endorse Hiltz bid

The executive committees of the Salem, Lynn and Boston Guilds have endorsed the candidacy of Thomas R. Hiltz for TNG vice president from Region 1, the U.S. Northeast.

The endorsements follow earlier like actions by a Buffalo Guild membership meeting, the Manchester Guild's executive committee and by delegates to the New England District Council.

Hiltz is vice president of the Boston Guild and president of the New England District Council.

R. Victor Stewart, president of the Albany Guild and secretary of the Middle Atlantic District Council, also a candidate for the vacant Region 1 seat, has been endorsed by the Albany Guild's membership and the Middle Atlantic District Council.

Key top up \$75, to \$610, in Modesto

Modesto, Calif.—A new agreement between the Central California Guild and McClatchy's Modesto Bee raises the key editorial top minimum by \$75, to \$610 a week.

The \$75 increase for reporters, photographers, artists and copy editors comes in two steps over the contract's duration of 25 months and 23 days. The first increase of \$35, to \$570 a week, was effective from March 8. A \$40 increase, to \$610 a week is effective next Feb. 21.

The agreement calls for the company to pay the costs not covered by vision-care insurance for eye examinations and glasses prescribed solely because of work on a video display terminal.

It also includes a pledge from the company to implement a program of continuing VDT maintenance and inspection.

Provision is added for employee inspection of personnel files, and the right to insert a written response in the file.

Also added is provision that no employee will be denied union representation when it is requested.

The top minimum for copy clerks is raised by \$54, in increments of \$36 and \$18, to \$293 a week.

The starting minimum for employees in the key classification is raised by \$45, in increments of \$21 and \$24, to \$364 a week.

A lower key starting minimum of \$320 a week, going to \$325 on Feb. 21, 1983, is added for part-time or temporary employees who start work after the contract's signing date.

Menu is 'roasts' as Scranton revives dinner

Scranton, Pa.—The Scranton Guild—through the efforts of its editorial members—revived an old tradition in May when it re-instituted the News-writers' Dinner, an event which had not been held for more than 30 years.

The dinners, featuring satirical skits directed at the city's politicians and other luminaries, started around 1919 when local newsmen and newswomen were organized under the banner of ITU News-writers' Local No. 3. They continued through the '40s, and in their heyday drew crowds of nearly a thousand. (Organized in 1904, News-writers No. 3 became the Guild's Local No. 177 in October 1943.)

The revival featured the same sort of entertainment and attracted the same kind of audience as in the earlier days: two federal judges, four commonwealth jurists, a U.S. representative, a state representative, the city's mayor and other community leaders. None escaped the satirical barbs written by Guild members in the skits' scripts.

Scranton Guild President Mitch Grochowski suggested, tongue-in-cheek, while welcoming more than 300 guests to the dinner that the old dinners had succumbed with the advent of stricter libel laws "which curtailed artistic expression."

In a few more serious moments during the evening, the Guild honored Mayor James McNulty as "newsmaker of the year," Scranton Tribune city editor-emeritus Tom Phillips, a charter member of the local, for his 50 years' service as a newsmen, and Grochowski for an unprecedented four terms as local president.



SCRANTON NEWSWRITERS' DINNER LEADERS AND GUESTS

Seated, from left: Mayor James McNulty, Tribune city-editor-emeritus Tom Phillips, Scranton Guild President Mitch Grochowski. Standing: A. J. Sandone, dinner chairperson; Joseph Flannery, toastmaster; John Hart and Victor Alfano, dinner committee members, and Chris Vanston, local Guild secretary.

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CLUW, IUD launch organizing push

Coalition of Labor Union Women President Joyce Miller, standing, explains during a press conference that CLUW and the AFL-CIO's Industrial Union Dept. are launching a co-ordinated effort to bring more women in the Washington-Baltimore area into unions. Seated

are Lillian Moss, a former Oil, Chemical & Atomic Workers' Union vice president, who is co-ordinating the effort; IUD Secretary-Treasurer Elmer Chatak; and William Boorman, president of Columbia Typographical Union and vice president of Washington AFL-CIO.

Publisher ran 'union,' NLRB aide charges

Minneapolis—The Red Wing (Minn.) Republican-Eagle has been charged with illegally dominating an organization set up as a rival to the Guild in a complaint issued by the National Labor Relations Board's regional director here on unfair labor practice charges brought by the Guild.

The complaint, issued by NLRB Regional Director Robert J. Wilson, charges, among other things, that company representatives presided over meetings of the Republican-Eagle Council,

established the group's policies and procedures and set its meeting dates and agendas.

In addition, the company has provided the council a meeting room, set meetings during work time, recorded minutes of meetings, transcribed and reproduced the minutes and distributed them with employee paychecks.

Moreover, the company has dealt with the council over employee grievances, wages, fringe benefits and other conditions of employment, says the complaint, issued May 28.

The Guild filed a petition with the board in January seeking bargaining rights for the paper's 54 employees in all departments after a majority had applied for Guild membership. An election that had been set for April 7 has been delayed by the unfair labor practice charges.

Other unfair practices alleged in the NLRB regional director's complaint against the company include charges that it unlawfully interrogated employees about union activities and created an impression among the employees

that their union activities were under surveillance.

It also cites the company for promising wage increases in an effort to discourage employees from selecting Guild representation and threatening that if the Guild were named bargaining agent employees would have to strike to get a contract and further threatening that the paper would close.

A hearing on the regional director's complaint is set to be held before an administrative law judge on Dec. 1, 1982.

Akron, Ohio — The Knight-Ridder chain's Beacon Journal has formally recognized the Akron Guild's jurisdiction over the writing and on-camera delivery of a local cable television news show planned for origination in the daily's newsroom.

The recognition—guaranteeing that the tasks will be performed by persons working under the Guild's contract with the daily—is contained in an agreement worked out in three months of bargaining.

The agreement also provides that:

- ✓ On-camera appearances will be voluntary, except for persons who may be hired specifically for that task.

- ✓ The company may assign the writing of news scripts.

- ✓ Members, however, cannot be penalized for a) failing to perform either writing or broadcasting duties in a satisfactory manner nor b) for failing to volunteer as broadcasters.

Although the agreement is limited to a six-month experimental broadcast over a system operated by the Akron-based Marks Cablevision Co., members of the Guild's bargaining committee said

they believe it is vital for ensuring the union's rights in the area, according to Mary Grace Poidomani, Local 7 president.

The company also pledges in the agreement to bargain with the Guild on jurisdiction, wages, hours and working conditions before undertaking any other cable or television news work.

The Guild's contract with the Beacon Journal includes in its delineation of Guild jurisdiction "any kind of work similar in skill, or performing similar function, as the kind of work either normally or presently performed" in the Guild unit.

It also requires "a minimum" of 90 days' notice of—and bargaining on—the publisher's "intent to introduce new or modified . . . processes which will . . . alter the job content."

Although the agreement has been ratified unanimously by the unit, initiation of the experimental five-minute broadcasts has been delayed indefinitely by a disagreement between Marks and the Beacon Journal.

According to Poidomani, Marks' interest cooled after the paper's TV columnist questioned the ethics of the cable firm's general manager, who was attempting to win a franchise from his former employer, a quasi-governmental agency in the county.

"While we are disappointed in this delay, we do not regret the long hours taken to reach this agreement and remain ready to begin work once the companies resolve their differences," Poidomani said.

A week for stewards

Washington — The AFL-CIO Executive Council has called for a National Shop Stewards Week the first week of September, to recognize the vital role stewards play in ensuring justice on the job.

CLC convention draws its lines against takebacks

By JIM MCCARTHY
Ottawa Guild

Winnipeg—No concessions and no controls! That's the message from the 2.3-million member Canadian Labour Congress to the nation's governments and corporations.

The CLC's 14th Constitutional Convention May 24-28 authorized its leaders to take any action necessary "up to and including a national general strike" to fight wage controls and/or concessions.

President Dennis McDermott, re-elected by acclamation to another two-year term, warned in his opening address that Canada is suffering from "the worst recession in our history."

It is not an accident nor the result of outside forces, he said, but rather it is "planned and executed deliberately by the Canadian government. For the past five years workers' wages have trailed inflation. Blaming workers wages for inflation is a cold-blooded deliberate lie."

The government offers a choice

between inflation and unemployment but gives us record amounts of both.

"You can't beat inflation by feeding it unemployed workers."

"This government's economic policies make Reagan look soft."

Concessions, said McDermott, referring to those granted by U.S. Auto Workers, "are a cancer that has already taken root in the United States . . . [but] that doesn't mean we have to follow them and, by God, we aren't going to follow them."

Delegates adopted a statement on concessions that reads in part: "What is at stake is the survival of the trade union movement."

It declares that the CLC is "opposed to wage and benefit concessions . . . is united and determined in this opposition . . . [and that] no affiliate will break ranks."

The most bitterly fought issue on the convention floor was a move to bar local representation at conventions if a local is not also affiliated with its local labor council. It required a two-thirds majority to pass as it involved a constitutional change. It failed by 12 votes. There were more than 2,300 delegates.

(Guild members among the 2,300-plus included: John M. Lowe, TNG Vice President from Eastern Canada and president of

the Southern Ontario Guild, plus William M. McLeman, TNG Canadian director, both representing TNG; John Bryant and Paul Mallon of SONG; Peter Desilets of the Northern Ontario (Sudbury) Guild, and Linda Torney of SONG, representing the Toronto Metro Labour Council.)

The convention increased the per-capita tax by six cents, to 37 cents, effective Sept. 1, 1982, and by another six cents, to 43 cents, Sept. 1, 1983.

Delegates rejected calls for an all-Canadian automobile, a national labor newspaper and more Canadian autonomy within international unions.

But they did call for nationalization of banks and reaffirmed support for the New Democratic Party.

On international affairs, the convention called upon the government not to condone intervention in the affairs of Nicaragua, condemned U.S. and "other" arms shipments to El Salvador; directed affiliates to encourage labor movement peace petitions, and called upon governments not only to disarm but also to dismantle military alliances.

Resolutions on the Kent Commission inquiry into newspaper chains, prompted by the closure of the daily papers in Ottawa and Winnipeg, did not reach the

floor, but will be taken up later by the CLC's executive council, as is traditional in such instances.

On the lighter side, delegates ordered the singing of Solidarity at the opening and closing of future conventions. Anticipating this reaction, the CLC had hired a group to sing labor songs for the half-hour before each afternoon and morning session. The group led the convention in singing Solidarity and We Shall Overcome several times a day.

Solidarity and militancy were thus given the right mood music.

Before the week was out, Steelworkers' District 6 Director Dave Patterson was flying back to Sudbury where as local president he had led an eight-month strike.

On Monday, May 31, the 10,000 Inco Steelworkers were on the bricks again, having rejected a company offer of no wage increase beyond the cost-of-living adjustment clause.

Despite the Sudbury strike, many observers felt that the real showdown would come in Quebec or British Columbia, traditional homes of Canada's most militant union members.

In Quebec the government has decided to take back raises due provincial employees under their current contract and in B.C. the government has declared a wage freeze for provincial employees

who are heading into new contract talks.

If none of these bring about the confrontation that many feel is inevitable, then it will be the Auto Workers to the front lines. Candian Director Bob White, one of the six CLC general vice presidents acclaimed to office, has vowed there will be no concessions.

Back in B.C., the big International Woodworkers of America also is taking a stand that there will be no concessions, even if it means plant or mill closings.

So it appears that the next two years will be heady, scary, make-or-break times for Canada's unions.

Radiation study urged by CLC

Winnipeg—The Canadian Labour Congress' 14th Convention here issued a strong call for research to be undertaken to find more accurate ways of testing for low-level radiation emissions like those associated with video display terminals.

The convention also demanded that VDT operators be assigned alternate work, at no loss of pay, when they are pregnant.

McCarthy, a former president of the Ottawa Guild, currently is director of publications for Canada's National Union of Defense Employees (NUDE).

No cataracts link in VDT eye study at the Sunpapers

Cincinnati—No "significant association" between work on video display terminals and cataracts or other eye abnormalities was revealed in eye tests and surveys of employees at the Baltimore Sunpapers, according to a preliminary report by the National Institute for Occupational Safety & Health.

But, the government researchers pointed out, the VDT operators tested may not have been working on the machines long enough for any such abnormalities to be detected.

The study was conducted by NIOSH in the spring of 1981 at the request of the Washington-Baltimore Guild's unit at the Sunpapers. Ophthalmological examinations were performed at the University of Maryland Hospital under the direction of Dr. R. D. Richards.

The report also said that workplace lighting and the "bothersome" visual characteristics of VDTs best explain operator complaints about physical discomfort and changes in visual function.

A total of 283 VDT operators and nonoperators in the Guild unit were included in the group of employees tested and surveyed. Ninety-six others, involving 87 members of the Typographical Union, were in a secondary survey group used to test TNG con-

clusions reached in analyzing results in the Guild group.

Among the VDT operators, the average duration of work on a terminal was 3.8 years, with the longest exposure 9.2 years.

Assuming that a minimum duration of work on a VDT would be required before any resulting eye abnormalities would be detected, "then the group of participants in this survey may well be judged to have had an insufficient amount of VDT usage," the report states, concluding that the question of whether cataracts are associated with working on VDTs "is not resolved by our study."

In any further epidemiological study, it suggested that the study population should have "relatively lengthy, well-defined and homogeneous types of VDT operating experience."

VDT operators participating in the survey reported visual problems, including objects fringed with color, difficulty reading and focusing on display characters, burning, itching and watery eyes and blurry vision.

They also reported pain and stiffness in necks, shoulders and backs, headaches associated with work, nasal discharge and sweating.

The operators also said they

ON THE LEVEL

Minneapolis—While a few Guild locals have newsletters for members in each of their membership, or contract, units—"shop papers"—in addition to local-wide publications, the Twin Cities Guild since last August has been publishing a monthly "job paper."

It's a newsletter that is aimed primarily at the clerical workers the local represents, though it is distributed as well to all the locals' members in all its units; to copy editors, reporters and district managers as well as to stenographers, clerks and secretaries.

"We felt that the particular needs and interests of our clerical members were not being addressed in the more traditional publications," said Twin Cities President Bruce R. Nelson.

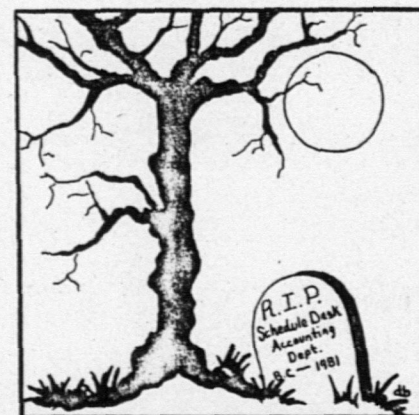
Because most clerical workers here as everywhere are women, much of "On the Level's" content deals with so-called "women's issues" and because the greatest number of clerical workers in the local work for the St. Paul Pioneer Press and Dispatch, the predominate number of situations about which it reports occur at those papers.

It regularly carries lists of jobs that are open within Guild jurisdiction, a "know your contract" feature and a "quote of the month," like: "Nobody can make you feel inferior without your consent (Eleanor Roosevelt)."

Most issues also carry at least one cartoon by Debbie Brown, an accounting clerk and art student.



'Hold the phone—it's monitoring time!'



Researchers sound warnings on 'ELF' emissions from VDTs

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active said. ELF, a hitherto ignored part of the VDT radiation spectrum, is radiation at frequencies below 60 hertz, the frequency at which electric power lines operate. In VDTs, it is thrown off by the voltage flow and the deflection system.

Byrd told the day-long forum, held in conjunction with a Learned Societies Conference at the University of Ottawa, that ELF at frequencies and intensities similar to those coming from VDTs has damaged the fetuses of rabbits and rats in experiments.

"I don't say it will affect human beings," Byrd said, but added that there is "circumstantial evidence that the possibility exists for radiation to affect human health from ELF through the gigahertz (microwave) range."

Byrd told reporters after the session that if he were a pregnant

woman he would not work on a VDT.

Dr. Becker said that ELF at 60 hertz has been shown to produce stress that he said could be a factor in inducing miscarriages. And the frequencies that stimulate bone and other cell growth might affect the fetus, inducing birth defects, he said.

Earlier, the forum was told of seven documented cases of birth-defect or miscarriage clusters among VDT operators, including one at the Toronto Star, by Robert DeMatteo, of the Ontario Public Service Employees' Union. And Louis Slesin, editor of the newsletter Microwave News, said it was time health agencies started to investigate the clusters.

The U.S. Centers for Disease Control did investigate one such cluster at a Sears, Roebuck plant in Texas and concluded that VDTs were not responsible. A CDC epidemiologist said that with

were bothered by brightness of the terminal screen or characters, by glare on the screen, legibility of display characters and flicker.

"The bothersome visual aspects of the VDT as usually adjusted, and workplace lighting . . . con-

sistently explained the plurality of symptoms," NIOSH said.

The problems experienced by these VDT operators "appear to require adjustment in workplace and terminal design, to alter those aspects of the VDT viewing environment that adversely impact on the viewing process," the gov-

ernment scientists concluded.

They said such problems "are best addressed experimentally," noting that "the solutions are technological."

NIOSH reported that additional information was being sought from some participants as it proceeds with its analysis.

Extend radiation probe, TNG urges

Washington—TNG has urged the National Institute for Occupational Safety & Health to implement a proposed radiation-research program and extend it to the low-radiofrequencies characteristic of VDTs.

A letter from TNG President Charles A. Perlik, Jr., to Dr. J. Donald Millar, director of NIOSH, said the proposed research, "as far as it goes," merits high priority since radiation is "a serious occupational hazard." But Perlik urged its extension into the VDT range of 15 to 125 kilohertz, in which there has been little research.

"With an estimated seven million persons now operating VDTs in U.S. industry and commerce," Perlik said, "gaps in our knowledge of radiation effects associated with them cannot be contemplated with equanimity." He pointed out that the single instance of research known in this area disclosed possible effects on the immune system but was never followed up.

"We hope nonionizing radiation in general, and this area in particular, will receive NIOSH's increasing attention," Perlik said.

"I can't see where anything coming from a power-line frequency would be a problem," he said.

The official at BRH, which has tested VDTs for every form of radiation but ELF, voiced a similar judgment. Not only an electric blanket, but a 200-watt bulb will produce as much ELF as a VDT, he said, and such household appliances as washers and dryers will produce more.

Dr. Wordie Parr, chief of NIOSH's physical effects branch, said NIOSH would look into the question of ELF from VDTs immediately. Noting that NIOSH has said that VDTs do not produce hazardous radiation at higher frequencies, he said of the questions raised in Ottawa: "This is a whole new ball game."

Several of the researchers who addressed the forum noted, however, that ELF radiation appears to operate at certain "windows" of intensity as well as frequency, sometimes producing effects at low levels and not at higher ones.

Participants in the radiation

forum agreed that ELF is difficult if not impossible to shield against. Standard shielding effective against all other forms of electromagnetic radiation doesn't even cut down ELF, Beck said. Effective shielding for a VDT would cost in the neighborhood of \$10,000 Byrd estimated later.

Turning to another part of the VDT radiation spectrum, TNG Research and Information Director David J. Eisen told the forum that an eight-year-old U.S. Air Force study of radiofrequency radiation at 25 kilohertz, characteristic of VDTs, has come to light. He said the radiation, at intensities far heavier than those present in VDTs, had produced biological effects in one out of six areas in which they were looked for: blood lymphocytes, which possibly affect the immune system.

William Kuhns, forum chairman, said NIOSH and BRH had been invited to participate but could not because of a hold-down on travel funds. The Navy's Byrd said he had been asked to present their positions on VDT radiation.

Perlik calls for restoration of Lou Grant

(Continued from Page 1)

Citizens Committee for Broadcasting and the Fund for Open Information & Accountability—carried with them petitions for the show's restoration signed in the week before by some 70 individuals, including members of Congress, columnists, editors, other union leaders and members, representatives of the AFL-CIO, of other press groups, and more.

Perlik praised the show for presenting newspaper workers "as men and women of flesh and blood and printer's ink" who have to deal both with personal and journalistic problems they encounter in their work and as re-

porters and editors who are management officials and union members as well.

As outrageous as it would be for such a show to be cancelled in the normal course of events, "the crudely obvious reason" for the Lou Grant show's termination makes it more so, Perlik said.

Acknowledging CBS management's denials, Perlik charged that it was "killed for political reasons," because the politics of Ed Asner, who plays its title role, "provoked the fury of those who follow another former president of the Screen Actor's Guild" who now is in the White House. [Asner is to address TNG's con-

vention June 22 in Los Angeles.]

CBS "withered under the first blasts of their heat" and they are now threatening "the beginning of a new era of political blacklisting in the television industry," Perlik charged.

He called for the public to tell CBS that "we want what Lou Grant represents: honesty and artistry in the portrayal of our society and its workings"; and that "we don't want what the show's cancellation represents: 'dictation of who and what we can see and hear by the New Right and the Moral Majority and a return of the McCarthy blacklists.'"

Black unionists' quest is for new coalitions

Memphis — While President Reagan's economic program threatens all U.S. workers, it strikes blacks and other minorities particularly hard, William Lucy, president of the Coalition of Black Trade Unionists, told the CBTU's 11th Annual Convention here and called for formation of new coalitions to spread the word about the impact of Reaganomics and to work to bring an end to it.

While unemployment among all workers stands at 9.4 percent, it is 18.4 percent among black

workers and 50 percent among black youth, Lucy pointed out to the more than 1,150 delegates and guests who attended the convention May 28-31.

Cuts in the food stamp and child nutrition programs strike black families disproportionately, said Lucy, pointing out that 42 percent of black families with children are headed by women and half of these have incomes below the poverty line.

While the food stamp program was cut by 19 percent in 1982, with another 15 percent cut

set for 1983, and three million children have been dropped from nutrition programs, a \$750 billion tax cut was bestowed on U.S. corporations, observed Lucy, who also is secretary-treasurer of the American Federation of State, County & Municipal Employees.

Rev. Jesse L. Jackson, one of several speakers addressing the convention's theme—"The Black Worker: Meeting the Challenge of Survival"—blamed "Corporate America" for the economy's collapse, by practicing the "colonial formula" of aid without trade.

Proclaiming that a continuation of this formula will only perpetuate economic imbalance, Jackson called for "Black America" to realign its resources to "demand trade, not just aid," from Corporate America.

Randall Robinson, executive director of TransAfrica, a Washington lobbying group, charged that blacks' lack of influence in media organizations results in a deficiency in coverage about the repression and suffering experienced by blacks in areas such as South Africa and Haiti.

"When 30 million African children under the age of five starved to death, we didn't hear about it," Robinson declared.

Raising the question of survival, Rep. John D. Conyers (D-Mich.), a member of the Congressional Black Caucus, warned that "we must denuclearize before we destroy ourselves." He called on the CBTU to assign a lobbyist in Washington so that the voice of black unionists can better be heard by their legislative representatives.

The need for passage of legislation extending the Voting Rights Act was dramatized by Rev. Joseph E. Lowery, the president of the Southern Christian Leadership Conference, who told of two black women—70-year-old Julia Wilder and 52-year-old Maggie Bozeman—who were recently found guilty of vote fraud by an all-white jury in Pickens County, Alabama. The women were sentenced to four to five years in the state penitentiary, while a white police chief also found guilty of vote fraud was handed a 6-month suspended sentence.

Publicity about the uneven treatment of Wilder and Bozeman has been credited for their being reassigned to a work-release program, although still detained.

Among 30 resolutions approved by the delegates was one calling for a pardon for Bozeman

and Wilder. Delegates also voted their support for the Voting Rights Act extension, the Kennedy-Hatfield nuclear arms freeze proposal and strong sanctions against South Africa.

They also called for political asylum for Haitian refugees, and application of immigration policies on a nondiscriminatory basis.

On the recommendation of the CBTU's women's committee, delegates called for a national conference on Black Women in Trade Unions to be held in 1983.

The seven top officers, including Lucy and CBTU Executive Director Charles Hayes, were re-elected by acclamation. Seventeen at-large executive committee members were elected in a contest that included Richard Grey of the Gary Guild, who lost his bid for a seat on the committee.

Other Guild members attending the convention included Elma Morrison of Washington-Baltimore and Anna Padia, TNG's human rights co-ordinator.

Vote on exclusions set aside in protest

New York—The New York Guild executive committee has set aside the result of a referendum in which members at the New York Times voted to ratify a negotiated settlement of challenge by the Times to Guild contract coverage of more than 400 jobs at the paper.

Members of the unit had voted by 279 to 177 to ratify the settlement [Guild Reporter, May 21]. But, on the day of the referendum and before the ballots were counted, the chairperson of the Times unit's unit-clarification committee had challenged the language on the ballot on grounds that it went beyond what he and another member of the committee had drafted.

The referendum will be rerun at a date to be determined, the local reported in a June 7 bulletin to its Times membership.

Does somebody remember what we are fighting for?

(Continued from Page 1)

protected by any law, by any doors, of any home."

He would not, even if given the opportunity, sign a loyalty oath that he "shall renounce [his] anti-socialist activities."

We would laugh if it didn't hurt so much. For all his diatribes against the state, he never could be called anti-socialist. Poland cannot afford *not* to be a socialist state, he argued.

WE WERE SUSPICIOUS when the fiery, brilliant world-traveller arrived in our midst. He spoke authoritatively. In fact, he monopolized our conversations, even intimidating the most outspoken of us, with his lecturing suggestions that we led a pampered life, sheltered from harsh world realities.

In our naivete, we wondered whether a journalist from a state-controlled press really could be as outspoken a critic of the Communist regime as he sounded. Or, was he playing a game with us American babes-in-the-world?

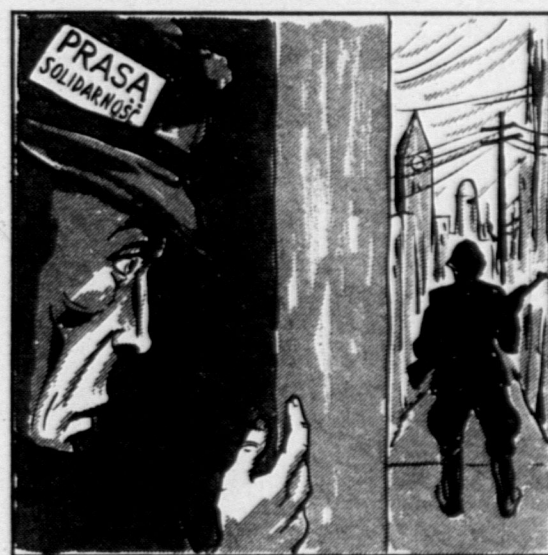
Too late, we learned that he was struggling. Caught between his desire to practice journalism unfettered and his sense of duty to his homeland, he returned to Poland.

We didn't realize what was happening. We didn't know how to write bland letters that would send a message. We weren't persuasive enough in our arguments that he should remain in the United States.

He was so proud when he was elected a leader of a new, Solidarity-affiliated journalists' union. He hailed the local's censuring of a journalist who reported the state's patently false charges against a Solidarity member without reporting the union justification.

So what happened, we asked? He wryly admitted the local journalist was promoted—by the state.

SO WHY BOTHER, we asked again? The message spread, he explained. Solidarity and the workers it represented made that man a leper among the clean. He was effectively cut off from the people about whom he was supposed to report.



tively cut off from the people about whom he was supposed to report.

It was a small victory. But it was a forging of workers who, in unity, could begin to improve their lot. Wasn't that the point of a union, our friend asked?

It was a first step that, perhaps, a Norma Rae might understand. He was enormously proud of it.

When Soviet tanks rolled across Czechoslovakia on Aug. 21, 1968, many of us had been alarmed and angered. Might the same thing not happen to Poland, we inquired later of our new friend?

He didn't think it would. Czech reforms, which so infuriated the Politburo, had come from top political circles.

Poland was different. It was a people's movement—it was an effort by workers to take back some small control over their lives and livelihoods.

Last December, we cried for Poland and, more specifically, for our friend. He wrote, "It has been difficult to recover from the shock."

During months of anguish, we could learn nothing from foreign correspondents or other contacts inside Poland about our friend. Amnesty International knew nothing.

Then, a letter came, and a second and a third. We don't bother to inquire how they get out. It is enough that they come.

But we rail against our helplessness.

"WHAT WE FEAR MOST is to be forgotten by the outside world," he writes. "The western Europeans are willing to forget that uncomfortable issue. They want their gas deal, their comfort of better job safety—an illusion since the countries they want to trade with don't have any money—their beefsteak and wine.

"And what we need to survive is the feeling that somebody remembers what we fight for. One gets few news from censored mail, we can seldom get a smuggled copy of a Western newspaper. But we need moral support, we need a letter from time to time, maybe some material support."

June 13 was the six-month anniversary of the imposition of military rule in Poland. June 19 marks three months since the regime dissolved the Solidarity-affiliated journalists' union.

A donation 'with love for a true journalist'

Another Guild-member reporter who participated in the night-long conversation with the Polish Journalists' Assn. leader who is the subject of the story above recently made a \$25 contribution to TNG's Polish Journalists' Aid Fund "in special memory of — and with love for" — the Polish journalist.

He is, the contributor wrote, "a dedicated and principled journalist with a fanatical devotion to freedom of information."

As of June 11, contributions to the fund totalled \$3,110.

Another recent contributor was Lydia Avery, a 72-year member of the New York Typographical Union now living in a nursing home in St. Cloud, Minn. She apologized for being able to give but \$25, but explained that "as things are, that is more than a little."

Clip & Mail

SOLIDARNOSCI

The independent Polish journalists' Solidarity-affiliated union has been officially dissolved by Poland's military regime on grounds that it acted "against state and social institutions of public information."

Through European sources, the Guild has been informed that many in the banned union have been driven underground and that they and their families are sorely in need of the necessities to maintain life.

Enclosed, therefore, is my contribution of _____ to TNG's Polish Journalists' Aid Fund.

(Name) _____

(Address) _____

(City & State/Province) _____

(Guild Local) _____

TNG/POLISH JOURNALISTS' AID FUND
c/o The Newspaper Guild, AFL-CIO/CLC
1125 15th St. NW — #835
Washington, D.C. 20005

Clip & Mail

Joint operation ok'd in Seattle, 215 Guild jobs to be cut at P-I

(Continued from Page 1)

despite objections from the Justice Dept.'s Antitrust Division.

Smith had ordered a hearing on the papers' application for a joint operation on the recommendation of William F. Baxter, Justice's chief antitrust lawyer, and at the urging of more than 200 interested parties, including the Guild local.

The Antitrust Division opposed approval of the joint operating agreement on grounds that the P-I's future advertising and circulation prospects were encouraging, that the paper was a net financial benefit to the Hearst Corp. when its losses were adjusted on an "incremental" basis, and because of interest expressed in the paper by "well qualified" prospective buyers.

Hanscom refused to consider the incremental cost-benefit analysis of the P-I's net benefit to Hearst, claiming that to do so "would be a flagrant violation" of the law's requirement that a paper's "failing" status be determined "regardless of its ownership or affiliations."

Smith concurred saying that the determination of a "failing newspaper" must focus upon the financial condition of the particular publication at issue, and that "danger of financial failure" must be assessed as a matter of probabilities, not certainties.

The financial relationship between a corporation and its news-

papers is "not entirely irrelevant to the 'failing newspaper' determination," however, Smith observed. He said the legislative history shows that should a parent company create a failing newspaper "by artificial book-keeping entries," it would not qualify for antitrust exemption.

In the case of the P-I, Hanscom found that the intra-corporate transactions between the paper and Hearst "were reasonable and that no allegation of culpable mismanagement could be supported," Smith noted.

Smith, like Hanscom, rejected arguments that the P-I did not meet the test of a failing newspaper because Hearst has not attempted to sell it.

He disagreed with Hanscom's observation, however, that "in all probability" the P-I could be sold "to a person or firm who could, and would, continue it in operation as an independent metropolitan daily," saying that the record did not support a finding.

Smith also cited findings by Hanscom "that the P-I had lost in excess of \$14.3 million since 1969, that its competitive share of newspapers circulation and advertising revenue in Seattle had eroded substantially (and continues to decline), and that new management probably could not, based upon the record, return the P-I to profitability."

News of the attorney general's decision, which had been awaited

since early March when he became free to act under time limits in the law, brought mixed emotions among P-I employees. A Guild steward in the paper's classified advertising department described the reaction as "relieved, but sad, mixed with scorn and disgust."

The Times is expected to add about 450 employees to its staff of some 1,500 to handle extra work in its commercial and production department. Some of the new hires may come from the P-I, but the Times has refused to commit itself to filling an estimated 95 new jobs in the Guild's traditional jurisdiction with Guild-represented persons from the P-I.

The Guild's contract with the P-I covers the advertising, business, circulation, editorial and promotion departments, while its agreement with the Times covers the advertising, circulation and editorial departments.

The Newspaper Preservation Act permits the attorney general to grant limited exemption from antitrust laws to newspapers proposing to combine their printing and commercial operations where one of them is found to be in "probable danger of financial failure."

The papers had applied to the Justice Dept. for approval of a proposed joint operation March 27, 1981. Their plan calls for the Times to end publication of a morning edition, retaining its tra-



For service . . .

Central California Guild Treasurer Mary Sanchez, left, displays the plaque attesting to her having been named the local's Guild Person of the Year during the local's 1982 Champagne Brunch. With her is Rosanne Boyer, a past local president.

ditional evening publication on weekdays, with morning publication on Saturdays and Holidays. The P-I will continue morning publication Monday through Saturday. The two papers will publish a single Sunday edition under a joint flag, with separate edi-

torial pages and comic sections.

While all commercial and production operations will be handled by the Times, the papers must retain separate editorial departments under the law.

Knight-Ridder owns a 49.5 percent interest in the Times.

IT SEEMS

TO US

'To the woods!' is no Rx, Baltimore member retorts

BALTIMORE, MD.

Editor:

How does Dennis Anderson expect unemployed journalists to buy their horses, dogs and pickups? ['City life seen distorting reporters' perspectives,' Guild Reporter, May 7.] With their severance pay? Their unemployment? And would he like the woods any better when they're full of ex-newspaper people? Or does he expect them to take turns?

If Dennis Anderson likes what Robert Nisbet calls "ecobabble," that's his business. But suggesting it as a cure for indifference to, say, blue-collar workers' "families, mortgages and car payments" reminds me of the Sixties kids whose solution to poverty, inflation, unemployment and crime was to grow organic veggies in Vermont.

JEFFREY M. LANDAW

Sunpapers unit

Washington-Baltimore Guild

Convention held in GR, Peoria Guild's board says

PEORIA, ILL.

Editor:

As far as Peoria Local 86 is concerned, this year's national convention was held on pages 1 and 6 of the May 7 Guild Reporter under the headline 'IEB urges 11-year finance plan to strengthen locals and TNG.'

It's clear that additional funding will be needed over the next decade if TNG is to remain viable, and it's also clear that the L.A. convention can offer no

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.

magic that will assure us we will not face full dues or emergency assessments during the life of such a plan. With local negotiations upon us again, the membership of our financially strapped local has voted not to spend hundreds of dollars to send anyone to a convention that will require more CPAs than journalists.

We would like to have seen the IEB submit its financial proposal to locals for in-depth study and discussion at regional councils—not for rubber stamp approval on short notice, but for real discussion. That would have allowed us to save the near-\$50,000 that will be spent by TNG on an otherwise no-agenda convention.

The financial package, offered to locals at the last moment, represents a weak peg on which to hang TNG's tired convention hat.

EXECUTIVE COMMITTEE Peoria Guild

[Steve Olin, president; Matt O'Connor; Mike Roeder; Judy Howard; Brenda Story; Steve Strahler; Al Harkrader Keith Butterfield; Jerry Comer.]

Delegate clarifies a point on NEDC finance action

SALEM, MASS.

Editor:

I would like to clarify a point regarding the New England Dis-

trict Council's spring meeting reported in the May 21 article, "Five councils back IEB finance plan."

The motion, made by David Langzett of Portland, as amended and approved by the council, was to endorse the "concept," not "concepts," as reported, of the IEB proposal. The intent, and Ralph Nelson of Lynn concurs with me on this, was to endorse the IEB's attempt to put some of our persistently delinquent locals, and TNG itself, on firmer financial ground, without taking a stand on any of the specific points contained in that plan.

The change in Brother Langzett's original motion, though slight, was important, I felt, because it did not tie the participating locals to any one method of achieving the goals sought by all.

NELSON K. BENTON
Secretary and
NEDC delegate
Salem Guild

Ed Garvey is 'no friend,' football writer complains

Editor:

I have been a Guild member for 23 years and I'm currently the pro football writer for Sports Illustrated. I think that before you "extend your hands in solidarity" to Ed Garvey, the executive director of the NFL Players Assn., you should consider that Mr. Garvey has not been a friend to members of our profession, that he often uses tirades against the "bought press" as propaganda mechanisms within his union.

When he needs us or thinks he can use us, he's fine, but he will just as soon crucify us if it serves his purposes.

His recent tirade against the New York Times poll as "proof of collusion between the league and the Times" is an example of how he will use us as targets when it suits him.

Other problems:

✓ Consistent use of inaccurate and misleading facts. Everything must be checked and double-checked.

✓ A recent tactic . . . Mr. Garvey's response to unfavorable criticism by writing to our superiors . . . even publishers. Recently, members of the Pro Football Writers of America, of which I am president, brought this to my attention.

I am emotionally on the players' side, but I can never extend my hands in solidarity to Mr. Garvey.

PAUL L. ZIMMERMAN
Time Inc. Unit
New York Guild

Editor's Note: Brother Zimmerman is referring to a story in the Guild Reporter's May 7 issue reporting that TNG's International Executive Board had voted its support for the National Football League Players' Assn. in its quest for a new contract with the league. The board's resolution of support said, in part: "We extend our hands in solidarity and share the NFLPA's determination to win for the membership the recognition, respect and remuneration they deserve."

N.Y.'s Lipton disagrees with N.Y.'s Wade on 'war'

NEW YORK, N.Y.

Editor:

In her letter in the June 4th issue, Local 3 President Betsy Wade accuses me of waging war against her in some 13 elections and referendums since December 1978.

I believe a more accurate description of what has taken place would be an exercise of the membership's democratic right to decide key issues in an electoral process.

When she further states that I am "still trying to overturn the election" that kept her in office in December 1980, Wade ignores the fact that the U.S. Government has already called for a new election, after an investigation of various charges of election irregularities. Furthermore, the government's call for a new election has been upheld in a recent referendum held in Local 3.

Last of all, Wade seems to take great pride in pointing out that I was named to all of the committee posts vacated by Jim Orcutt. What she didn't tell you is that an attempt was made to eliminate my right to cast a vote on the Finance Committee and it was only when I threatened to take this to the membership that I, as chief financial officer of the Local, was permitted to act as a full member.

BARRY LIPTON
Secretary-Treasurer
New York Guild

UPI's new owner affirms Wire Service Guild pact

New York — Media News Corp., new owner of United Press International, has affirmed that it considers the Wire Service Guild's contract with UPI to be "in full force and effect through the remainder of its term."

The affirmation came in a letter to the Wire Service Guild from UPI's labor relations vice president, who said he was speaking for the new owner, reported William Morrissey, Guild president.

The Guild's contract with UPI, covering more than 880 of the news service's employees throughout the United States, runs through April 15, 1983.

Morrissey also reported that the new owner has made pension and health and medical insurance

payments on schedule, as required under the contract.

"UPI, Inc., still exists—it was a stock deal—and that is who we have the contract with," Morrissey pointed out.

Acquisition of UPI by the new, closely held Media News Corp. was announced June 2 and the new owner's officers have since been turning aside all requests that they reveal the financial terms of the deal or the source of their investment and operating capital.

They did tell Jonathan Friendly of the New York Times, however, that there are no hidden partners or financiers and that their acquisition agreement contains no provision for return of UPI to the E. W. Scripps Co.

"We have enough money" to cover operating losses and develop new services, Douglas Ruhe, Media News, managing director, told Friendly.

UPI had an operating loss of \$10.2 million in 1981, on revenues of \$93.9 million, according to its annual financial statement, Editor & Publisher reported. Its assets were listed at \$21.5 million; its liabilities at \$4.3 million.

Published reports that Media News' Ruhe, who also is president of Focus Communications of Nashville, Tenn., and William Geissler, senior vice president of Focus Communications, are members of the Baha'i religious faith and worked at the Baha'i National Center in Wilmette, Ill., in the mid-1970s producing informational material, brought demands from some corners that the financial arrangements be disclosed.

Ruhe has said that no Baha'i money was involved in the transaction and that his and Geissler's religious beliefs will not affect the operation of the news service.

Len R. Small, another of Media News' four principals, has been named UPI board chairman and volunteered that he is a member of the First Congregationalist church "and they're out of it, too," the New York Times reported.

The Baha'i faith advocates religious unity for mankind.

During meetings with UPI executives, Geissler, 36, said he had served 10 months in federal prison in Danbury, Conn., for refusing to serve in combat duty during the Vietnam War. Geissler said he had offered to perform noncombat duty, but the draft board refused his offer.

Post VP's course is no 'giveaway'

Washington—Larry Wallace, the Washington Post's vice president for labor relations, is scheduled to lead seminars June 23 in Chicago and July 14 in New York on "how to negotiate givebacks."

The \$250-a-day seminar is sponsored by Executive Enterprises, Inc., of New York.

The outline for the seminar includes such topics as "conditioning the union" to management goals and objectives, assessing the current contract and establishing as overall bargaining objectives the following:

"Regain management rights or control . . . negate adverse arbitration awards . . . reduce power of union and its representatives . . . establish management credibility . . ."

Reprinted from the Washington-Baltimore Guild's Post Unit News

He was pardoned, along with other draft resisters, by President Ford in 1975.

Ruhe, 38, said he had been arrested twice in the 1960s while participating in civil rights demonstrations. Charges against him in both instances eventually were dropped.

Small, 39, is also editor and publisher of the Moline (Ill.) Daily Dispatch and vice president of the Small Newspaper Group.

The president of the newspaper group, Jean Alice Small, said the chain has no involvement in UPI.

The fourth partner, Cordell J. Overgaard, 48, of the Chicago law firm of Hopkins and Sutter, is the attorney for the Small Newspaper Group and served as chairman of the directors of Family Weekly magazine, which was owned in part by the Small fam-

ily until it was sold to CBS in 1980.

He also is the president of Community Cablevision, which operates cable systems in Southern Wisconsin and Northern Illinois.

Ruhe and Geissler, through Focus Communications, operate a subscription television station in Joliet, Ill., the New York Times reported.

They have received Federal Communications Commission approval for a low-power television station in Murfreesboro, Tenn., and have applications pending before the FCC for 20 others, according to Editor & Publisher.

UPI President Roderick W. Beaton, meanwhile, has announced that he will continue with the wire service only during the transitional period.

Suit against Guild Reporter in libel case is dismissed

San Jose, Calif. — TNG has consented in U.S. District Court here to dismissal of a \$450,000 libel suit filed against the Guild Reporter 2½ years ago by a professional management representative.

In the process, Melvin P. Anderson of the Western Newspaper Industrial Relations Bureau has agreed not to renew the action and to pay court costs of about \$2,000 incurred by TNG in pre-trial defense of the Guild Reporter against the suit.

The actions came after extensive pre-trial "discovery" by the Guild Reporter, enforced by a court order, required the bureau's manager to submit to depositions

and produce extensive documents from client files involving Anderson.

In addition, Howard Looney, the bureau manager, was required to pay TNG \$4,031.46 under a court order as sanctions for having refused to produce documents under a court order.

In bringing the suit, Anderson had maintained that a characterization of him recounted in a March 23, 1979, Guild Reporter story was false and had irreparably damaged his credibility with publishers he represented for the bureau and had destroyed his chances for a better labor relations job in the newspaper industry.

Dates set for 4 schools for women

Washington — Four regional week-long schools for women union members and leaders have been scheduled for June and July at the University of Connecticut, the University of Indiana, St. Edwards University in Texas and the University of Oregon.

The sessions, open to all union women, will emphasize building skills and developing knowledge of the labor movement, TNG's

human rights co-ordinator said in a letter to U.S. locals.

Dates and the cost of room, board and tuition are:

University of Connecticut, Storrs, Ct., July 18-24, \$175.

University of Indiana, Bloomington, Indiana, July 25-30, \$165.

St. Edwards University, Austin, Texas, June 13-18, \$110.

University of Oregon, Eugene, Ore., July 25-30, \$175.

Nine publishers make the Fortune 500 list for 1981

NINE NEWSPAPER and magazine publishers were once again among the "Fortune 500" in 1981. Each improved its position in terms of sales volume over 1980.

[Another 12 companies with significant holdings in newspaper and/or periodical publishing were among Fortune's "2nd 500 largest industrial corporations," the magazine reported in its June 14 issue.

[Ten of them were given a higher ranking for their overall performance in 1981 than they held in 1980. One of the other two was on the list for the first time.]

Five of the nine ranked in the top 200 of Fortune's top 500 U.S. industrial companies by volume of after-tax profit, and seven ranked in the top 250 in this category.

By after-tax profit-margin, most of the publishers ranked even higher, with five of them among the top 100, including Capital Cities Communications, 13th with a profit margin of 14 percent, and Gannett, 19th with a profit margin of 12.6 percent.

The median profit margin among all 500 top companies was 4.6 percent.

The same nine publishers also made Forbes' list of 1,015 publicly held companies ranked by profitability. All were in the top 500.

Dow Jones led the list of publishers, ranking 35th by return on stockholders' equity and 13th by return on total capital.

It was followed by the Washington Post Co., 97th in profitability by re-

This article is adapted from the Industry section of the Officers' Report to TNG's 1982 Convention, as is the table reproduced below.

turn on equity and 101st by return on capital, Capital Cities followed, 160th by return on equity and 143rd by return on capital.

Others among the top 200 were:

Gannett, 188th by return on equity and 114th by return on capital; McGraw-Hill Inc., 192nd by return on equity and 117th by return on capital, and Times Mirror, 195th by return on capital.

Knight-Ridder ranked 395th by return on equity and 206th by return on capital. Time Inc. ranked 443rd by return on equity and 384th in return on capital, and the New York Times ranked 446th by return on equity and 289th in return on capital.

Another company with some newspaper holdings, Jefferson-Pilot, ranked 620th by return on equity and 311th by return on capital.

[On Fortune's "2nd 500" list were: the Meredith Co. of Des Moines (Better Homes & Gardens), ranked 539th; Prentice-Hall, primarily a book publisher, ranked 549th; Media General, 561st; Harte-Hanks, 589th.

[Also, Commerce Clearing House, 623rd; Affiliated Publications, 720th; Blue Chip Stamps, 729th; A.H. Belo, 822nd (first time listed); Harper & Row, 860th; Lee Enterprises, 913th, and Scholastic, 920th.]

Eight of the nine "Fortune 500" publishers, and Jefferson-Pilot also made Forbes' list of the top 500 companies by market value of their publicly traded shares. Only the Washington Post Co. was not included on the Forbes list.

A LIST OF THE 50 largest privately held industrial corporations in the United States also compiled by Fortune magazine, includes seven publishers of newspapers and magazines.

Ranked by estimated sales volume, the Tribune Co., owner of the Chicago Tribune and New York Daily News, placed eighth, with \$1.4 billion in sales.

Other publishers on the top-50 list and sales volume were:

Advance Publications, the magazine-publishing firm headed by Samuel Newhouse, Jr., ranked ninth, with \$1.4 billion in sales; the Readers Digest Assn., 13th with \$1.2 billion; the Hearst Corp., 15th, with \$1.1 billion; the E. W. Scripps Co., 25th, with \$650 million; Triangle Publications, 43rd, with \$450 million, and Cox Enterprises, publisher of the Atlanta Journal and Constitution, 48th, with \$400 million.

Public Publishers' 1981 Rankings Among the Fortune 500

Company	By Sales Volume		By Assets	By After-Tax Profits	By After-Tax Margin		By Return On Stockholders' Equity
	1980	1981			Rank	Margin	
Time Inc.	125th	135th	113th	133rd	255th	4.5	123rd
Times Mirror	186th	194th	169th	130th	103rd	7.1	167th
Gannett	258th	270th	204th	114th	19th	12.6	172nd
Knight-Ridder	272nd	285th	260th	187th	73rd	8.1	202nd
McGraw-Hill	294th	300th	280th	190th	62nd	8.8	244th
New York Times Co.	344th	374th	339th	289th	152nd	5.9	334th
Washington Post Co.	375th	406th	388th	336th	267th	4.3	390th
Dow Jones & Co.	414th	462nd	360th	239th	29th	11.1	354th
Capital Cities Communications	438th	484th	318th	221st	13th	14.0	271st



Among Guild members bearing the banner; Judy Klemesrud, Olive Evans, Laurie Johnston, Susan Faludi, Gordy Thompson.

Among the 750,000 who rallied for nuclear disarmament...

More than 50 leaders, members and friends of the New York Guild marched behind the Guild local's curb-to-curb banner at the head of the second phalanx of unions that joined in the massive rally for nuclear disarmament June 12 in Manhattan.

In all, more than two dozen New York unions representing more than a quarter million workers participated in the march past the United Nations and on to Central Park's Great Lawn. Among them: the New York Typographical and Graphic Arts unions.

Held on the eve of the beginning of the Second UN Special Session on Disarmament, the rally and march brought together "pacifists and anarchists, children and Buddhist monks, Roman Catholic bishops and Communist Party leaders, university students and union members," as it was reported in the New York Times. In all, they filled a line of march more than three miles long.

Photos by BETSY WADE/New York Guild



Nick Jennings, right, of the Southern Ontario Guild's new MacLean's magazine unit joins New York Guild marchers, including Irv and Shirley Lipner and Emily Weiner.

N.Y. Guild, News meet again

New York—Representatives of the New York Guild were to meet with management of the New York Daily News starting at 2 p.m. June 17 in a fifth bargaining session over the company's proposal to cut 131 Guild-covered jobs to help improve the paper's financial performance.

The Guild represents more than 1,100 employees in the News' advertising, business, circulation, editorial and other departments.

The Guild's fourth bargaining meeting with the News lasted for 17 hours, ending at 3 a.m. on June 16.

The company has proposed an enhanced severance pay plan to encourage more senior employees to leave its staff. Employees who have 10 to 15 years service with the News would get three weeks of severance pay for each year of service and those with more than 15 years' service would get four weeks' pay for each year.

Employees with less than 10 years would receive the contractual severance pay of two weeks' pay for each year of service.

The News also has proposed to continue health and welfare coverage for those terminating for a year or until an employee reaches age 65, whichever comes first.

A Guild representative said that obstacles remaining to an agreement included a company proposal that employees currently on sick leave or maternity leave would not be eligible to opt for the enhanced severance and another that would deny buyout eligibility to 10 named employees in the editorial department and 20 in the commercial departments the company considers "essential to the continuing operation of the newspaper."

The News is seeking 70 cuts in the editorial department, 15 in marketing, 17 from finance, 13 from circulation, 8 from Guild-covered production jobs, four from advertising and two each from the makeup and human re-

sources departments.

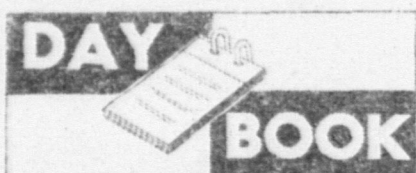
Another major sticking point in the talks was a company demand that employees paid in excess of \$675 a week who take a buyout agree not to go to work for one of several dailies in the New York area for a period of time equivalent to the number of weeks severance the employee is paid.

The papers on the list include the New York Post, New York Times, the Bergen County Record, Newsday, the Staten Island Advance, the Newark Star-Ledger and Gannett's Westchester/Rockland newspapers.

Only one union, Typographical Local #6, had reached an agreement with the News on the cuts in its jurisdiction by June 16. That agreement calls for lump sum buyouts for 150 printers ranging from \$30,000 to \$80,000 per employee, the Washington Post reported.

The other nine unions are continuing to meet with the News. It has said it wants to eliminate the equivalent of 1,340 full-time jobs from among the News' 3,800 full-time employees represented by the 11 newspaper unions.

The News announced its plans to seek staff reductions after its owner, the Tribune Co., terminated talks with Joseph L. Allbritton about his acquiring the News.



TNG and International Typographical Union merger summit committees, Aug. 9-10, Seattle.
TNG Special Merger Committee and International Typographical Union Merger Negotiating Committee, Aug. 23-24, Washington (tentative).
International Executive Board, fall meeting, Oct. 18-21, TNG headquarters, Washington.
Middle-Atlantic District Council, fall meeting, Oct. 23-24, Heywood Brown Room, New York Guild, New York City.
Midwest District Council, fall meeting, Oct. 23-24, Peoria, Ill.
Western District Council, fall meeting, Moana Hotel, Oct. 23-24, Hawaii.

SONG files for group of 75 at Globe

Toronto—The Southern Ontario Guild has petitioned the Ontario Labour Relations Board for certification as bargaining representative for the 70-75 Globe and Mail circulation district sales representatives.

The petition, filed June 14, is the latest chapter in an organizing saga stretching back more than a year and in which the last verse was a precedent setting ruling by the labor board that Globe and Mail management had acted illegally in soliciting grievances and taking steps to rectify them after it learned of the organizing. [Guild Reporter, March 12.]

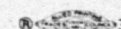
It was the first ruling by a Canadian labor board holding such employer conduct illegal.

The board ordered the company to permit a Guild representative to meet with the employees in each circulation branch office for up to one hour on working time in an effort to put the union in the position it "would have been in had there been no violation" of the law.

The meetings resulted in a strong majority of the group signing cards designating the Guild their representative, which led to the petition being filed. The petition and size of the majority could result under provincial labor law in the Guild's certification without the necessity of a government-run election.

In its Feb. 26 ruling and order, the labor board said that "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" the law's prohibition against an employer's interfering with the formation of a union through coercion, intimidation, threats, promises or undue influence.

The Guild Reporter



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