



NIOSH to probe births to VDT users; panel recommends 5-hour VDT-day

Fund more research, too, Ottawa told

Ottawa—A major government study released here Nov. 3 has recommended stringent daily exposure limits for all people who work on video display terminals.

The Task Force on Micro-Electronics and Employment said that VDT workers should be exposed to the machine for no more than five hours daily and should get hourly breaks from their work.

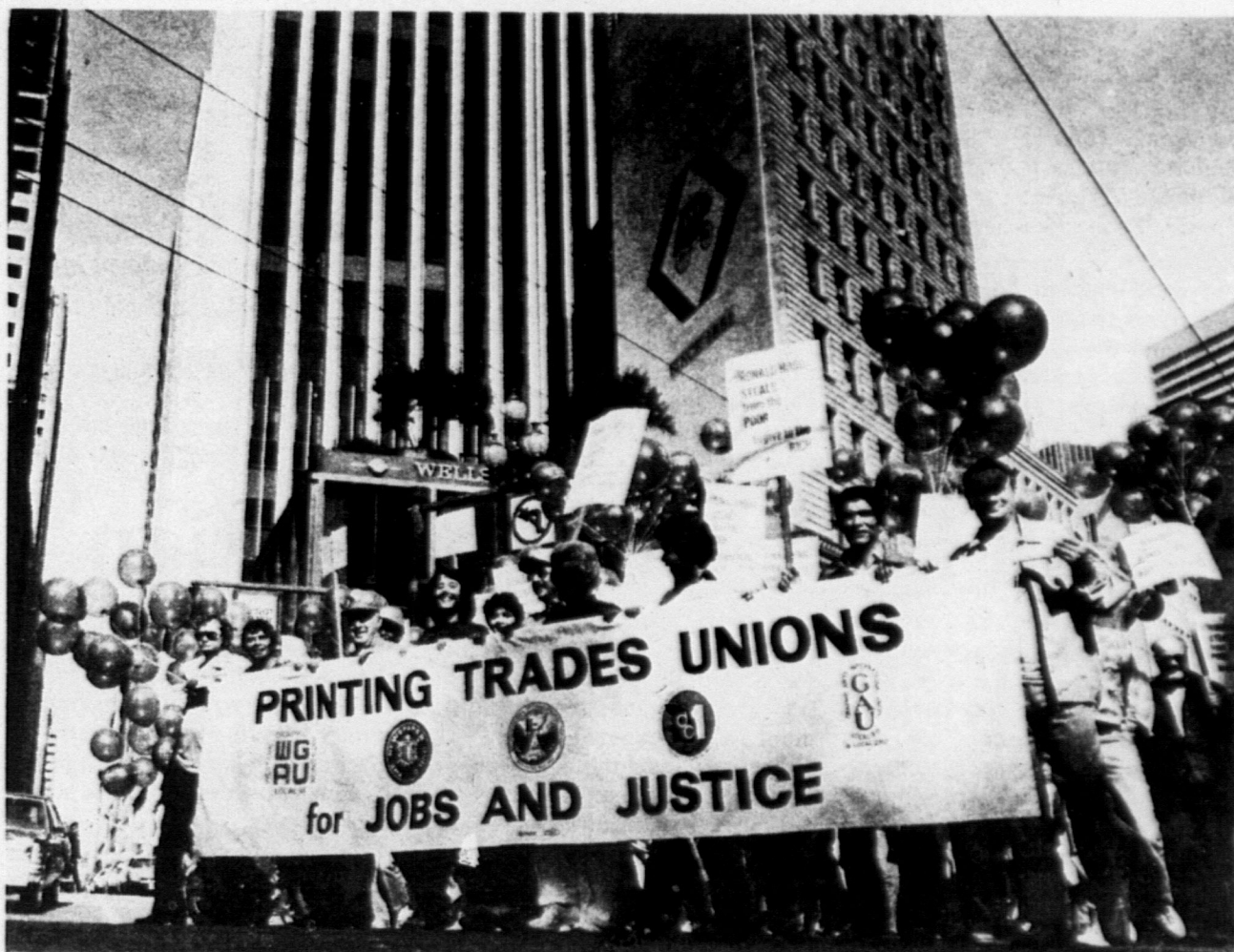
It also said that pregnant workers should have the right to transfer from their VDT duties without any loss of compensation or seniority.

In addition, the report calls for employers to pay for annual examinations of the eyes of VDT operators and to provide special corrective lenses where required.

The task force said it was suggesting that employers put into effect these and other recommendations while the "numerous and complex health and safety questions relating to microelectronics, particularly VDTs," are subjected to more thorough research.

At the same time it called upon the federal and provincial governments to continue to fund medical and other research in workers' concerns and then to develop and adopt health and safety standards based on that research.

Currently conflicting views and
(Continued on Page 4)



Marching to the Bay Area polls

Banner displaying logos of publishing employees' unions—including TNG, the International Typographical Union and the Graphic Arts International Union—precedes hundreds of the unions' members and friends as they and tens of thousands of others from the Northern California labor movement march through San Francisco to rally in support of union-backed candidates in the Nov. 2 state and congressional elections. The march, with 65,000-70,

000 participants, was the biggest labor demonstration in the city in 30 years. It was led by AFL-CIO President Lane Kirkland and Screen Actors' Guild President Ed Asner, with sponsorship divided among Bay Area AFL-CIO councils, the state AFL-CIO federation and the unaffiliated Teamsters' and Longshoremen's unions. (Nationally and in the states, labor-endorsed candidates did well. See: COPE-endorsed win rate high, Page 5.)

Abnormality reports spur U.S. agency

Cincinnati—Reacting to widespread concern over clusters of birth defects and miscarriages among VDT operators, the National Institute for Occupational Safety and Health (NIOSH) is planning a mass study to ascertain whether there appear to be more birth abnormalities among VDT users than among nonusers.

The epidemiological study of 5,000 women, first disclosed by National Public Radio, was confirmed by Michael Rosenberg of NIOSH's Division of Surveillance, Hazard Evaluation and Field Studies. It is scheduled to begin next spring, with results due by mid-1984.

TNG had asked Dr. J. Donald Millar, director of NIOSH, to conduct such a study as the most conclusive way of testing whether birth abnormalities are truly more prevalent among VDT users. It cited eight clusters of such abnormalities in the United States and Canada over the last two years and recent statements by researchers that Extremely Low Frequency (ELF) Radiation from VDTs may be capable of producing them.

Rosenberg said the NIOSH study will involve 5,000 pregnancies covered by a health-care plan in a single geographic area over the past two years. Given the composition of the area's work force, he said he expects VDT users to constitute about 20 percent of the total but that the study would be valid even if the percentage is considerably lower.

The study will cover both birth defects and miscarriages, but Rosenberg said it is more likely to be significant for miscarriages, given the limitation on its size, because the normal percentage of birth defects is so much smaller—one percent as against 15 percent.

Birth abnormalities and their possible causes were the main source of concern in discussions of VDT health and safety problems at an International Conference on Office Work and New
(Continued on Page 6)

Four district councils endorse proposal to merge TNG, ITU

Delegates to four of the six district councils of Guild locals have voted their endorsements of the proposed agreement for merger of TNG and the International Typographical Union.

Each of the district councils met during one of the three weekends following the fall meeting of TNG's International Executive Board which, on Oct. 20, had unanimously approved the merger agreement. [Guild Reporter, Oct. 22.]

The proposed agreement was endorsed by delegates to the Western, Middle-Atlantic, Great Lakes and New England District councils.

Delegates to all six of the councils closely examined the proposed merger agreement with explanations provided by TNG officers and staff.

The Southern District Council, during its Oct. 30-31 meeting, adopted a resolution expressing appreciation to TNG's Special Merger Committee and applauding its efforts in attaining the proposed agreement. The Midwest District Council, meeting Oct. 23-

Official call goes out for special TNG convention 2

24, took no action on the agreement.

Delegates to the Western District Council, also meeting Oct. 23-24, unanimously endorsed the proposal for merger on a motion put forth jointly by TNG Vice Presidents Larry D. Hatfield of San Francisco-Oakland and William T. Davis of San Jose.

In a written report to the council,

Hatfield said the agreement "offers a workable and essentially attractive plan for merger with the ITU."

In a third meeting Oct. 23-24, delegates to the Middle-Atlantic District Council also voted to endorse the merger proposal, with one delegate—Jack Wallace of Wilkes-Barre—abstaining from the vote.

Wallace explained that he wanted to discuss the proposal
(Continued on Page 2)

Beaulieu wins again in Maine

Portland, Me. — Portland Guild member Edith S. (Edie) Beaulieu was elected to a fourth term in the Maine legislature Nov. 2.

A Democratic member of the House of Representatives, Beaulieu will again chair the Joint Standing Committee on Labor and is expected to again introduce her VDT-safety bill.

Democrats won control of both houses of the Maine legislature as well as the statehouse for the first time since 1916.

Reporter top to hit \$748 at Sun-Times

Chicago — A new Chicago Guild contract with the Sun-Times increases covered employees' minimum wages by as much as \$162.68 a week and over-minimum wages by as much as \$170.25 over its three-year term.

The settlement provides across-the-board annual increases of 8 percent, 7.5 percent and 7.2 percent, to a maximum of \$170.25, over the contract's term.

For reporters, photographers, artists and caption writers paid at

Guild wins 11-13 percent increases at Toronto Star 2

the contract's key top minimum rate that produces a total increase of \$147.03, to \$748.11 a week, during the 26 months following the settlement. The increase comes in increments of \$48.09, to \$649.17, retroactive to June 1, \$48.69 next June 1 and \$50.25 on June 1, 1984. (For those receiving the contractual 10-percent night differential, the increase is

\$161.74, to \$822.92 a week.)

The \$649.17 key minimum is the fourth highest currently in effect in Guild contracts with daily newspapers, exceeded only by those at the New York Times, the Daily News and Post.

The new contract also provides for the Sun-Times to increase its contribution toward health insurance by up to 40 percent, improves pension benefits by 27 percent effective next June, and boosts car-expense payments by

up to 25 percent over its term.

The top minimum for copy editors, rewrite people and "writers of major sports" is increased by \$152.01, to \$773.52 a week, in increments of \$49.72, \$50.32 and \$51.95. (For those on night differential, the increase totals \$167.21, to \$850.87 a week.)

The flat minimum for columnists is increased by \$162.68, to \$827.79 a week. (The increase is \$178.95, to \$910.57 a week for
(Continued on Page 7)

Councils endorse plan for merger

(Continued from Page 1)

with other members of the local before taking a stand on such a "substantive issue."

The New England District Council during its meeting Nov. 6-7 endorsed the merger agreement and urged council delegates to "actively campaign" in support of it.

The council's action came on a motion by Frank Prosnitz of Providence seconded by Vice President Dianne M. Martino of Manchester.

The Great Lakes District Council, also meeting Nov. 6-7, voted its endorsement of the agreement on a motion by TNG Vice President Richard M. Peery of Cleveland, with a single abstention from Mary Grace Poidomani of Akron.

Poidomani announced that the Akron Guild would hold a special membership meeting Dec. 5 to examine the merger proposal. TNG President Charles A. Perlik, Jr., at her invitation, agreed to attend the meeting to discuss the terms of the agreement.

A special forum of Guild members in Eastern Canada will examine the proposal for merger and hear reports from Perlik and TNG Secretary-Treasurer Charles Dale in Toronto on Nov. 13. A similar session is planned in Western Canada.

On hand to explain the terms of the agreement at the district council meetings were: Perlik, at meetings of the Western and Great Lakes councils; Dale, at meetings of the Midwest and Southern councils; Director of Field Operations J. William Blatz, at the Middle-Atlantic and New England council meetings.

If approved by a special Guild convention set to begin Jan. 12 and subsequently by members of TNG and the ITU in referendum votes to be conducted simultaneously in March, the merger agreement would merge the structures and operations of TNG and the



NEW ENGLAND COUNCIL REVIEWS MERGER PROPOSAL WITH TNG'S J. WILLIAM BLATZ
Delegates subsequently endorsed it and pledged to work for ratification.

ITU at the international level, consolidating and melding policies and procedures, staff and resources, with a shared leadership

structure during a four-year transition period.

Within the new international—the Media Employees Interna-

tional Union, ITU/TNG—local unions could not be required to merge, but would be urged to do so as soon as possible.

Locals issued call for special convention

Washington—The "official call" to the special Guild convention in January that will consider the proposed agreement for merger of TNG and the International Typographical Union has been sent to all locals.

The convention, to begin at 1 p.m. on Jan. 12, will meet at the Bond Court Hotel in Cleveland. It will adjourn when its business is concluded.

TNG's International Executive Board voted unanimously to call the special convention during its fall meeting here Oct. 18-20, after voting its unanimous approval of the proposed agreement for mer-

ger of the two international unions [Guild Reporter, Oct. 22].

As directed by the IEB, the only questions to be considered by the special convention are approval of the merger agreement and authorization of expenditures from TNG's Defense Fund before the date of merger to fund or pay off TNG's obligations to its staff for compensatory time and severance pay, as called for by the merger agreement.

A "state of the union" address by TNG's president is the only other item on the special convention's agenda.

The IEB set the 12-month pe-

riod ending Oct. 31, 1982, as the period under TNG's Constitution for determining each local's voting- and delegate-strength entitlement for the convention.

It also waived the \$50 per-delegate registration fee required under TNG's Constitution for the union's regular annual conventions.

In issuing the official convention call to Guild locals, TNG Secretary-Treasurer Charles Dale pointed out that only two committees will be required at the special convention—Rules and Credentials. Members of those committees will be appointed by

the IEB from among delegate credentials received in advance of Jan. 12, Dale explained.

The IEB will hold its regular winter meeting in Cleveland beginning at 9 a.m. on Jan. 12 and on the two days after the special convention adjourns.

Dale reminded locals that TNG's Constitution requires that convention delegates and alternates be elected by secret ballot where there is a contest.

Oct. 22 Reporter had merger text

The official text of the proposed merger agreement between TNG and the International Typographical Union was published as a special, eight-page insert in the Oct. 22 issue of the Guild Reporter.

Members who may not have received that issue, may obtain a copy of the insert by writing to request one (address, Page 8).

Key up \$63 in year's pact at Star

Toronto—A new one-year contract between the Southern Ontario Guild and the Toronto Star raises minimum and above-minimum salaries by 13.42 percent, with a maximum increase of \$63.28 a week.

The agreement takes the top minimum for reporters and photographers to \$596.54 a week, an increase of \$63.28, retroactive to Aug. 1.

Also increased by \$63.28 is the top minimum for display and out-

side classified salespersons and circulation district representatives, going to \$566.04 a week, as well as the top minimum for senior programmer, going to \$578.54 a week, and that for librarian, going to \$576.54 a week.

The agreement was ratified by a vote of 435 to 336 by members of the local's Star unit despite a unanimous recommendation by the bargaining committee that the proposal not be accepted.

An upgrading for circulation

zone office clerks raises their top minimum by \$64.45, to \$339.82 a week.

Provision for automatic Guild dues checkoff, as required by provincial law, is added to the contract.

Eliminated from the contract is a provision restricting employment in the office messenger and circulation helper-loader classifications, in most cases, to persons under age 21.

Other increases and resulting new top or flat minimums include:

Computer Operators—Up by \$48.32, to \$408.42 a week.

Editorial assistants, library assistants—Up by \$44.89, to \$379.42.

Classified advertising solicitors—Up by \$46.58, to \$393.71.

Painters, elevator dispatchers, lead porters—Up by \$45.25, to \$382.45 a week.

Office messengers—Up by \$31.60, to \$267.10.

Cleaners—Up by \$23.13, to \$195.55 a week.

Classified ad takers, mail desk clerks, assistant copy censors, copy processors—Up by \$42.55, to \$359.68.

'82 Constitution available

Copies of TNG's 1982 Constitution booklets have been distributed to presidents and administrative officers of all Guild locals. The booklets contain the constitutional amendments enacted by the 1982 Convention, including the Minimum Dues schedules that will take effect next year if approved in the January membership referendum. The booklets also include TNG's Collective Bargaining Program and Convention Recommendations on Bargaining. Copies are available from TNG's Research and Information Dept. Single copies are free; in quantity they are 75 cents each.

The Newspaper Guild
AFL-CIO, CLC

CONSTITUTION



Including
Collective Bargaining Program
and
Bargaining Recommendations

Adopted by the
49th Annual Convention
June 21-25, 1982

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.

GR is cited for excellence

Washington — The Guild Reporter has been adjudged second best overall among international union publications of less than 100,000 circulation in the International Labor Press Assn.'s 1982 awards contest.

The first place award in the general excellence category went to the Seafarers' International Union's "Log," a monthly with a nine-member staff.

Other publications produced by Guild-covered employees that took prizes in the contest's general excellence category include a first place award among magazines of 100,000 circulation or more for "Solidarity," the publication of the United Auto Workers whose staff is covered by a

Detroit Guild contract.

"The Kenosha Labor," produced by Kenosha Guild members, won first place for general excellence among publications of state and local labor bodies published at least 45 times a year.

In granting the "award of merit" to the Guild Reporter, the four-judge panel said the paper is "well-written and well-edited" and undoubtedly "well-read." They also cited the paper as "packed with news and information vital to the needs of a widely scattered membership" as well as for "original reporting on current happenings affecting labor's policies and programs."

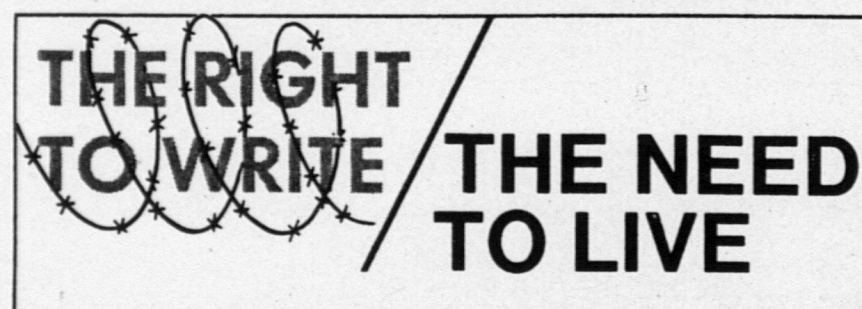
The awards were for publications produced in 1981.

Polish aid fund launched in Canada

Toronto—A group of prominent Canadian journalists has established a fund to aid Polish journalists who have suffered deprivation since the imposition of martial law and the banning of the Polish Journalists' Assn.

In an appeal for donations, the Polish Journalists' Aid Committee (30 Wellington St. E., Suite 605, Toronto, Ont. M5E 1S3) explained that a contribution of \$30 or more would supply at least one package of food for one of the Polish journalists who has "chosen to sacrifice their careers, their livelihoods, and the well-being of their spouses and children rather than sacrifice their principles."

Mark Lukasiewicz of the Southern Ontario Guild's Globe and Mail unit is co-ordinating the fund-raising effort.



IFJ 'Day of Action' for Polish journalists called

Washington—All Guild locals—in the United States, Canada and Puerto Rico—are being called on to participate in an international "Day of Action" on behalf of Poland's suppressed journalists Dec. 13.

The International Federation of Journalists, the international secretariat of Free-World Journalists' unions, is calling on its affiliates worldwide to observe the day, the first anniversary of the imposition of martial law in Poland, TNG President Charles A. Perlik, Jr., pointed out in a letter to

all local presidents Nov. 4.

The IFJ's Bureau voted at its October meeting to ask affiliates to participate in the day to demonstrate to the Polish regime their abhorrence at its suppression of press freedoms, free unions and democratic rights in general.

In his letter to Guild locals, Perlik, who is the IFJ's second vice president, urged locals to arrange special membership meetings for Dec. 13, or to devote part of their regular membership meetings to the subject. The IFJ suggests that cables and letters of

protest be sent to the Polish government.

"This international Day of Action can only be made effective" through actions by locals, Perlik said, urging also that locals undertake to publicize what they do.

"Memories are short. We want to focus the world's attention on the plight of Poland's trade unionists in general and its journalists in particular. The support they receive from abroad may now be their main hope," he wrote.

Perlik also suggested that the

observance makes it appropriate for locals and members to make or renew contributions to TNG's Polish Journalists' Aid Fund.

From that fund, TNG has sent an initial \$3,935 to aid suppressed Polish journalists and their families, but contributions in recent months "have been few and far between," Perlik said. "If anything," the need today is "more acute," Perlik observed.

The fund was established early in the spring after Poland's government dissolved the Solidarity-affiliated Polish Journalists' Assn.

and created in its place an officially sponsored Journalists' Assn. of the Polish People's Republic.

In banning the Polish Journalists' Assn.—"the authentic voice of Polish newspaper men and women"—the Polish government "dissolved any lingering hope that its martial rule over a terrorized population would be only temporary and that trade unions would be allowed to lift their heads once again," Perlik said in announcing the fund's creation.

The fund, like that established by some other IFJ affiliates and journalists' organizations, is intended to help alleviate the severe hardships faced by members of the banned union who have been deprived of their jobs and many of whom have been driven "underground."

Delegates to TNG's June convention issued a strong condemnation of the Polish government's imposition of martial law and pledged their support for Polish journalists and other workers "still resisting the military machine arrayed against them."

IFJ terms IOJ 'reactionary' on Poland

Brussels, Belgium—The International Organization of Journalists' response to a proposal that it help arrange an International Federation of Journalists' mission to Poland was castigated as "reactionary and precipitous" by the IFJ's Bureau during its fall meeting here Oct. 4-7.

The IFJ's 16th World Congress, in May in Lugano, Switzerland, called on the IOJ to co-operate with an IFJ fact-finding mission to Poland and, failing that, instructed the IFJ Bureau to "consider a severance of formal relations between the two organizations." [Guild Reporter, June 4.]

In regular and special issues of its journals, the IOJ responded to the Congress' action with a barrage of polemics that did not address the issue of the Polish regime's dissolution of the Solidarity-affiliated journalists' union and, in a letter to the IFJ, accused it of seeking to return to a cold-war atmosphere.

The IFJ Bureau has not acted on the Congress' authorization, the Bureau's statement noted, and invited "the co-operation of the IOJ in protesting to the Polish authorities against the introduction of anti-trade-union legislation."

The Bureau said it wished to

explore further with the Assn. of Journalists of the People's Republic of Poland, the successor to the banned Assn. of Polish Journalists (SDP), the possibilities for contact and representation and called the former's invitation to serious journalists to visit Poland "one in which no one else should interfere."

"For meaningful progress," the IFJ "would welcome an invitation to a meeting of official representatives," the bureau statement continued, adding that acceptance of such an invitation would depend upon an early date for a meeting and a mutually agreeable agenda and program.

In other actions, the Bureau also:

- ✓ Declined an invitation from the Journalists' Union of the People's and Democratic Republic of Korea (North Korea) to attend a congress of organizations mostly from so-called nonaligned countries to discuss the "mission of journalists in the struggle for the safeguard of sovereignty, friendship and peace" and support for "the reunification of the fatherland."

- ✓ Appointed bureau member Max Rolland of France as honorary treasurer.

- ✓ Named former IFJ President H. J. Bradley of Great Brit-

ain to head a new commission to study the development of press councils in member nations.

- ✓ Authorized President Ken Ashton of Great Britain and General Secretary Theo Bogaerts to decide, depending on the number of journalists to be present, whether the IFJ should be represented at conferences in Cairo, Egypt, in October and in Bogata,

Colombia, in December.

- ✓ Assigned Ashton, Norway's Trygve Moe and TNG President Charles A. Perlik, Jr., who also is IFJ second vice president, to study problems of successorship to the general secretary, who has said he plans to retire upon reaching age 65 in 1985.

The IFJ Bureau will meet again in Paris next March 1-4.

IEB protests support for So. African loan

Washington—TNG's International Executive Board has issued a vehement protest against the decision of the Reagan administration to support a \$1.1 billion loan by the International Monetary Fund to the apartheid government of South Africa.

Noting that the amount of the loan is equal to the increase in South Africa's military expenditures in the past two years, the IEB called on the administration to reverse its action supporting it.

"The U.S. government—and all others—should withhold all support, financial or otherwise, from South Africa until its abhorrent racist policies are totally erased," the IEB declared.

While several more black journalists have been imprisoned without charge under South Africa's Terrorism Act, the country's repression of its black citizens is far from limited to those practicing journalism, the IEB noted in a resolution passed during its Oct. 18-20 meeting.

"Blacks in all walks of life are

being banned and imprisoned by a government deaf to the world's protests," the board observed.

The Western District Council subsequently endorsed the IEB's action.

Four leaders of the Media Workers' Assn. of South Africa—the union of black news industry employees—were arrested late in June. The four—Joe Thloloe, Quarish Patel, Vas Sony and Mathata Tsedu, were held incommunicado and without charge.

Thloloe and Tsedu, both vice presidents of MWASA, were already the victims of banning orders restricting their activities.

Meanwhile, the country's Parliament has enacted a law that prohibits newspapers from publishing the identities of persons being detained by the government if the government considered publication inimical to state security, raising fears that the safety and whereabouts of persons held in the country's jails will be further jeopardized.

The new law—the Protection

of Information Act—is so broad that journalists fear it will inhibit any investigation of government activities. One provision reportedly has the effect of making it illegal for a person even to have the telephone number of an organization considered hostile to the government.

Trial of two editors charged under the new law was to begin Nov. 23 for their allegedly having exposed South African intelligence activities during an unsuccessful coup in the Seychelles Islands a year ago.

Rex Gibson of Johannesburg's Rand Daily Mail and Tertius Myburgh of the Sunday Times are charged under a section that forbids publication of information about a security matter that might prejudice the country's interests.

Also charged are reporter Eugene Hugo, who wrote stories naming intelligence agents sent to the islands after the coup, and Clive Kinsley, publisher of both papers.

Clip & Mail

Solidarność

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



Human rights honorees

The George Meany Award for 1982 is shared by two persons prominent in the struggle for human rights in South Africa: Dr. Neil Aggett, an officer of the African Food and Canning Workers, who was found dead in jail this past February, and Mangosuthu Gatsha Buthelezi,

right, head of the nation's largest black liberation movement. Aggett's sister and father, center, accepted the honor from AFL-CIO President Lane Kirkland, left, as did Buthelezi, in ceremonies late in October. The Meany award carries a medal and \$5,000.

Canadian study endorses exposure limits

(Continued from Page 1)

perceptions about the existence of hazards in working with VDTs are compounded, the task force said, because "many symptoms may emanate not only from the equipment itself but also from the organization of work and the design of the workplace."

"Psychological and stress-related problems . . . may manifest themselves physiologically," the task force suggested. It pointed to the view of Montague Cohen of the McGill School of Medicine that VDT operators' complaints about eye strain, fatigue and stress are "likely to result in increased

smoking and the increased use of tranquilizers and other drugs—factors known to have an adverse effect on the unborn child."

Labour Minister Charles Caccia, who ordered the \$300,000 study, termed the recommendations "quite sensible" and said they "could become the internal practices of any progressive or forward-looking employer."

"Until the contrary is proven, the genetic implications of VDT radiation ought to be taken seriously," he said.

The task force was headed by Margaret Fulton, president of Mount St. Vincent University in

Halifax, N.S., and was composed of four other academics and government officials, as well.

While the report said it found no hard evidence to prove that VDTs affect the health of operators, it called operators' fears of deleterious effects "real" and pointed out that "so far neither the tests nor their results have managed to put the misapprehensions [of VDT operators] to rest."

"Since we know very little about the potential long-term effects of exposure to low-level radiation, it would be best to reduce avoidable X-ray exposure to an absolute minimum on the assumption that no level of exposure is

absolutely safe," the report states.

In what some observers labelled a bid to build credibility with organized labor, Caccia took the uncharacteristic step for a cabinet minister of giving the controversial report his enthusiastic support.

Insisting he didn't want to create panic among VDT operators, Caccia drew a startling comparison between VDTs and DDT, the toxic pesticide.

He said it had taken the best scientists a generation to discover the environmental and health effects of DDT.

"On some items it takes time to come to conclusions," Caccia

said. "Until we reach that point with VDTs, it would be better to err on the side of safety."

Meanwhile, representatives of organized labor, which refused to participate in the task force and other Liberal-inspired openings to labor, expressed delight with the findings.

Representatives of communications, private and public unions called the report a first step in the right direction.

William L. McLeman, Canadian director of the Guild, said the recommendations closely parallel the contract guarantees that the Guild has won at the Montreal Gazette.

But apart from Vancouver's papers, which he said had promised to consider similar measures, all other Canadian publishers have denied there is a need for VDT exposure limits, McLeman noted.

Paddy Sherman, publisher of the Ottawa Citizen, called the report "extraordinarily short of facts," and charged that "far from dispelling concerns, it will produce new myths all its own."

"If we now have to employ 80 people to do the work of 50, what would be the impact on the high-tech industries' productivity and competitiveness? Any student could answer that. The task force doesn't try," Sherman said.

The report also calls for new design standards for furniture and other equipment in automated offices that will incorporate research into the visual, physiological and psycho-social implications of the new equipment.

The report also contains major recommendations that could have major implications for all Canadian workers in dealing with the impact of technological change.

It recommends scrapping a weak, decade-old provision of the Canada Labour Code—which covers about 15 percent of the workforce—in favor of tough new guarantees on technological change.

These would include:

- ✓ Joint labor-management committees in workplaces with 50 or more workers to discuss technological changes.

- ✓ Binding arbitration of any disputes on retraining or lay-off plans resulting from technological change.

- ✓ Mandatory health and safety committees in all workplaces employing 50 or more people.

- ✓ A ban on the electronic monitoring of employees at work.

The task force also called upon the provincial labor ministers to adopt the task force's recommendations in reforming their labor legislation.

ELF hazards unlikely, 3 in Canada say

Ottawa—Three research scientists with Health & Welfare Canada's Radiation Protection Bureau have concluded that "on the basis of the available scientific data" electromagnetic emissions at extremely low frequencies (ELF) from VDTs "are extremely unlikely to be of any health significance."

The same researchers, reporting on tests for Very Low Frequency radiation (VLF) emitted by VDT transformers, said VLF levels, too, were far below those at which biological effects could be expected.

Reporting on laboratory tests of the machines, they said they found that emissions in the ELF range investigated "are of such low intensities that they are very unlikely to have any biological effects, let alone represent a health hazard."

At the same time, however, the researchers said that "there is a definite need [to] continue well planned and executed research into biological effects of ELF fields."

The three—M. A. Stuchly, D. W. Lecuyer and R. D. Mann—are with the radiation bureau's non-ionizing radiation section.

Their conclusions, they reported, are based on ELF measurements for "a few VDTs" and

comparisons with background intensities and emissions from other devices, including an electric typewriter, electric kettle and a base-board heater.

Their tests were performed on one model from each of three manufacturers and dealt almost exclusively with frequencies of 60 hertz and above.

Other researchers who have suggested the possibility of deleterious effects of ELF on fetuses and in births have expressed the belief that any such hazards will be found below 60 hertz, reported TNG's Director of Research & Information, David J. Eisen, who specializes in VDT health and safety.

Several of them told an international forum here in June that ELF radiation from VDTs may be a hazard for pregnant women and others working on the machines, though they also reported that there had been no specific research on ELF from VDTs [Guild Reporter, June 18].

Neither Health & Welfare Canada's radiation bureau, the U.S. Bureau of Radiological Health nor the U.S. National Institute for Occupational Safety & Health were represented at the forum. The radiation bureau reportedly declined to participate.

Immediately afterward, how-

ever, a Health & Welfare Canada representative reaffirmed the agency's position that there is no radiation danger from VDTs, stating that it had not tested them for ELF because it was convinced that ELF has "no biological effect."

ELF, a largely ignored part of the VDT radiation spectrum, is radiation at frequencies lower than 500 hertz. Electric power lines operate around the 60 hertz frequency.

The Health & Welfare Canada researchers said they assessed the results of their laboratory measurements "on the basis of the available knowledge on biological effects of ELF fields."

Their three VDTs were tested with the screens at average brightness and "filled up with characters," they said.

They found that the "magnetic flux density around VDTs . . . is a few times less than" the level which is "at least an order of magnitude less than the very conservative threshold for biological effects (not hazards) as estimated" by another researcher, J. Bernhardt, in a 1979 study dealing with electromagnetic fields within the 1 to 30 hertz range.

In addition, the trio reported that "the ELF emissions from VDTs are at least about a thou-

sand times less than the magnetic densities that were shown to cause potentially hazardous biological effects."

The same researchers, plus another member of the Radiation Protection Bureau, M. H. Repacholi, performed the VLF tests for radiofrequencies ranging from 15 to 150 kilohertz. They surveyed 86 VDTs, including 57 models from 25 firms, taking measurements at the point of highest intensity (invariably on the VDT casing), at the keyboard and at the operator's position, 12 inches from the screen.

The researchers reported 15 models showed "relatively strong but highly localized" emissions exceeding 200 volts per meter. But they said emissions at the operator's position—below 70 volts per meter—would be expected to produce "no biological effects due to electromagnetically induced heating" of body tissues because absorption at that level "is extremely small."

Readings of 200 volts per meter are approximately equivalent to power densities of 10 milliwatts per centimeter squared. The Canadian safety standard for radio-frequency radiation is one milliwatt, but the standard does not apply to VLF frequencies, on which there has been virtually no research as to biological effects.

The government researchers also said the recorded levels should have no effect on the central nervous system, citing threshold values for VLF frequencies estimated by Bernhardt that incorporate a safety factor of 10.

"The electric field intensities to which operators of VDTs may be exposed are at least one thousand times longer than these thresholds and the highly localized fields are at least 10 times less," they said.

Safety slide show available

Washington—A slide and tape presentation exploring the creation and operation of local union health and safety committees is available to Guild locals, TNG's Research and Information Dept. has announced.

The show entitled "First Line of Defense: Health and Safety Committees at Work," was produced by the American Labor Education Center, with sponsorship and some advice from TNG

and other unions.

The slides and video cassette can be loaned to Guild locals, without charge, on a first-come, first-served basis, from the Research and Information Dept.

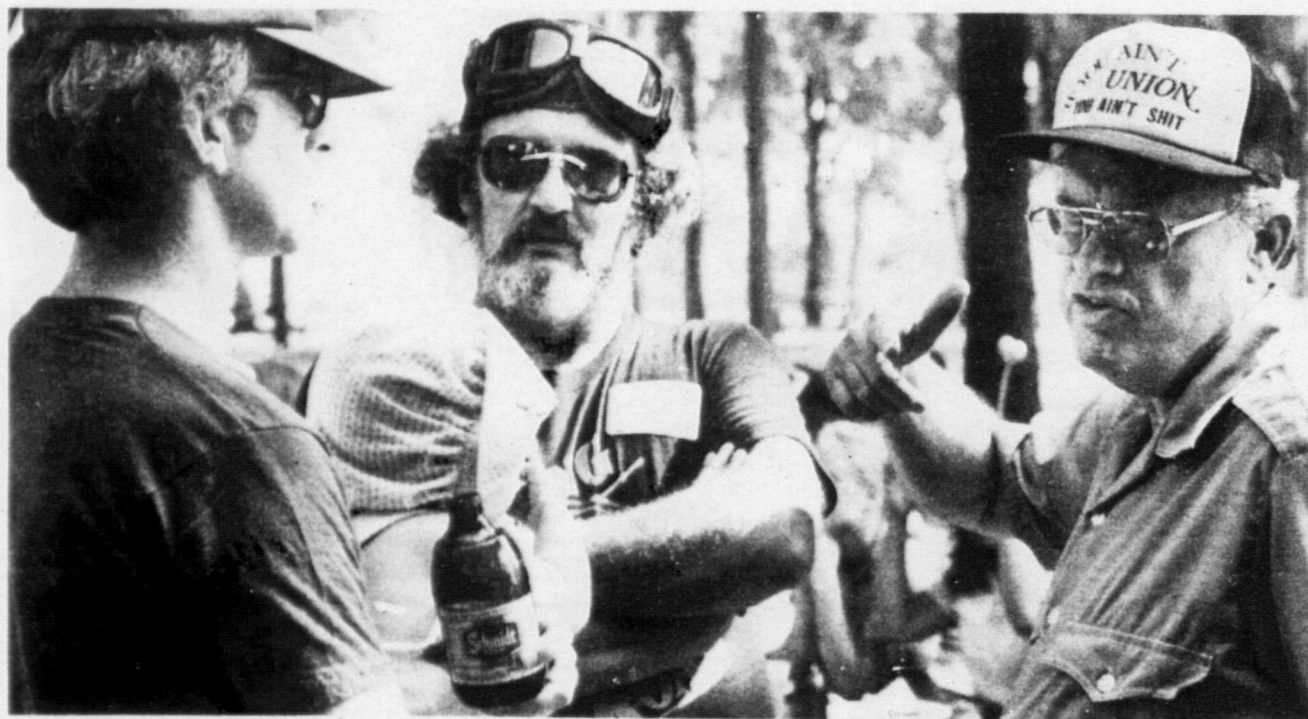
The show, running 17 minutes, requires a slide projector and a tape player. It comes with instructions for use with either an automatic slide changer or one operated separately from the tape players.

Papers honor pledge on VDTs and pregnancy

Vancouver — Management of the Vancouver Sun and Province has lived up to a verbal commitment in bargaining with the Guild last spring to transfer at no loss of pay any pregnant employee off VDTs who requests it, according

to the Vancouver-New Westminster Guild's publication.

"When this happened recently in Sun editorial, the employee was quickly transferred with no fuss, no muss," reported "inside story" in its September issue.



Beer, babies, brownies and X-rated head gear . . .

. . . were among the attractions at the Twin Cities Guild's "first annual" family picnic at the end of the summer. Under the sloganeering cap at right above is the local's executive secretary, John Carmichael, who said he bought it from the St. Paul Typographical Union. Behind and under the goggles is Spence Hallstadt of the St. Paul Pioneer-Press and Dispatch unit. With the beer and baby is Nick Coleman of the Minneapolis Star and Tribune unit. Top prize in a brownie bake-off went to Debbie Brown, also of St. Paul, who said she used a commercial mix to win over the 14 other entrants. The St. Paul unit scored 14 runs to Minneapolis' 12 in a softball contest and is displaying the travelling trophy in an employees' lunch room. About 200 persons attended the event. The local furnished beer, pop and hot dogs.



Initial pact raises two \$100 a week

Montreal—An initial contract between the Montreal Guild and Globe International, publisher of several tabloid papers and magazines, raises employees' salaries by a minimum of \$50 a week, with two individual increases exceeding \$100 a week.

The one-year agreement, covering eight editorial employees, sets a top minimum of \$520 a week for copy editors and art editors.

The top minimum for assistant editor of one publication is \$490 a week and that for chief librarian, reporters, writers and rewrite employees is \$440 a week.

The contract includes a four-day, 32-hour work week and nine paid holidays, plus two half holidays per year.

It also calls for five weeks of vacation for employees with 10 years or more of service, four weeks after five years and three weeks after three years. Employees are entitled to two weeks' vacation after a year of service.

Protections for employees operating video display terminals include annual eye examinations and company payment for the cost of prescribed glasses or contact lenses, as well as provision that "as a general rule" employees will not be required to operate terminals during the final 30



GARRY LENTON/Harrisburg Guild

Stalled bargaining sparks rally in Harrisburg

Harrisburg Guild members are joined by members of some 20 other area unions for a rally outside Newhouse's Patriot-News building Oct. 16 to protest the company's efforts to supplant the Guild's contract with unilaterally imposed work rules. Members of the Guild's editorial-only unit have been conducting informational picketing at the paper since August [Guild Reporter, Aug. 27]. Speakers bringing messages of support in-

cluded Wilkes-Barre Guild members Jack Williams, left—publisher of the striking Wilkes-Barre unions' Citizens' Voice—and Jack Wallace, local president. Other speakers, interspersed with music from a Dixieland band, included representatives of the local Building Trades Council, the United Auto Workers and the Service Employees' Union, as well as a county commissioner and a city council member.

minutes of the work day, except with an employee's consent.

The contract also calls for periodic tests for radiation emissions.

The Guild also negotiated a settlement of a number of unfair labor practice charges brought against the company since it first applied for certification as the employees' bargaining representative in November 1981.

Out-of-seniority firing adjudged out-of-order

New York—Consumers Union violated its contract with the New York Guild when it dismissed a project leader in a staff reduction last January while retaining three other project leaders with less seniority, an arbitrator has ruled.

Citing the Guild contract's requirement that economy dismissals be made in the "inverse order or seniority" within a classification, except where a junior employee is engaged in "special functions" or possesses "outstanding ability," arbitrator Jonas Aarons held that the company failed to demonstrate the need to skip over the junior employees.

When "seeking to deviate from the general contract principle of seniority" the company must show "strong reasons for... passing over junior employees," he observed.

While noting that the evidence offered by the company did not

support a finding that any of the junior employees were engaged in a "special function," Aarons pointed out that the evidence did show that the company had failed to investigate the grievant's ability to perform work related to an energy project that it considered a "special function."

Had it investigated, Aarons speculated that the company "might very well" have assigned the energy project to the grievant since he had "personal experience with wood stoves."

Aarons also found the evidence "insufficient" to demonstrate that the skills and abilities of the junior project leaders retained was sufficiently unique to warrant having bypassed them in making the economy dismissal.

He ordered the company to offer reinstatement to the grievant and to make him whole for earnings lost. The decision was issued Sept. 2.

COPE-endorsed win rate high

Washington—More than 60 percent of the Senate, Congressional and gubernatorial candidates endorsed by the AFL-CIO Committee on Political Education (COPE) were elected Nov. 2.

National COPE Director John Perkins reported that COPE endorsed candidates won 24 of the 36 races for governor, a 66.7 percent victory record. It was the best in races for the statehouse

since 1974, when 26 endorsed candidates won in 33 gubernatorial elections.

In Senate contests, 20 of the 31 COPE-endorsed candidates, or 64.5 percent, were elected. Perkins reported that the Senate result was the highest winning percentage since 1974, as well, far exceeding winning percentages of 34.4 in 1980 and 40 in 1978.

One of the unsuccessful COPE-endorsed Senate candidates was Harriett Woods, a former St. Louis Guild leader at the Globe Democrat. Missouri's Democratic nominee, Woods with 49 percent of the vote came within 27,000 ballots of unseating the Republican incumbent, Sen. John Danforth.

An incomplete tabulation of House races showed COPE-endorsed candidates winning 237, or 63 percent, of the contests—a result "roughly comparable" to those of recent years, COPE reported.

Television network "exit polls" that found union members voting Democratic by a margin of two-to-one "were accurate," according to Perkins.

Iowa Beef boycott endorsed

Washington—TNG's International Executive Board has endorsed a boycott called by the United Food and Commercial Workers Union against Iowa Beef Processors, Inc.

While the union has ended a 16-week strike against the company, the world's largest beef slaughterer, processor, packer and renderer, it is intensifying a consumer boycott of the company's beef products.

Unfair labor practice charges brought by the union and on which a National Labor Rela-

tions Board regional director has issued a complaint are before the full NLRB.

The UFCW charged Iowa Beef with refusing to bargain and other labor law violations.

In voting its support of the boycott, the IEB urged Guild members to refrain from buying Iowa Beef products until the company "comes to decent terms with its workers."

The IEB action subsequently was endorsed by the Western District Council's fall meeting.

Cleveland pickets protest editor's story

Cleveland—A group of members of the Cleveland Guild's unit at Newhouse's Plain Dealer mounted an informational picket line at the paper on Sunday, Oct. 10, in protest of a story on the front page of that day's paper.

The story, by David L. Hopcraft, the paper's executive editor, reported that the U.S. Justice Dept. had closed its investigation of Teamster leader Jackie Presser, which had been prompted by stories in the Plain Dealer in August 1981 reporting allegations that he was involved with kick-

backs from a public relations firm and was an FBI informant.

The pickets objected that the two reporters on the 1981 articles were not consulted about the Oct. 10 story, that it was one-sided and that it damaged the pair's reputations, all denied by management.

SFONG supports nuclear freeze

San Francisco—The San Francisco-Oakland Guild's representative assembly in September voted its support for a November ballot proposition calling for a bilateral nuclear weapons freeze.

The proposal is "one step toward the prevention of a nuclear war that no one could win," the local body said.

The proposition was adopted by the California voters Nov. 2 by a 356,000 vote margin as well as in eight other states and the District of Columbia.

Local Representative Wanted

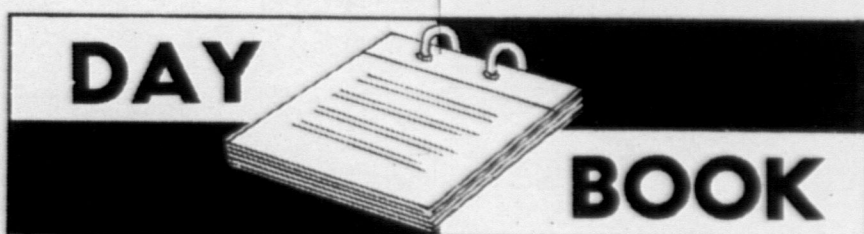
The Newspaper Guild of Greater Philadelphia is seeking an eager, energetic individual interested in filling the number two slot in our growing local. The individual will be responsible for contract administration, handling of grievances, the local's monthly publication, servicing activity in each of the local's five units and assisting the Administrative Officer in bargaining and other duties in the local. Salary is negotiable. Benefits will include a paid health plan with dental and eye care coverage. Interested parties should write:

Eugene B. Jones, President
Newspaper Guild of Greater Philadelphia
511 N. Broad Street — 2nd floor
Philadelphia, Pa. 19123

LOCAL ELECTIONS

Albany
Thomas LaPoint, president; Ralph Ockenholt, 1st vice president; Al Gontko, 2nd vice president; Robert Ward, secretary; Tim Schick, treasurer.

Hampton Roads (Norfolk)
John McManus, president; Tim Wheeler, secretary; Mike Knepler, treasurer.



International Election & Referendum Committee, certify voter eligibility and mail ballots to locals for referendum on two-step Minimum Dues increase, Dec. 30, TNG headquarters, Washington.

International Executive Board, winter meeting, 9 a.m. Jan. 12 and at the conclusion of the special convention on merger, Bond Court Hotel, Cleveland.

Special TNG Convention on the proposed TNG-ITU Merger Agreement, Jan. 12-7, 1 p.m., Bond Court Hotel, Cleveland.

Great Lakes District Council, winter meeting, evening following conclusion of the special convention, Bond Court Hotel, Cleveland.

Voting period, referendum on two-step

Minimum Dues increase, Jan. 20-25, all locals.

Local election committees count ballots from Minimum Dues referendum, Jan. 26 or 27, all locals.

Deadline for dispatch of official voting returns to International Election & Referendum Committee, Jan. 29, all locals.

Western District Council, winter meeting, Jan. 29-30, Eugene, Ore.

Midwest District Council, winter meeting, Pueblo, Colo., Jan. 29-30.

International Election & Referendum Committee, tabulates returns and certifies Minimum Dues referendum result, Feb. 7, TNG headquarters.

Middle-Atlantic District Council, winter meeting, Philadelphia, Feb. 5-6 (tentative).

Abnormalities inspire NIOSH birth study

(Continued from Page 1)

Technology sponsored by the Working Women Education Fund in Boston Oct. 28 and 29. But it was not the only one.

TNG Research and Information Director David J. Eisen, panelist at a workshop on remedies and research, urged studies of cataracts, visual deterioration and musculo-skeletal damage, as well as birth abnormalities among VDT users.

Eisen, while citing TNG's request for a birth-abnormalities study, said the other health areas should not be ignored. He noted NIOSH's admission that its Baltimore Sun study had not resolved the issue of cataracts and pointed to a German survey showing evidence of widespread back injuries among VDT users.

Barbara Cohen, research psychologist with NIOSH, said the

federal agency is planning a number of other VDT studies, including a five-year study to determine whether there is any visual deterioration among 100 of its own employees working on VDTs.

Other studies include one on the musculo-skeletal effects of poorly designed VDT workplaces, another on the effect of glare and bad lighting, and a third on the basic visual processes that take place during VDT work.

A number of European speakers addressing the conference reported an increasing resort not only to rest breaks but to hours limitations to relieve VDT health problems.

Lisbet Hjort of the Norwegian Government Office of Organizational and Managerial Development noted a proposed standard that would limit VDT users to four hours a day in the case of "monotonous work." While it has

not yet been formally adopted, she said, it has become the basis for collective bargaining and "has become a reality in much of Norwegian life."

Brite Tornqvist, a management representative of the Swedish telephone system, said health complaints had moved management and the union to institute 15-minute rest breaks after two hours and to try job rotation in some cases, with two hours on the tube followed by two hours off.

Olov Ostberg, prominent Swedish VDT researcher now a visiting scientist at NIOSH, contrasted the difference between the European and the U.S. approach to VDT health problems in a paper presented at the conference.

"In the U.S.," he said, "the concept of freedom of the market seems to have been stretched also to mean freedom from standards

and regulations (and unions). What is considered to 'pave the way' in Europe becomes 'interfering roadblocks' in the U.S."

But Ostberg also criticized "narrow specialists" in the scientific world, citing a recent National Research Council report that conceded "abundant indications of VDT workplace problems" but said "true scientific proofs are lacking," claimed field studies are inadequate and called

for "strictly controlled multivariate full-scale experiments over many years" under laboratory conditions.

"There are," observed Ostberg, "to use an American expression, 'differences in the problem conceptions between Wall Street and Main Street.' In the present context this can be rephrased to, 'The universities have faculties—and the society has problems,'" he said.

Canadian newspapers slow in VDT remedies

Boston—Of 37 Canadian newspapers responding to a VDT survey by their own association, only nine have instituted any remedies at all in both lighting and furniture, the basic areas of workplace remedies. Six have done nothing at all and three reported only studies or plans.

That was the analysis by TNG Research and Information Director David J. Eisen of data submitted by the Canadian Daily Newspaper Publishers Assn. to an Ontario Provincial Task Force on Possible Health Hazards of Video Display Units. The analysis was presented Oct. 29 to a workshop on the status of VDT remedies and research at an International Conference on Office Work and New Technology here.

Eisen cited the figures as a measure of the slow pace of employer response to VDT health problems in the United States and Canada.

The publishers were asked what they were doing to alleviate complaints of eye strain, back ache, headache and other pains. Most of those who said they were doing nothing said there were no complaints.

Six reported acting only on lighting, and 10 only on glare. Three listed only furniture.

Eisen noted that even steps that got publishers into the broad column of action on both lighting and furniture were for the most part meager, typified by such entries as "chairs replaced", and "antiglare screens."

He cited one noteworthy exception, a paper with a long list of remedial measures that listed as collective bargaining agent the Southern Ontario Guild, which has pressed strongly for VDT protection. In general, he noted, there was a strong correlation between union organization and VDT remedies at the newspapers.

On rest breaks, Eisen said, 18 of the 37 papers reported offering none to VDT operators, seven came under a heading he classified as "maybe," and four gave VDT users the same breaks received by other employees. Only eight had scheduled rest breaks, not all of them spelled out as to length or frequency.

Under the heading of "maybe" Eisen included such breaks as those listed "at the discretion of the supervisor" and policies such as "reasonable breaks are permitted."

"The Guild's position," he said, "is that rest breaks must be scheduled, because if they aren't scheduled, all too often they aren't taken."



ELI HOLTZMAN/New York Guild

'Big 6' president hosts job-safety advocates, 'presses' merger plan

At least 100 persons, including members of some 20 unions, hear Eula Bingham, Asst. Sec. of Labor for Occupational Safety & Health in the Carter administration, at left above, urge continuation of the struggle for safety in the nation's workplaces during a reception in her honor Oct. 21 by the New York Committee for Occupational Safety and Health (NYCOSH) held at the home of Bertram A. and Patsy Powers.

Powers, president of the New York Typographical Union, ITU Local #6, greeted each guest with a card marking the occasion freshly run off on his home proof press, left.

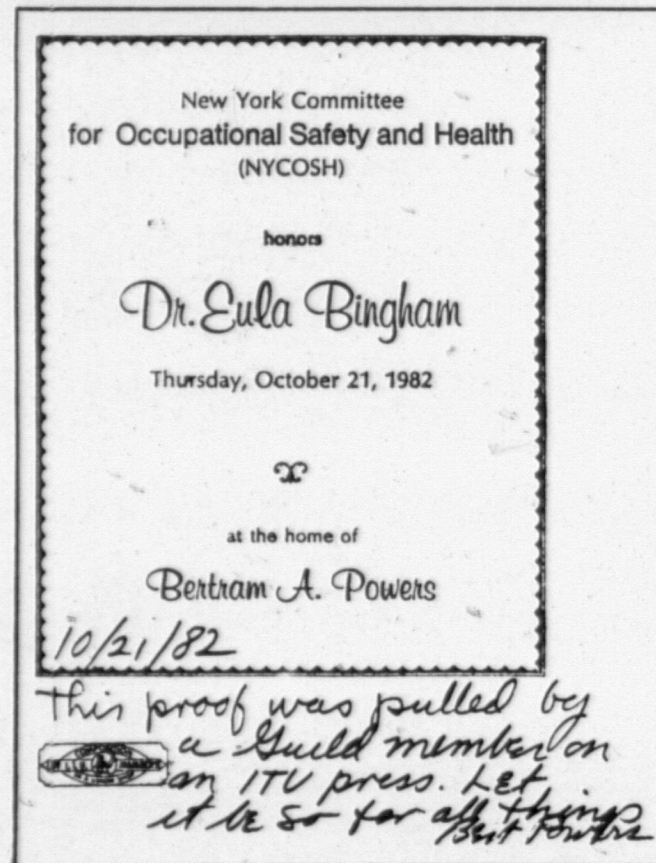
On one guest's card—that presented to former New York Guild President Betsy Wade—he inscribed an additional message, left below, as an endorsement of the proposal for merger of TNG and the ITU at the international levels. The inscription reads:

"This proof was pulled by a Guild member on an ITU press. Let it be so for all things. / Bert Powers."

The Guild member who pulled the card was Wade.

During the evening, NYCOSH Chairperson Dianne Woodstock, center above, presented Bingham with a construction-worker's hard hat bearing her name, and with a NYCOSH T-shirt emblazoned with the question, "Is your job killing you?"

Woodstock, a former president of the Madison Guild and a former TNG Vice President from the Midwest region, was a member of TNG's Special Merger Committee during its first two years.



'Member of the decade' in Washington-Baltimore

WASHINGTON, D.C.

Editor:

Friends of Charlie Hughes will be happy, but not surprised, to learn he is winner of the Washington-Baltimore Guild's first Horace C. Ayres, Jr., "Guild Member of the Decade" award.

Charlie's record of union activity goes back to 1942, with years in the Boilermakers, Teamsters, Longshore and Alaska Fishermen unions.

From 1969 to 1981 Charlie was the chairman of the Guild unit at the AFL-CIO, elected and re-elected again and again—not only because he inspired us with his persistent, contagious union spirit and his special brand of oratory but also because he negotiated for us top-notch wage-fringe-pension packages.

Also from 1969 to 1981, Char-



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. Letters relating to elections or referenda to appear in the issue immediately preceding distribution of ballots and subsequent issues preceding the voting shall contain no new charges.

lie was a member of the Washington-Baltimore Guild executive board and executive council, a delegate to Newspaper Guild conventions, to Maryland and Virginia state AFL-CIO conventions and to the Washington [D.C.] Central Labor Council.

During these years Charlie was a constant source of advice and assistance in organizing and bargaining and strike situations in almost every unit of our local. Charlie's Guild work brought him the Guild Member-of-the-Year award in 1971. And in 1972 he was president of the Washington-Baltimore Guild.

MARKLEY ROBERTS

Chairperson

AFL-CIO unit

Washington-Baltimore Guild

Wuxtry! Another 'scoop' for unions' daily

By PAUL GOLIAS
Wilkes-Barre Guild

Wilkes-Barre, Pa.—When Richard Connor, publisher of the Capital Cities-chain's Wilkes-Barre Times Leader got to his newsroom on Saturday, Sept. 25, he was angry.

He had reason to be. His paper had been beaten badly on the news story of the decade in Northeastern Pennsylvania.

The Citizens' Voice, published by the Wilkes-Barre Council of Newspaper Unions—the Guild, Typographical, Pressmen's and Stereotypers' unions—had reported in Saturday a.m. editions and in a p.m. newstand extra the mass murders of 13 people in Wilkes-Barre and suburban Jenkins Township only hours earlier.

Connor, according to one report, was shown the Voice. "What did we have?" he asked. "Nothing," he was told.

It was another example of the competition between the two morning dailies: the union-produced Citizens' Voice and the strikebreaker-produced Times Leader.

The a.m. newsstand-and-home-delivered extra printed on Sept. 25 and a second extra printed that afternoon, just a few hours after the alleged mass murderer surrendered, were said to be the first in Wilkes-Barre newspaper history.

The "scoop" was made possible by a friend of the Voice who heard of the shootings shortly after police got reports at 2:05 a.m., an hour and five minutes after the Voice goes on the press.

The tipster first tried to call the newsroom. It had closed only minutes before. But he had enough presence to then call the composing room. From there, lobster-shift printer Frank Yenkowski relayed the call to Neil Corbett, sports editor, the last editor on duty, and to this writer, who serves as the Voice's news director.

At the same time, outdoor writer



WILKES-BARRE'S FIRST-EVER 'EXTRAS'—THE ONE AT LEFT MADE HOME DELIVERY, NEWSSTANDS

Rich Walton, who also serves as a Pennsylvania Game Commission deputy game protector, was monitoring police reports.

Within minutes, I had Corbett and Walton en route to the Jenkins Township scene. At the time, we knew of "only" four murders.

When Corbett called in to report eight or nine more killings in Wilkes-Barre, I began calling out reporters and photographers.

By 4 a.m.—less than two hours after the bloody shootings—the Voice had stories and photos in the works.

We held up about half of the regular Saturday press run to get the story into homes.

We continued updating the story through the morning, into the first extra press run which began about 8 a.m. By then, the siege was underway at a Wilkes-Barre home and police were attempting to get George Banks, the suspect, to surrender.

As other staffers awoke and heard the news, they rushed in to help.

Non-editorial people answered phone calls and handled other assignments.

Banks gave up at 11:15 a.m. and we immediately began work on the second extra, which hit the streets at 2:45 p.m.

The entire effort was highlighted by

Last two decertified

Wilkes-Barre, Pa. — Appeals have been withdrawn to a decertification vote conducted in December 1980 among strikebreaking Times Leader employees in the Pressmen's and Stereotypers' jurisdiction at the paper and those two unions have been officially decertified as the employees' bargaining representative.

The Guild and Typographical Union were decertified earlier through votes by persons working behind their picket lines.

The decertifications do not affect the Citizens' Voice.

an extensive team effort by members of all four striking unions—the Guild, the ITU, the Pressmen and the Stereotypers.

For example: We had no press crew for the second extra but Joe Spayder, a pressman, was in the newsroom. When we decided to publish the second extra, Spayder quickly assembled a makeshift crew.

And our coverage didn't end with

Saturday's extras. For days the mass murders remained the top story and the Voice, out front, worked to stay there. We covered dozens of angles, and we continued to get exclusives, including interviews with family members of

victims and a photo of Banks' own five children, who were among the victims.

The Voice also served as an information source for major U.S. and foreign newspapers, TV networks and UPI, whose service the Voice uses.

Technologically, the Voice lags behind its competitor, and most daily newspapers.

But, our pride runs deep and the spirit shown on Sept. 25 is the reason the Wilkes-Barre strike story is something to which all unionists can point with pride.



No contest on election polls

Wilkes-Barre, Pa. — A Citizens' Voice election-eve poll on the outcome of Democrat Frank Harrison's challenge to incumbent Republican James Nelligan in Pennsylvania's 11th congressional district accurately forecast Harrison's victory and was astonishingly close on his margin, as well.

Meanwhile, a story by the CapCities chain's Times Leader on the results of what it said was its staff's poll of the outcome in the race, also published the day before the election, showed Nelligan with a commanding lead.

The Citizens' Voice poll showed Harrison with a 14 percent lead. The Times Leader said Nelligan was ahead by 28 percent.

Harrison won by an 8 percent margin—87,536 to 75,137. The Citizens' Voice reported that few of the "man-on-the-street" comments it received expressed surprise at the difference in the polls' accuracy.

"The Citizens' Voice makes the better effort to get its stories straight," was a typical comment, it reported.

Harrison, who had wide union support, in September had turned down a Times Leader invitation to debate Nelligan in a forum sponsored by the strikebreaker-produced paper, explaining that he never has and never will cross a picket line [Guild Reporter, Sept. 24].

Reporter top to hit \$748 at Sun Times

(Continued from Page 1)

those on night differential.)

The minimum daily guarantee for regular auto use goes to \$20, from \$16, over the contract's term, while the per-mile reimbursement rate is increased to 27 cents, from 22 cents, and the company's payment for regular users' auto insurance is increased by \$50, to \$450 a year.

The company's maximum contribution toward health insurance goes up a total of \$12, to \$42 per employee for family coverage, and its contribution toward photographers' equipment insurance is increased by \$20, to \$120

a year, under the settlement.

The contract's guarantee of extra payment for materials reused by the Field Wire Service is amended to ensure reuse payments "no matter how the name, form or ownership" of the service may be changed, the local reported. There is indication that one or more of the changes is currently underway.

The company also agreed to have all VDTs tested for radiation emissions twice before the contract expires on May 31, 1985, after discussing test criteria with the Labor-Management Committee, provided under the contract.

The annual vacation bonus for employees with 20 years or more of service is increased by \$25, to \$300.

Other top-minimum increases under the settlement include:

Reference librarians—A total of \$112.80, to \$573.97 a week, in increments of \$36.89, \$37.36 and \$38.55.

Editorial assistants—A total of \$89.27, to \$454.24, in increments of \$29.20, \$29.56 and \$30.51.

Library assistants—A total of \$87.87, to \$447.13, in increments of \$28.74, \$29.10 and \$30.03.

Clerks—A total of \$66.28, to \$337.24, in increments of \$21.68,

\$21.95 and \$22.65.

The minimum for reporters, copy editors, photographers and artists with no experience is increased by \$97.74, to \$497.30 a week, in increments of \$31.97, \$32.37 and \$33.40 (by \$107.51, to \$547.03, for those on night differential).

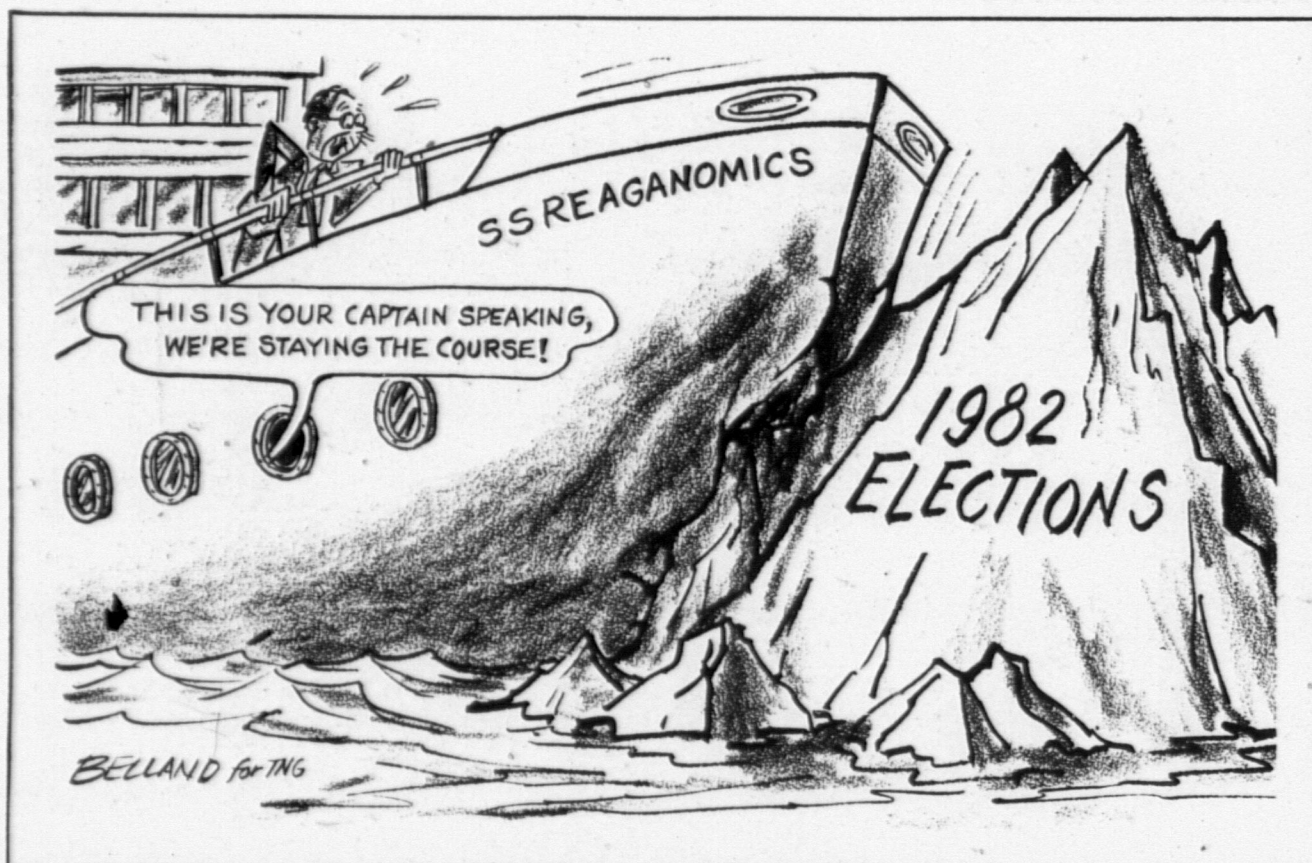
The settlement was reached 18 minutes after a 10 a.m. strike deadline on Oct. 21 and ratified overwhelmingly by members of the Guild's editorial-only unit at the Sun-Times a week later.

The afternoon before the strike deadline, TNG's International Executive Board had voted to "not

grant . . . at this time" a Chicago Guild request for strike sanction, urging the local's leadership to "shape bargaining in such a fashion as to maximize pending opportunities to bargain more effectively in the foreseeable future."

Before the vote, TNG President Charles A. Perlik, Jr., observed that such strike preparations as appointment of committees and printing of picket signs alone do not enhance the chances for a winning strike by an editorial-only unit and pointed out that the printers' contract will open the first of the year.

Subsequently, Perlik accepted an invitation from Chicago Guild President Greg Hinz to explain the IEB action to a local membership meeting late in November.



LICENSING IS THE TOOL OF CENSORS

Why not certification of reporters?

By BEN H. BAGDIKIAN

EARLY THIS YEAR, Justice Frank Newman of the California Supreme Court told a meeting of judges and journalists that journalists should be licensed to forbid bad ones from practicing.

When he was asked afterward how that would be permissible under the First Amendment ("Congress shall make no law . . . abridging the freedom . . . of the press"), he said, "Well, you people had better do something."

It was a shocking statement from an authority on constitutional law. But it expressed a frustration felt by many people.

What can the law do to prevent those who are incompetent, irresponsible or corrupt from practicing journalism?

Nothing. And a good thing, too.

It's a good thing, not because journalistic malpractice doesn't exist. It does. But it's a good thing the law can't intervene to control performance.

"Journalism," unlike law and medicine, is not a specialized practice limited to an identifiable part of the population. It is the expression of information and opinion that is open to everyone, whether that person is stapling a political statement onto a lamp post or is earning a salary on a daily newspaper.

Some of the people who work for the John Birch Society and some who work for the Communist Party USA call themselves journalists. So do the staff of the *National Review* and of *Mother Jones*. So do writers who work for *Petroleum Today*, a publication that pushes maximum coastal oil exploration—and so do those who write for the *Sierra Club Bulletin*, a publication that fights oil platforms.

At one time or another each has accused one of the others of lying, irresponsibility, venality, stupidity and assorted other unpleasant journalistic characteristics. Should the law intervene to decide which person working for which publication is a journalist and which writers are "responsible" and "correct"?

Painful lessons of history are a reminder to be careful of licensing when it comes to human expression. The earth, for publication purposes, once was flat and was the center of the universe.

Licensing of journalism has always been an instrument of censorship.

This article is reprinted with permission of its author and of Knight-Ridder's Long Beach Press-Telegram, where it first was published early this year.

Bagdikian is a professor in the graduate school of journalism at the University of California at Berkeley and a widely published news-industry analyst. Also a longtime reporter and editor, he is a former Providence Guild member and was the first president of the Mellett Fund for a Free and Responsible Press.

The first newspaper ever published in North America was suppressed by the British Crown because it "contained sundry doubtful and uncertain reports."

John Peter Zenger, 44 years later, became a mythic hero when he beat a censorship rap.

Tom Paine, the prime journalist of the American Revolution, made the mistake of writing the same ideas after the war, was called "the filthy Paine" by John Adams, and died poor, sick and disgraced.

Adams went on to become second president of the United States and threw a few editors in jail because they supported Thomas Jefferson, whom Adams, for the moment, considered a traitor.

AT THIS MOMENT in other countries there are hundreds of journalists in prison cells or exile because their authorities have forbidden them to practice "irresponsible" journalism.

But what about journalism that is probably false, but does not depend on perceptions or values? What about the report that says a document says "blue" when in fact the document says "red"? What about the journalist who admits to a lie?

There are journalists who lie or are disposed not to document a favorite idea or who grant themselves the privilege of improving on the truth.

The remedy for that is not universal or neat. But there are remedies and there are generally accepted convention among professional journalists.

A new reporter found lying probably would be fired; an experienced reporter without a good previous record might, too. If the lie or inaccuracy damaged someone, the journalist can be sued for libel, which can punish by financial penalty but still not silence the journalist.

If the journalist is corrupt and has broken the law, the journalist may go to prison, as a few have.

If official licensing is unconstitutional, is accreditation a plausible alternative? Should a profes-

sional body within journalism certify the training and basic skills of the journalist?

American journalists increasingly are professionally trained, and some news organizations give new reporters tests. But these have not been good indicators of competence, talent or probity.

Journalism requires sharpness and discipline of observation and skill in writing and analysis. These are subjective characteristics difficult to guarantee by training or detect by formal tests.

Janet Cooke, whose fabricated story won a Pulitzer Prize, later returned by an embarrassed Washington Post, was a college graduate and had done stories that satisfied one of the toughest newsrooms in the country.

And who is a "journalist" to be accredited to do what?

If the local school board has a meeting, will the reporter for the Daily Bugle be able to report on it—thanks to some official accreditation—while the "unaccredited" reporters from the Weekly Four Corners Clarion or the newsletter of Citizens for Better Schools are barred?

There has been an increase, but not enough, in mechanisms that allow those aggrieved by reporting to complain.

For the first time there is a national organization, The National News Council, to which complaints of journalistic malpractice can be sent. If the council decides the complaint is serious it investigates and issues a public report.

THAT INABILITY to ban some practitioners of the trade is part of the price we all pay for a system that leaves maximum room for expression.

But if there cannot be legal mechanisms for disciplining journalistic malpractice, and if court measures like libel inevitably will apply only in a small number of cases, freedom of expression, unhampered by official constraint, will be protected if more standard news organizations open their own channels for reader and viewer, response.

As they put it

The election day message

An army of 400,000 workers gathered in Washington on Sept. 19, 1981, to deliver a message of discontent with the direction in which the Reagan administration was heading.

Unemployment should be fought with jobs, not tax cuts for the rich, they said, and they protested the weakening of health and safety standards, the undermining of prevailing wage laws and the abandonment of compassion for the needy and the aged.

That was Solidarity Day I.

Because Congress responded inadequately, and the president not at all, the AFL-CIO designated the Nov. 2 election as Solidarity Day II.

Again, the American people have spoken, and it is time for the Reagan White House to listen.

The message clearly is not to "stay the course."

In numbers and enthusiasm unprecedented for an off-year election, the labor movement worked to elect its friends and defeat its enemies.

This did not always happen, of course. Nor could all the candidates be so simply categorized.

Nevertheless, in terms of labor's concerns, the new Congress should be a big improvement over its predecessors. And that's good—for all people, not just those who carry union cards.

There is work to be done in shaping a realistic program and rallying grass-roots support to move it through Congress. But we can take a few moments to relish the election and mull its significance.

We can delight in the voter rejection of a LeBoutillier—a particularly obnoxious right-wing ideologue—and of an Atkinson, who was a special target of Pennsylvania unions after he switched parties and embraced Reaganomics. And we will no longer have California's Rousselot to kick us around.

We share the disappointment of those labor-backed candidates who fought the good fight and in so many instances came astonishingly close to upset victories that would have turned this election into a total rout for the president's party.

We welcome back to the Senate—with enhanced majorities—those liberal Democrats who the New Right targeted for defeat.

In the statehouses, the new crop of governors will be taking a critical look at the small print in the Reagan administration's New Federalism proposal.

Two years ago, in the flush of the Reagan victory, most of the more moderate Republicans in Congress swallowed their qualms and voted—at least in the first year of the new administration—to give the president whatever he wanted.

Many of them survived this election only by stressing their distance from the president's program. Their votes in both the Senate and House can be decisive in the new Congress.

There is still a powerful conservative coalition, reduced though it may be in numbers. But it can be overcome by a coalition of mainstream Democrats and non-ideologue Republicans who read the lesson of this election as a call to change course, a demand for jobs and justice.

Adapted from an editorial in the Nov. 6 AFL-CIO News.

The Guild Reporter

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