

Murdoch's Boston plan: cut back ad staff

Boston—Rupert Murdoch, who the week before announced he has an agreement to take over Hearst's Boston Herald American if its employees and their unions agree to extensive cutbacks, revealed Nov. 22 that his demands include elimination of a dozen jobs and all job security for employees in the Guild-represented advertising department.

The revelation came when representatives of Murdoch's News America Publishing Inc. met with

Boston Guild leaders for the first time five days after the announcement that Murdoch would pay Hearst \$1 million, plus up to \$7 million from a percentage of future profits.

It was contained in News America's demand that the Guild agree to a six-month period during which the new management could dismiss any of the Herald American advertising employees it wanted in any order it might choose.

Under the demand, any of the 47 Guild-represented advertising employees fired during the 6-month period would be paid 150 percent of the contractual severance pay, but payment would come in 12 monthly installments and would be cut short if an employee took a job with any of a half-dozen other named Boston-area dailies.

News America representatives said Murdoch intended to cut the paper's advertising staff by about

a dozen employees, but they would not place any limit on the number of current employees who might be dismissed during what the representatives called the six-month "window period."

They did not explain how the paper's new owners planned to increase advertising linage with fewer employees in the ad department.

Continuing ad-market slippage, despite circulation gains in the year since the paper was con-

verted from a broadsheet to a tabloid reminiscent of the sensational papers published by the Hearst chain in its earlier days, has been cited as a major factor in the paper's financial losses, said to average \$1 million a month in 1982.

Hearst announced that it would "take steps to cease publication" on Dec. 3 if the 11 unions representing the paper's employees had not reached agreements with Murdoch. (Continued on Page 2)

The

GUILD REPORTER



OFFICIAL PUBLICATION OF THE NEWSPAPER GUILD (AFL-CIO, CLC)

Vol. XLIX, No. 21

Washington, D.C.

November 24, 1982



SUE CRAIG/Southern Ontario Guild

Guild Reporter 'read-in' in Eastern Canada?

Only coincidentally, as Guild leaders and members from Ontario, the Maritimes and Quebec gather in Toronto Nov. 13 for a forum examining the proposed agreement for merger of TNG and the International Typographical Union, with TNG President Charles A. Per-

lik, Jr., and Secretary-Treasurer Charles Dale as guides and resource persons. Participants worked from the Oct. 22 Guild Reporter insert setting forth the full, official text of the document. A similar session is set for Dec. 11 in Vancouver.

Ad-inside up \$134 in Manchester pact

Manchester, N.H. — A new, three-year Manchester Guild contract with the 65,000-circulation Union Leader and the New Hampshire Sunday News raises the minimum and over-minimum wages of covered employees by as much as \$134.15 a week and extends severance pay to resignations, in addition to discharges.

No minimum will be raised by less than \$90 a week over the term.

Top minimums for outside advertising salespersons, copy editors, reporters and photographers are increased by \$117.50 a week,

in increments of \$35, retroactive to Jan. 1, 1982, \$40 on Jan. 1, 1983, and \$42.50 on Jan. 1, 1984.

The increases take the top minimum for outside sales and copy editors to \$547.75 a week and that for the reporters and photographers to \$537.75.

An upgrading for inside classified salespersons raises their top minimum by \$134.15, to \$469.40 a week, with the increase coming in increments of \$40, \$46.05 and \$48.10.

Severance pay of one week's pay for each six months of service. (Continued on Page 6)

GUILD TO OTTAWA:

Data already justifies some VDT standards

Ottawa—There is no need for Canada or its provinces to delay adoption of health and safety standards on such things as visual conditions, the environment and equipment and furniture for VDT workplaces, TNG has asserted to Canada's Labour Minister, Charles Caccia.

Nor should the governments rely on employers voluntarily to institute such practices as rest breaks and eye examinations for VDT operators and to pay for

any corrective lenses they may need for VDT work.

"There is already an authoritative body of recommendations... based on research and experience" in those areas and standards and regulations should be "enacted into law without delay," TNG Canadian Director William H. McLeman wrote in comments to Caccia Nov. 16.

The comments were on the report of the government's Task Force on Microelectronics and Employment [Guild Reporter, Nov. 12].

The report, released Nov. 3, recommends that the federal and provincial governments continue research into VDT health and safety questions from which to develop health and safety standards in the future.

In the interim, it says, employers should adopt temporary measures to guard against the possibility that hazards do exist for VDT operators.

In calling for federal action without delay to require such (Continued on Page 4)



New York leadership backs merger plan

New York — The New York Guild's executive committee has unanimously endorsed the proposed agreement for merger of TNG and the International Typographical Union at the international level.

Its action also urges the local's delegates to the special TNG convention that will consider the proposal in January to support the agreement there.

The executive committee's ac-

tions came Nov. 15 on a motion by David M. Mulcahy, the local's second vice president and an at-large TNG vice president. It was seconded by Pat Smith, chairperson of the local's representative assembly and a member of its unit at the New York Post.

The merger agreement was completed Sept. 10 by special committees of the ITU and TNG, with New York Guild Executive Vice President Edwin R. Egan a

member of TNG's. On Oct. 20 it was voted unanimous approval by TNG's International Executive Board, which includes among its number both Mulcahy and Barbara Yuncker, TNG vice president from the region that coincides with the New York Guild's geographical jurisdiction.

The agreement will be the sole business before the special TNG convention, scheduled to begin Jan. 12 in Cleveland. If approved

there, it will go to referendum in both TNG and the ITU in March. The merger would be effective upon adoption of a constitution for the merged union—the Media Employees International Union, ITU/TNG—by a founding convention in July. [The full official text of the merger agreement was published in the Oct. 22 Guild Reporter.]

Echoing the IEB's action on (Continued on Page 6)



Sessions tackle stress, air, fumes as office hazards

Page 4

SONG petitions for rights for 118 in Hamilton

Page 3

ITU 'Guild unit,' printers shut out, launch tabloid

Page 7

WELLAND
GUARDIAN EXPRESS

Murdoch's Boston proposals include cutting back ad staff

(Continued from Page 1)

doth by Dec. 2. In all, the Guild represents about 135 employees in the business, circulation and maintenance departments as well as advertising, down more than 75 from just four years ago.

During the first five days following the Nov. 17 announcement of the Hearst-Murdoch agreement, News America representatives concentrated on talks with the union representing the paper's editorial department employees.

A directly chartered local of the AFL-CIO, it was said to have reached "agreement in principle" on a package believed to include selective staff cuts.

Murdoch has proposed to extend all the unions' contracts for a three-year period, with a 5 percent wage increase in the first year and cost-of-living adjustments of up to 5 percent in the final two years. All the paper's employees have been working under contracts that expired Dec. 31, 1980, without interim increases.

Other concessions sought from the Guild include the elimination of a ban on dismissals resulting from the introduction of automated processes and the imposition of a one-year limit on the time a person dismissed for economic reasons could remain on the rehired list.

Any staff cuts made among Guild-covered employees in the circulation, business or maintenance departments, would be made in accord with provisions of the Guild's contract, the Murdoch representatives said. They said they would seek to eliminate three clerical jobs in the circulation department, but put forth no other numbers of Guild-covered jobs to be eliminated.

The Wall Street Journal reported Nov. 18 that "a source close to the negotiations said . . . Murdoch is seeking to eliminate one-third of the 830 full-time po-

sitions" covered by the 11 unions.

Craft unions were being offered \$20,000 buyouts per employee.

Hearst representatives told the Wall Street Journal that their efforts to save the Herald American had included "unsuccessful approaches to the Boston Globe to enter a joint operating agreement."

The Globe, meanwhile, in telegrams to leaders of Boston newspaper unions, has said that it would expect any concessions the unions agree to at the Herald American to apply to the Globe as well.

Earlier, the Guild informed Murdoch of more than a half million dollars in liabilities from outstanding grievances over staff reductions already imposed.

Murdoch made a last-minute bid to take over the Buffalo Courier-Express in the wake of announcement by the paper's owner, Cowles Media Co., that it would close the paper Sept. 19 unless a "responsible buyer" came forth.

As in Boston, Murdoch made his bid for the Buffalo paper contingent on achieving concessions from the unions representing the paper's employees. No agreements were achieved, however, in the four-day period Murdoch reserved for working out concessions.

In Buffalo, as in Boston, Murdoch's bargainers demanded "selectivity" in making staff cuts, but in Buffalo Murdoch's representatives concentrated their "selectiv-

ity" demands on Guild-covered employees in the editorial department, while indicating they could do without the right to make selective dismissals among employees in other departments, including the Guild-covered advertising department.

Murdoch's representatives in Boston are accompanied by a pair of lawyers from the Cleveland firm of Baker & Hostetler. The same attorneys, representing Cowles, served as "facilitators" in Murdoch's talks with the unions in Buffalo.

Murdoch is one of several persons who have expressed an interest in buying Hearst's Seattle Post-Intelligencer. The existence of potential buyers for Hearst's Seattle paper has led a federal judge to block the U.S. attorney general's approval of a joint operation between the P-I and the Seattle Times. Appeals to that ruling are scheduled to be heard by the 9th Circuit Court in December.

Newsweek magazine, in its Nov. 29 issue, reported the following observation of Murdoch from a source described as "close" to the Australian publisher: "He has a very loose way of running the company. He keeps a stable of acquisition people in his office. I used to think they did things according to a grand design, but they're really just a bunch of guys with suitcases and airplane tickets."

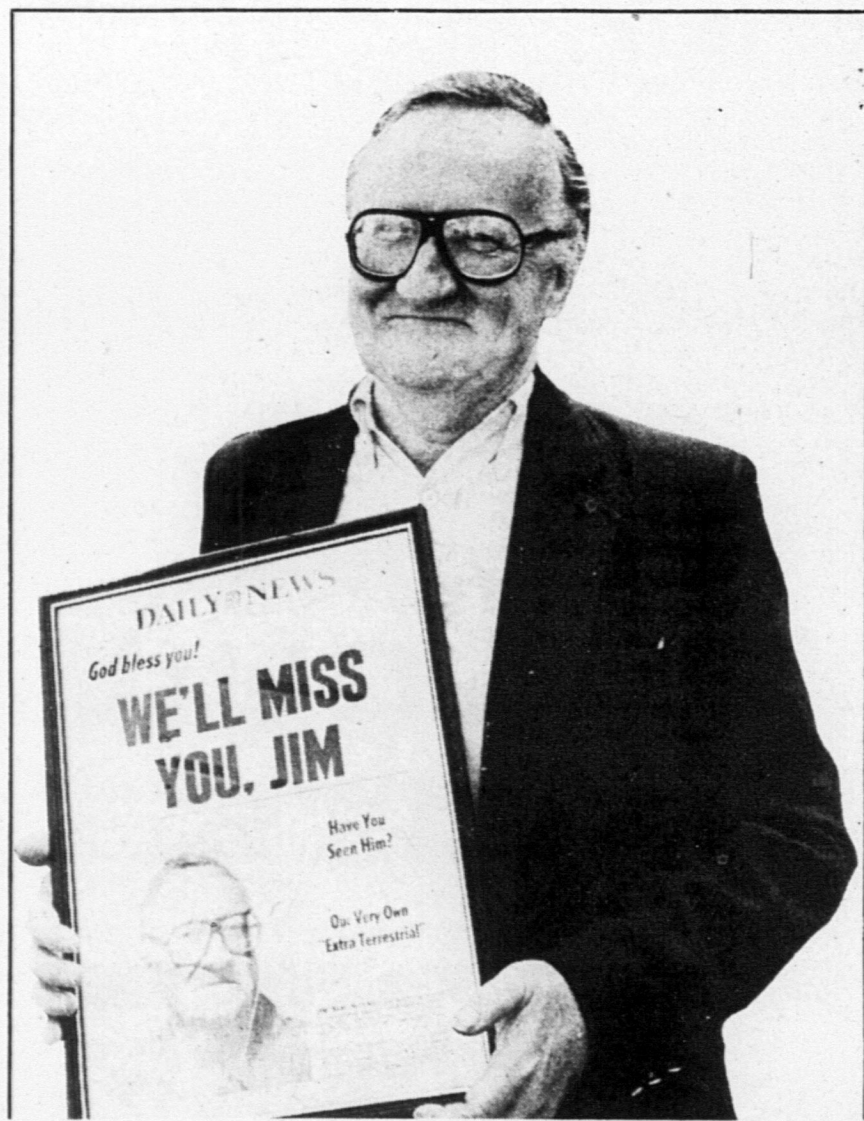
N.Y. Post nets charge over buyout proffers

New York—The New York Guild has filed unfair labor practice charges against Rupert Murdoch's New York Post over its "selectively" offering 150 percent of contractual severance pay to 39 employees in the Guild's bar-

gaining unit at the paper.

In the charge, filed with the National Labor Relations Board, the Guild said that the company's unilateral offer of buyouts to individual employees selected without regard to seniority and without agreement from the Guild was a violation of federal labor law.

Post management had announced its intent to offer the buyout to selected employees in the Guild's unit provided they resigned by Nov. 5. It had also set a Nov. 5 deadline on reaching



ELI HOLTZMAN/New York Guild, for "frontpage"

Farewell to N.Y. News unit's 'E.T.'

Jim McCurdy, long an active member of the New York Guild's unit at the Daily News, displays the mock front page co-workers presented him when he took the buy-out option offered employees in a staff-paring move [Guild Reporters, Aug. 13, Oct. 8]. McCurdy, a production department employee, had 36 years' service. Colleagues' tribute credited him with "all the ingredients of a lovable, warm sensitive creature" and dubbed him "the News . . . own E.T.," referring to the central character in the popular science-fiction movie.

agreements with all 11 unions representing the paper's employees on a company proposal that wages be frozen through 1984 [Guild Reporter, Oct. 8]. The unions' contracts with the Post run through March 31, 1984, and call for wage increases next March 31.

The Post also is seeking staff reductions in departments covered by the other unions and is offering \$50,000 cash buyouts to employees who voluntarily resign. Employees in the Guild's unit were the only ones targeted for selective buyout offers, which Executive Vice President Edwin R. Egan labelled a "hit list" of persons management disliked.

While the Drivers' union was

continuing to meet with representatives of the Post, talks with the other unions had been suspended as the Nov. 5 deadline passed.

The unions had proposed a package similar to recent agreements with the Daily News.

Meanwhile, the Local reported that two Guild-covered employees responded to the Post's offer of 150 percent of severance pay in return for their jobs, against the Guild's advice, and that both were terminated with straight severance pay only. The Post's offer of enhanced severance pay had been conditioned on "enough" people accepting, but the Post gave no indication of how many that might be.

Three big chains outbid for Florida dailies

A Georgia-based newspaper company has outbid three major newspaper chains and is buying the morning-evening-combination dailies in Jacksonville, Fla., for an estimated \$200 million.

William S. Morris III, chairman of Morris Communications of Savannah, outbid Gannett, Cox Newspapers of Atlanta and Capital Cities Communications, for the Jacksonville Journal and Florida Times-Union, put on the block by CSX Corp.

In addition to the Jacksonville dailies, with a combined circulation in excess of 200,000, Morris also is acquiring a small daily in St. Augustine, Fla., and a Jacksonville commercial printing operation from CSX, a railroad company formed by merger of the Chessie System and the Seaboard coast Line. Seaboard had owned the properties for years.

Based on CSX reports that the sale would yield after-tax returns of \$2.50 to \$3 a share, analysts

estimated the transaction involved \$190 to \$200 million.

Bruce Thorpe of the Morton Research team of Lynch, Jones and Ryan, calling it "unusual for anybody to outbid Gannett," said that while the sale involved "a lot of money . . . every acquisition in the past few years has seemed like a lot. Its a good property in a solid market."

Morris Communications already owned 70,000-plus combined-circulation dailies in Savannah and Augusta, Ga., and in Amarillo and Lubbock Texas. It also owns a 20,000 combination-circulation, morning-evening dailies in Athens, Ga., and a 6,600 daily in Juneau Alaska, as well as five weekly and two monthly publications.

Corrections

The price of copies of TNG's 1982 Constitution is 70 cents each when ordered in quantity, rather than 75 cents each as reported in the Nov. 12 Guild Reporter. Single copies are free.

The cassette that accompanies a slide show exploring the creation and operation of local union health and safety committees was incorrectly identified as a "video" cassette in the same issue; it is an "audio" cassette.

And the issue's report on Ca-

nadian researchers' tests for hazards from extremely low frequency (ELF) and very low (VLF) emissions from VDTs [Page 4] misquoted their evaluation of VLF emissions on the central nervous system.

They said that "the electric field intensities to which operators of VDTs may be exposed are at least one thousand times lower" [not "longer"] than the thresholds of safety estimated by another researcher in a 1979 study.

Clip & Mail

SOLIDARNOSĆ

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

The Guild Reporter (ISSN: 0017-5404) is issued semi-monthly, 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.

SONG files for unit in Hamilton

Hamilton, Ont.—The Southern Ontario Guild has petitioned the Ontario Labour Relations Board for certification as representative of the 118 editorial-department employees of the Southam chain's Hamilton Spectator.

The unit includes all the reporters, desk employees, copy clerks, librarians and photographers employed by the 147,000-circulation evening daily. Hamilton is located 40 miles southwest of Toronto on Lake Ontario.

The local's Nov. 22 petition was supported by membership applications from more than 55 percent of the employees.

Under provincial labor law, a union is certified as a group's bargaining representative without an election upon a showing from

55 percent of the members of a proper bargaining unit.

TNG International Representative Frederica Wilson is assisting the local in the organizing effort. Members of the local's Toronto Star and Globe & Mail units, some of them former Spectator employees, helped in the drive to sign up members.

The Spectator is the second Southam paper in Southern Ontario where new employee groups have been organized in recent months.

The recently chartered Windsor Guild was certified as the bargaining representative for 88 editorial-department employees of Southam's Windsor Star on Oct. 29. It had petitioned for bargaining rights on Sept. 27.



Wilkes-Barre humanitarian award

Wilkes-Barre Guild member and Citizens' Voice news director Paul Golias, right, presents Wilkes-Barre Labor Council's first "Humanitarian of the Year" award to Dr. Jules Ayers, pastor of the city's First Presbyterian

Church. Also on hand for the ceremony is AFL-CIO Secretary-Treasurer Thomas Donahue, left. In accepting the award, Ayers charged some U.S. corporations with a growing insensitivity to the needs of people.

WBNG signs contract with PR, publicity firm

Washington—The Washington-Baltimore Guild has signed an initial contract with the Kamber Group, a public relations and publications firm specializing in service to unions and other advocacy organizations.

The agreement, covering the firm's 20 employees, establishes minimums and progression schedules for 11 "professional," clerical and accounting jobs.

It includes provisions for a five-day, 37½-hour work week, up to three weeks' vacation, and 10 annual holidays, as well as a

voluntary political action check-off.

The contract's top minimums include: account executives—\$586.53 a week; production assistant/researcher—\$375 a week; accounting clerk I—\$500 a week; artist—\$442.30 a week; secretary I—\$456.73 a week; accounting clerk II—\$375 a week; clerk-typist—\$365.38 a week; messenger—\$312.50 a week.

The agreement is believed to be the only extant union contract covering all nonsupervisory employees of a public relations firm.

S. African news chains urged to bargain

Washington — TNG President Charles A. Perlik, Jr., has called on the managements of South Africa's two largest newspaper publishing companies—the Argus chain and South African Associated Newspapers—to reconsider their decision to withdraw from a board through which they bargain jointly with the South African

Society of Journalists (SASJ).

The companies announced their intent to abandon the National Conciliation Board after the SASJ refused to agree to regional salary differentials.

The SASJ, composed primarily of white news workers, and the Media Workers Assn. of South Africa, composed primarily of

blacks, are both affiliates of the International Federation of Journalists, as is TNG.

In cables to managing directors of the two newspaper chains, Perlik called their actions "destructive of collective bargaining principles we hold in common with SASJ," and urged that the decision be seriously reconsidered.

'Advisory' arbitrations saving time, money

By **BRUCE R. NELSON**
President, Twin Cities Guild

St. Paul, Minn.

THIS IS ABOUT how to resolve grievances for \$50 apiece.

Now that your attention has been captured, based on an appeal to the miserly instincts of anyone even remotely connected with local budgets, a few words of background.

The year was 1981 and the grievance load at the St. Paul Dispatch and Pioneer Press had zoomed well into double digits. While such a heavy grievance load may be not unusual for many local unions, it was a sudden and dramatic change for the Twin Cities Guild's St. Paul unit where, for years, the number of grievances pending at any one time seldom surpassed three or four.

Local leaders faced some tough choices. They could take each case to arbitration. Given the amount of time and money it takes to process a single case, that could have meant an expenditure of close to \$100,000 and literally years of preparation and hearing time. Another option was to let at least some of the grievances die a natural death. That, of course, would have amounted to a breach of the Guild's legal and moral duty to represent its members.

Faced with those two undesirable choices, the Guild's executive secretary, John Carmichael, came up with a better idea. He suggested that the Guild and the company submit the grievances to a system of "advisory arbitration" in which an arbitrator would hear brief arguments in an in-

formal setting and issue immediate "advisory" opinions.

Management of the St. Paul newspapers also was interested in a way of resolving the cases without spending a lot of money and time. It agreed to experiment with Carmichael's idea. Here's what happened:

THE PARTIES agreed to submit the disputes to James Hetland, Jr., a local arbitrator who had gained the respect and trust of both through a number of previous arbitrations.

Under the experimental agreement, Hetland would hear brief arguments on all of the grievances. He would then tell the parties how he would be inclined to rule if the grievance had been submitted to him for a formal decision.

It was understood, however, that Hetland's opinions would be advisory only. Either the Guild or the company could reject his advice and move any grievance into the final and binding process of formal arbitration. Hetland would simply hear the facts and the arguments and say how he thought the case should be resolved. Both sides also agreed that no lawyers would be used in the hearing.

When the system was first used—the fall of 1981—there were 17 grievances. By the time Hetland came in to hear the cases, nine of them had been resolved. Not unlike the negotiations where the parties sharpen and revise their positions as they enter crisis bargaining, each side took a new look at their cases, knowing that they would have to justify their positions

before Hetland. The Guild withdrew four grievances; the company, five.

When Hetland entered the scene, eight grievances remained unresolved. The parties spent most of one day reviewing the facts and arguments of those cases. The setting was very informal. Representatives of both sides simply summarized the evidence. Witnesses were kept to a minimum and, when used, their testimony was kept very brief.

The grievances ran the gamut, from a discharge to a complicated question involving the issue of past practice in the payment of night differential.

At the end of each presentation, Hetland told both sides how he would decide the grievance had it been before him in a formal arbitration. Although it is always difficult to categorize any arbitration award in terms of a simple win-loss outcome, Hetland's advisory opinions generally favored the Guild in four cases and the company in the remaining four.

Although both sides were free to reject any of Hetland's advice and move directly into formal arbitration, it didn't happen. All eight grievances were resolved along the lines of the arbitrator's informal recommendations.

AND THERE LIES the paradoxical key to the success of the system. In order for it to work, both parties had to remain free to reject the advisory opinion. But use of that freedom—at least a widespread use of it—to reject Hetland's recommendations would have rendered the exercise useless. As it turned out, both sides were satisfied that the outcome of the individual

grievances would not have been substantially different had they invested thousands of dollars and months of time in presenting them in formal arbitration.

The results of the exercise were encouraging enough for both sides that they returned for a second round this fall. This time there were only three grievances. Hetland recommended upholding the Guild's position on two of them, siding with the company on the third. Again, both sides agreed to abide by all of the recommendations.

In the end, the informal arbitration process has been responsible for resolving 20 grievances in one year. The total cost to the Guild has been less than \$1,000—or \$50 per grievance.

TWO ADDITIONAL observations about the system need to be made:

✓ The nature of the advisory process means that none of the arbitrator's recommendations serves as any kind of precedent. There are no published awards. In fact, Hetland's recommendations aren't even put in writing. The parties merely exchange letters resolving the grievance along the lines recommended by Hetland, without referring to the arbitration. Aside from the normal weight of past practice, the resolution of the grievance will carry no precedential value in future cases.

✓ Although the system worked well with these 20 grievances in St. Paul, it is by no means designed to handle all grievances. It works best in those cases where the dispute is centered upon contract interpretation rather than one where there is considerable disagreement over the facts.

NYCOSH SAFETY CONFERENCE

Stress, air and chemicals examined as work hazards

By MARTIN J. WATERS
Wire Service Guild

New York—Office workers were urged at a health and safety conference here to take a closer look at the hazards of office equipment and machines, examine the adequacy of building ventilation systems and bargain for anti-stress clauses in their contracts.

"Just because it's safer and healthier to work in an office than in a coal mine doesn't mean it's healthy enough," said Jeanne Mager Stellman, executive director of the Women's Occupational Health Research Center at Columbia University.

She was the main speaker at a Nov. 20 conference on office hazards sponsored by the New York Committee For Occupational Safety & Health (NYCOSH). About 230 people, including several New York and Wire Service Guild members, attended at the headquarters of District 65 of the United Auto Workers. The New York Guild was a sponsoring organization.

Conference sessions and workshops were devoted to hazards encountered in working with VDTs, in chemicals found in offices, in air pollution and in a variety of occupational stresses.

Job-induced stress, Stellman said, is both a psychological and physical malady.

"Stress affects the way your body functions. There is not a single disease whose course and outcome is not affected by stress."

Workshop participants listed the following as sources of stress:

Lack of job security, night and erratic work hours, inflexible work schedules, speedup, noise, poor ventilation and heating, frustration over lack of clear advancement procedures, routinization of work through computerization, and sexual and racial harassment.

The effects range from headaches and insomnia to ulcers, alcoholism and heart attacks, they said.

Workers can personally alleviate stress through good dietary habits and exercise, both on the job and away from it, said Marsha Love, chairperson of NYCOSH's New Technology Committee.

She recommended a pamphlet, published by Tilden Press in Washington, D.C., entitled "Do it at your desk," as a guide to stress-relieving on-the-job exercises. But Love and Ilene Winkler, co-leaders of one workshop, cautioned against workers or their

unions relying only on self-treatment of surface manifestations of workplace stress. They must get at the sources of stress by bargaining improved conditions, they stressed.

"Stress is not an individual problem. It comes from what happens to you at the work place. A lot of so-called expert advice will tell you, for instance, to drink less coffee and you'll feel better, but that's only treating a symptom," said Winkler, a steward with Local 1101 of the Communications Workers of America.

"We don't all have the luxury of changing jobs," she said. "Organizing to improve the conditions under which we work is the best way to deal with stress."

Another source of physical discomfort and illness in offices also is invisible: Inadequate amounts of fresh air can produce a stale atmosphere laden with tobacco smoke, ink and glue fumes, ozone from some photocopiers and other chemical pollutants. The air can be short on oxygen, especially in buildings that are sealed tightly for energy conservation.

Symptoms of inadequate ventilation and temperature control include headache, dizziness, sore throat, eye irritation, skin dryness, rashes and drowsiness, according to Jim Duffy, a safety and health representative for Local 1150 of the CWA and a member of the NYCOSH executive board.

A brochure issued by the Women's Occupational Health Resource Center outlines the basics of ventilation:

Location and number of vents, layout of ducts and how the system operates.

It poses questions that require engineering investigations:

Is the system shut off at night? Are vents obstructed or poorly located? Have subdividing walls left some areas unventilated? Does the system have a smoke detector? Is the flow adequate? Is too much dirty air being recirculated?

No federal occupational standard exists for office ventilation, according to Tom Cutter, a ventilation engineer who participated in the workshop. A system introducing one-third fresh air is one minimum standard often used by engineers and recognized as a minimum in some cases under New York City regulation, he said.

The widespread use of windows that cannot be opened and in-

stances of cutbacks in use of ventilation systems—including overnight and on weekends—are money-saving measures that degrade air quality, Cutter said.

Ventilation has become more important as new equipment and processes increase the presence of air-borne pollutants in offices.

Potential problems include asbestos, used as insulation in many office buildings erected between 1958 and 1970. Others include formaldehyde, also from insulation; ozone and organic solvents used in photo-copying equipment, and chemicals used in carbonless copy paper and duplicating equipment.

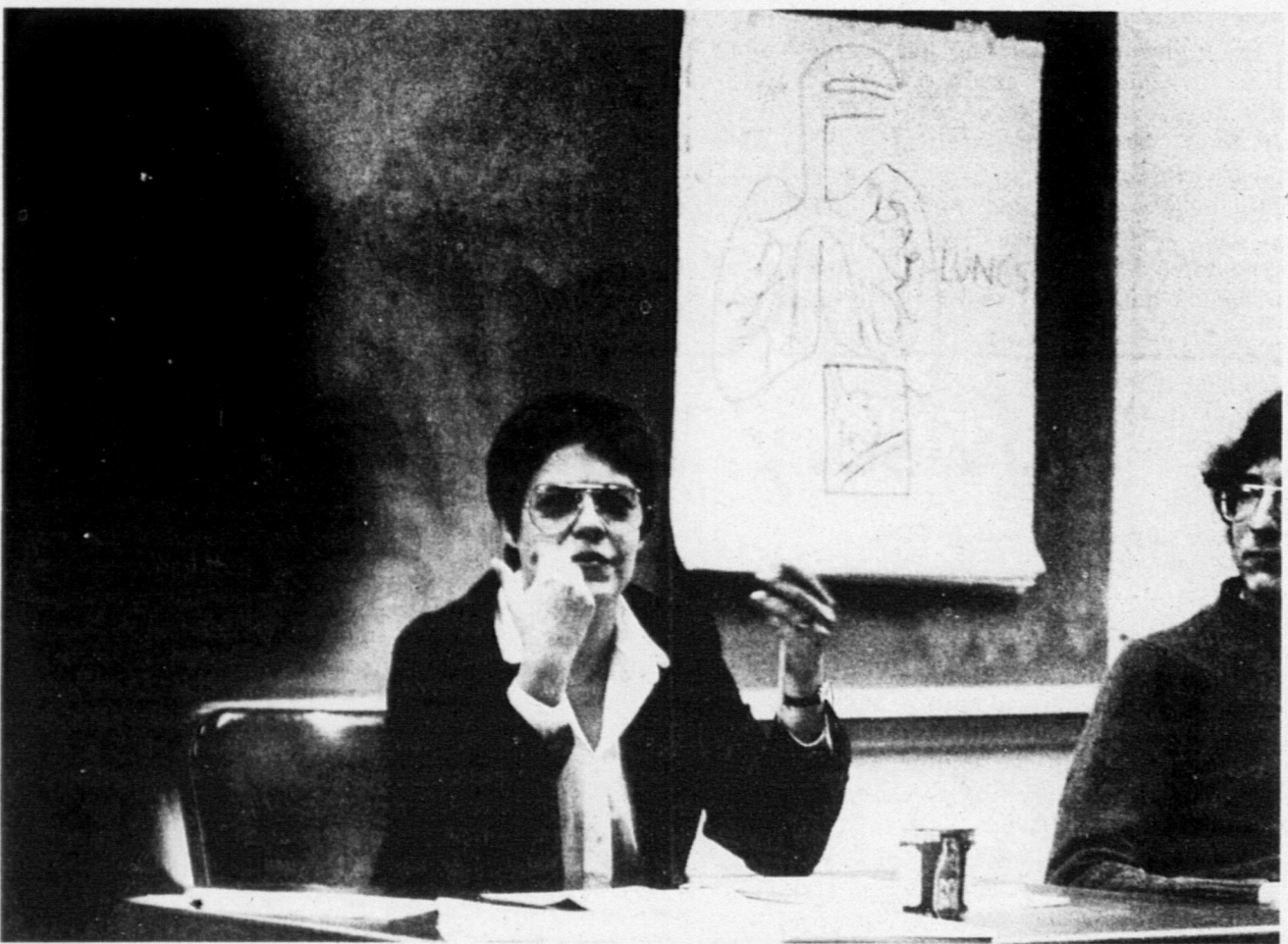
Photocopiers and other equipment should be housed in specially ventilated areas separated from main work areas, Duffy said.

Relocation of office equipment is only part of the solution to poor office design recommended at the conference. Recommendations from a recent Blue Cross-Blue Shield study were cited. Installation of new work stations, better lighting and other improvements brought an annual productivity increase of 5.5 percent, far above the 0.4 percent U.S. average.



JONATHAN WENK/United Auto Workers

STRESS WORKSHOP PRACTICES IN-PLACE TENSION RELIEF
Nurse Laura Zabriskie, foreground, led participants, including Larry Nathanson, N.Y. Guild Post unit health and safety chair.



SKETCH OF LUNGS, BACKGROUND RIGHT, ADORNS WORKSHOP ON OFFICE CHEMICALS
Lee Clarke, of State, County and Municipal Employees Council 37, center, leads discussion.

Some regulations are urged for VDTs now

(Continued from Page 1)

measures as hourly rest breaks, annual eye examinations and employer provision for corrective lenses. McLeman noted that both federal and provincial action is necessary before VDT health protections will be universally effective and called upon the federal government to "point the way."

The Guild, McLeman said, "wholeheartedly welcomes" the program of government action on VDT safety recommended in the report and applauds the proposals for funding of additional research into the adequacy of standards of acceptable radiation levels and the methods of testing for emissions.

He suggested specifically that Canada undertake a "large-scale

epidemiological study" of birth abnormalities among VDT operators to resolve the question that has caused "widespread alarm among female VDT operators."

The study preferably would be "longitudinal . . . to supplement the retrospective study soon to be undertaken by the U.S. National Institute for Occupational Safety & Health" [Guild Reporter, Nov. 12], McLeman added.

The Guild also "strongly seconds" the task force's call for research on the presence of PCBs (polychlorinated biphenyls) in the VDT environment "in view of PCB's known carcinogenic characteristics and their effects on the reproductive system," McLeman said.

He also said that the Guild, one of the first unions to become

involved with health and safety concerns about VDTs, endorses "without reservation" the task force's proposals for legislation to make health and safety committees "a permanent feature" of workplaces with more than 50 employees and that electronic monitoring of work "be prohibited as inconsistent with human rights legislation throughout Canada."

Caccia has said that he plans to introduce legislation based on the report's recommendations for the safety committees as early as next spring.

He also has said that whenever he meets with employers on the subject of VDTs he will "suggest" that they implement voluntarily such other task force recommendations as:

for work on the machines and hourly work breaks for VDT operators;

✓ Employer payments for annual examinations of VDT operators' eyes and for any special corrective lenses required.

✓ Granting pregnant VDT workers the right to transfer to other tasks during their pregnancies without loss of pay or seniority and other rights.

While there is disagreement about the safety of working on VDTs, Caccia told Liane Heller of the Toronto Star, "too many people use them to take chances with their health."

About 250,000 VDTs are in use across Canada and an estimated 400,000 Canadians use the machines during at least part of their work day, Heller reported.

N.Y. to get bill on VDT safety

New York—The chairperson of the New York State Assembly's Labor Committee told NYCOSH's conference on office work hazards that he will sponsor legislation to establish health and safety standards for the use of video display terminals.

Frank Barbaro, Democratic assembly member from Brooklyn, said he expects to introduce his bill early in 1983. It will be modelled on one of the bills introduced in Ontario last year.

"There's a big push to change the whole industrial base to high technology in our state that makes this very crucial," Barbaro said.

AP finds Compuserve no threat to print

New York—Electronic home delivery of daily newspaper and wire service reports pose "no clear and present danger" to the newspaper industry, the Associated Press has concluded following a two-year experiment in conjunction with Compuserve and 11 daily newspapers.

But, AP said, "if there is advice to be found" from the Compuserve experiment, it is that publishers' participation in electronic information delivery systems is "prudent."

In a report issued to other participants in the Compuserve experiment that began in July 1980, the news service predicted that the "dangers and opportunities" from electronic publishing lie in the future.

Its report, produced by Lawrence Blasko, AP's director of information and technology, was supported by data compiled by RHM Research, Inc., of Fair Lawn, N.J., and the research firm's own report.

The researchers found that only five percent of users' calls on the system were for information from newspapers.

Knight-Ridder has reported that news was the second most popular feature in its Viewtron experiment, in which it placed videotext systems in 200 homes in Coral Gables, Fla. It reported that electronic mail was by far the most popular feature of the system. Following news, were shopping and banking services.

The Compuserve Information Service, based in Columbus provides users access to more than 150 "databases," including games, electronic mail services, personal computing services and business data, as well as the news text from participating daily papers and the wire service.

Compuserve subscribers had grown to 28,000 by June this year, while another 100 households were furnished the service and provided terminals without charge during the two-year test period.

Of those who received the service without charge, so-called "real people," nearly one-third opted to continue the service, which is available during off-peak evening hours at a rate of \$5 per hour.

Of the customers who subscribed to the service, 94 percent were men. Most of them had college educations, were between age 22 and 49 and held "white-collar" jobs. And one-third of them had annual earnings of \$50,000 or more.

The study found that interest in the electronically delivered newspaper declined over time.

During the final five months of the experiment, while customer uses of the system increased, the number of times one of the newspapers was summoned to the screen dropped rapidly.

Last February, the system was used 5,882 times, with 1,200, or

20.4 percent, of the calls for text from one of the newspapers. By June, however, only 136, or 2 percent, of 6,681 uses of the system involved a newspaper.

During the last eight months of the trial, "roughly a third of the paying customers looked at an electronic newspaper just once; roughly a fifth looked twice," the AP reported, while 15 percent of the customers looked at a newspaper 10 times and 10 percent called up an electronic newspaper more than 11 times.

In June, the last month of the trial, 13 percent of Compuserve's customers accounted for 49 percent of the audience for the electronic newspapers, AP said.

The news reports that proved most popular were those provided by AP, the New York Times, the

Washington Post and the Los Angeles Times.

"Little or no product tailoring" for electronic delivery was performed by the newspapers participating in the experiment, the researchers observed.

While users in households that received the Compuserve service without charge spent slightly more time reading news reports than paying customers did—an average of 6.5 minutes versus an average of no more than 5 minutes—researchers found that those who received the service free still preferred "a regular, printed newspaper" over the electronic delivery. These users found the words difficult to read on the video display terminal, the researchers reported.

Compuserve's games and elec-

tronic mail—through which users can communicate with one another—proved the most popular features among the "real people."

Other newspapers that participated in the experiment were the San Francisco Examiner and Chronicle, Columbus Dispatch, Norfolk Virginian-Pilot and Ledger-Star, Minneapolis Star and Tribune, Atlanta Journal and Constitution, St. Louis Post-Dispatch and Middlesex News of Framingham, Mass.

Four of the daily papers—the Washington Post, Columbus Dispatch, Middlesex News and St. Louis Post-Dispatch—have indicated that they will continue to feed material into the Compuserve system. AP has said it will provide a news report tailored for home consumption.

Publishers join electronic systems to reserve share in future market

Though interactive videotext and viewer-activated teletext systems still may be a technology in search of a market, many publishers are associating themselves with these developing systems in an effort to ensure they will have a share in what many predict will be the information market of tomorrow.

Knight-Ridder, through its Viewdata subsidiary and in conjunction with the American Telephone and Telegraph Co., intends to begin commercially marketing its Viewtron videotext system to 5,000 subscribers in the vicinity of Coral Gables, Fla., by the middle of 1983.

Knight-Ridder and AT&T in a joint experiment last year placed the system in 200 homes in Coral Gables without charge. The service, delivered via telephone lines, included news from both Knight-Ridder's Miami Herald and the Associated Press as well as shopping and banking services, electronic mail, investment and business information.

Knight-Ridder also has agreements with Affiliated Publications, Capital Cities Communications and the A. S. Abell Co. to market its videotext system—including

local news from their respective papers in Boston, Kansas City, Fort Worth and Baltimore.

Keycom Electronic Publishing, a joint venture by Honeywell, Centel Corp. — an independent telephone company — and Field Enterprises—publisher of the Chicago Sun-Times—has announced plans to market a teletext information system nationwide via a satellite-transmitted cable television system.

The service, which would be available to 85 percent of the country's cable television subscribers, would include continually updated news, along with a variety of other information and games.

Teletext systems are one-way transmitters, unlike videotext in which the user can send messages. Like the videotext user, however, the teletext user selects and holds on the screen the information desired.

Subscribers will pay \$19.90 a month for the Keycom system. Initially, subscriber fees will be the sole revenue source, but the addition of advertising is anticipated. Industry analysts report that more than 100 advertisers now are involved with videotext experiments, more than twice the number two years ago, according to Advertising Age.

Time Inc., meanwhile, has entered a joint venture with Copley Press Inc., publisher of the San Diego Union and Tribune, to test a teletext news service in 150 households subscribing to a cable television network in Southwestern California.

Phoenix Newspapers, Inc., pub-

lishers of the Arizona Republic and Phoenix Gazette, have signed on with Videotex America to explore the marketing of a videotext system in the Phoenix area.

Videotex America is a joint venture between Times Mirror and Informart, a subsidiary of the Canadian Torstar and Southam publishing companies.

Perhaps the most widely used videotext service currently available is Dow Jones' News/Retrieval Services, which concentrates mainly on financial and business information. The system has more than 44,000 subscribers and expects to pass the 200,000 mark by 1986.

The Source videotext system, owned by Reader's Digest, having determined that home usage of its service is poor, is re-orienting the system to concentrate on its business and professional customers, who comprise most of its 21,000 subscribers.

While some experts are predicting that videotext will make its way into as many as 15 percent of the country's homes by 1990, and others that the systems will then be generating revenues of \$10 billion, no one yet foresees the demise of the printed word.

As Jaye School put it in the Aug. 2 issue of Barron's: "It's tough to carry around a terminal, much less cuddle on the couch with one. . . . But perhaps the most compelling reason for retaining faith in newspapers, magazines and other printed material is that videotext is not really suited for long periods of reading."

Survey finds many news publishers seeking an interest in cable channel

Most daily newspaper publishers who participated in a survey by the International Newspaper Advertising and Marketing Executives said they are interested in acquiring a cable television channel in their area.

"Presstime," the American Newspaper Publishers' Assn.'s magazine, reported that 114 of 145 publishers responding were interested in such an acquisition.

Twenty-six of the respondents said they are currently operating a cable information channel, compared to four of 106 respondents to a similar poll last year.

Among the 26 operating a cable channel, 14 are selling classified advertising on the channel, 13 are selling display ads and one reported sale of national ads.

Forty-four publishers reported that they were negotiating for acquisition of one or more cable channels, while 71 said they were considering seeking a channel.

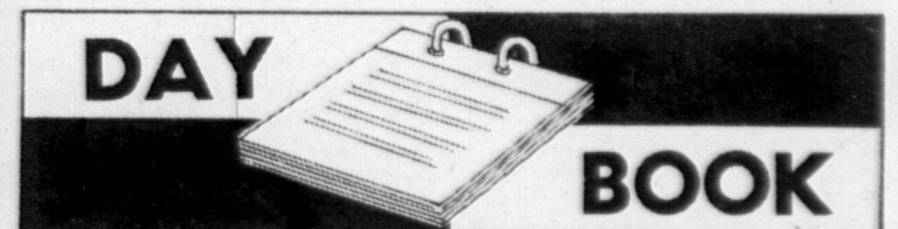
Of 21 publishers who said they had concluded negotiations over a cable broadcast outlet, 14 reported a successful conclusion and four unsuccessful outcomes.



Central Californians brush up on organizing

TNG International Representative G. Richard Pattison conducts an organizing workshop for members of the Central California Guild Oct. 16. The day-long organizing forum, held in

Stockton, preceded an evening meeting of the local's executive board. The Central California local includes units in Sacramento, Fresno and Modesto, as well as Stockton.



Western Canada forum on proposed agreement for merger of TNG and the ITU, Dec. 11, Vancouver.

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.

Guild Service Award; entry deadline, Jan. 3, TNG headquarters, Washington.

1982 Heywood Brown Award, entry deadline, Jan. 3, 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, 1 p.m., Jan. 12-17, 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. 22-23.

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

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

ITU amendments in line with merger plan

Colorado Springs—The International Typographical Union's membership has overwhelmingly ratified a series of amendments to the ITU Constitution, including several which change significantly the union's convention-voting and strike-lockout procedures and policies.

The latter, along with other constitutional amendments in recent years as well as changes in the union's by-laws during the same period, have made the ITU's structure, policies and procedures almost identical in several key areas to those in the proposed agreement for merger of the ITU and TNG at the international level.

Margins of approval in an ITU-

wide referendum Oct. 20 ranged from just under 2 to 1 to more than 3 to 1, according to tabulations by the ITU Canvassing Board reported Nov. 3.

The ITU's 124th Convention early in August had approved the constitutional amendments and sent them to referendum for ratification. They are effective Jan. 1.

One set of the amendments provides for roll-call votes on any question before a convention upon motion of delegates from 25 locals and for each local to cast as many votes as it has active members in all roll calls, with each local's votes apportioned equally among its delegates.

The amendments were ratified by a vote of 32,289 to 9,232,

a ratio of about 3½ to 1.

Previously, in roll calls on policy questions each delegate was entitled to cast a single vote and policy roll calls were taken upon request of 25 delegates, without regard to the number of locals they might represent.

Constitutional amendments in 1981 had changed the ITU's procedure for nominating candidates for international office to provide for nominations at conventions, as in the Guild, and, when more than two might be nominated for any office, to provide for parring to two candidates by roll calls in which locals vote their memberships. (Previously, the ITU had a nominating system under which any number of declared candi-

dates could gain places on the ballot by being voted endorsements by specified numbers of locals.)

It was the first time provision was made to guarantee that a local's relative membership strength would be reflected in a convention so long as it sent at least one delegate.

Under the proposed TNG-ITU merger agreement, convention delegates would vote their locals' active membership plus 50 in roll calls, dividing evenly among each local's delegates its votes.

Also, nominations would be at conventions and roll calls would pare nominees to two for each office in the merged union.

Another set of amendments ratified by the ITU membership Oct. 20 expands permitted uses of the ITU Strike Fund and permits locals to take strike authorization votes without first obtaining permission from the ITU Executive Council.

These were approved by a vote of 25,734 to 15,209, a margin of about 1.7 to 1, the closest in the referendum.

Locals now are required only to notify the ITU president before they take a strike vote and again of its result. A majority vote by the ITU Executive Council still is required for a strike to be sanctioned and any members or locals who strike without sanction "forgo all claims" to financial aid from the ITU.

The merger agreement would require that the International Executive Council be kept informed of developments that could lead to a strike or lockout and would require IEC approval before in-

ternational funds could be used.

Permitted uses of the ITU Strike Fund now include payment of "essential expenses incurred for activities in lieu of a strike or necessary in the processing of a strike or lockout," in addition to payment of benefits to striking or locked-out members, previously the sole permitted use.

Under the proposed merger, defense fund expenditures would be authorized for "strike activities, other activities defensive in nature and for other purposes authorized by convention action or referendum."

A change in the ITU By-laws enacted by its 1982 Convention mandates election of an Elections Canvassing Board by conventions at which nominations are made for ITU offices and sets the board's size at five members.

Previously, the canvassing board was appointed by the candidates for president, for secretary-treasurer and for first vice president.

The merged union would have an International Election & Referendum Canvassing Board of five members elected at conventions to two-year terms.

In 1979, the ITU amended its constitution to broaden the definition of the union's jurisdiction from only "printing and . . . mailers and kindred trades" to encompass the "graphic arts, news and advertising media and communications industry" at large.

The merged union's jurisdiction would include "graphic arts, newspapers, magazines, books, advertising, electronics and such other areas as are deemed to be in the best interests of the organization."

N.Y. leaders back merger plan

(Continued from Page 1)

the proposed agreement, the New York executive committee termed it a "workable blueprint for an enduring and aggressive new international union" in the communications industry that will enable the combined memberships to "realize their fair share of the wealth they help create."

Noting the agreement's development during nearly five years of "careful and conscientious negotiations," the New York resolution also said the merger would create a new union whose combined resources and consolidated policies and procedures would be more effective than either predecessor union alone in meeting "the challenges of a changing industry," advancing and protecting members' interests and being able to "more quickly organize the unorganized, while retaining the democratic practices that have characterized" both TNG and the ITU.

The New York leaders' action came just two days after leaders and members of Guild locals in Eastern Canada met in Toronto

for a afternoon-long examination of the proposed agreement with TNG President Charles A. Perlík, Jr., and Secretary-Treasurer Charles Dale.

A similar session has been scheduled for Dec. 11 in Vancouver for locals in Western Canada.

Similar sessions the three previous weekends at the six district councils of Guild locals drew resolutions endorsing the agreement from four of them — the Western, Middle-Atlantic, Great Lakes and New England councils [Guild Reporter, Nov. 12].

Meanwhile, individual leaders of at least two Guild locals also announced their support of the proposed merger, as has the secretary-treasurer of the ITU's oldest local, Columbia 101 in Washington, D.C.

George Randol, administrative officer of the Central California Guild, wrote in the October issue of its Guild Journal that he'd "like to sign in early as promoter" and invited members who agree or disagree to state their case as well in future editions of the Journal.

Other Central California Guild leaders who have announced their support include President Bob Bondi, Vice Presidents Mary Sanchez and Gene Turner and Past Presidents Mike Otten and Rosanne Boyer, Randol reported.

Robert E. Bruner, executive secretary of the Pacific Northwest Guild and a member of TNG's Special Merger Committee, also announced his backing of the proposal in the October edition of its publication, the PNNG Bulletin.

Robert E. Petersen of the Columbia Typographical Union, a member of the ITU's Merger Negotiating Committee, announced in his local's November Bulletin that he is "wholeheartedly supporting" the proposal "in spite of several problems I have with the document, because the bottom line is to have a viable union to represent people working in our industry."

He said it is his "firm belief" that the merger would "make for a much stronger union, especially in the newspaper branch."

He pointed out that the Union Printers' Home has already been made an entity separate from the ITU and that it will survive for many years on its income from sale and lease of more than a hundred acres of the land surrounding it.

Noting some members' concern about the end of the ITU mortuary benefit, Petersen pointed out that "because of sheer economic factors, with or without a merger our union must decide to either raise dues or abolish the mortuary benefit in the very near future." Paid in recent years from current dues receipts, the benefit has been costing the ITU about a million dollars a year.

The president of the ITU's largest local, Bertram A. Powers of the New York Typographical Union, earlier made known his support for the merger agreement. [Guild Reporter, Nov. 12].

Manchester accord raises key tops \$117

(Continued from Page 1)

ice, to a maximum of 50 weeks' pay, now is denied only upon discharge for gross neglect of duty, gross misconduct or failure to maintain membership in the Guild.

Several night and position differentials are raised by \$1 a shift, to as much as \$4 a shift. Sunday differential is raised by \$2.50, to \$7.50. A lower Sunday differential for janitors is eliminated, resulting in a \$4 increase in their Sunday differential.

The work week for employees assigned to the capital bureau is reduced by 2½ hours to 35, the same as for other employees.

Mileage reimbursement is increased by 1½ cents, to 24½ cents, and an escalator formula is added to raise the rate by one-quarter cent for each five cent increase in the price of gasoline.

Added to the fair employment practices clause is a prohibition

on discrimination because of irrelevant handicaps.

Other increases and resulting new top minimums include:

Circulation supervisors—Up by \$101.20, to \$463 a week, in increments of \$30.15, \$34.45 and \$36.60.

Circulation dispatch clerks—Up by \$90.55, to \$386.80 a week, in increments of \$30, \$30 and \$30.55.

Circulation bookkeepers—Up by \$90.50, to \$386.10 a week, in increments of \$30, \$30 and \$30.50.

Janitors—Up by \$90.45, to \$385.50 a week, in increments of \$30, \$30 and \$30.45.

Chief librarian, editorial writers, cartoonists—Up by \$117.50, to \$554.75 a week.

Clerks, typists, phone operators, receptionists—Up by \$90, to \$379.55 a week, in increments of \$30, \$30 and \$30.

14-month Sudbury pact raises news top by \$45

Sudbury, Ont.—The top minimum for reporters, photographers and deskpersons under the Northern Ontario Guild's contract with Thomson's Sudbury Star is raised by \$45.15, to \$467.10 a week, in a new 14-month agreement.

The \$45.15 increase comes in two steps—\$26.46, to \$448.41 a week, retroactive to May 1, and \$18.69, to \$467.10 on Dec. 1, 1982.

Service required for a fourth week of vacation is reduced by one year, to 10 years, and service for a fifth week of vacation

is also reduced by one year, to 23 years.

Top minimum for circulators is raised by \$28.26, in increments of \$16.50 and \$11.70, to \$304.26 a week.

Top minimum for clerks, secretaries, librarians and telephone operators is increased by \$25.08, in increments of \$14.70 and \$10.38, to \$270.08 a week.

Top minimum for sports editors, wire editors and district editors is raised by \$45.15, to \$477.10 a week, while that for photo technicians is increased by \$29.79, to \$320.79 a week.



TNG SECRETARY-TREASURER CHARLES DALE, CENTER, ASSISTS EASTERN CANADA LEADERS, MEMBERS IN EXAMINING MERGER DOCUMENT

30 SEEK FIRST PACT, 10 RENEWAL

Locked out ITU 'Guild' group, printers launch interim paper

Welland, Ont.—The 40 Welland Typographical Union members locked out by the Thomson chain's Welland Tribune early in October have launched an interim paper, the Guardian Express, that is receiving wide support from area residents and the business community.

The lockout began Oct. 9 in the midst of efforts by the union to secure an initial contract for the Tribune's 30 editorial, advertising, circulation and business-department employees, organized last spring. The union's long-established, 10-member composing room unit, seeking a contract renewal, also was locked out.

All 40 union members put out the first edition of the tabloid Guardian Express on Nov. 9, with 20,000 copies distributed that morning to every home in Welland as well as to several nearby communities through newsstands and stores.

Initially the paper is being published on Wednesdays and Fridays and will increase its fre-

quency and circulation area "as we improve our facilities," according to Sterling Lund, a compositor chosen publisher by the members of both units locked out by the Tribune.

The paper's editorial policies are being determined by a committee of five senior newspeople.

Both local and chain-store merchants began buying ads in the Express from its first issue and their number has continued to increase. These include local and chain furniture, clothing, auto-supply and grocery firms. The area's largest shopping mall is placing its pre-Christmas advertising insert with the union paper, instead of with the Tribune.

The Thomson paper has continued to publish with strike-breakers from other dailies in the chain and elsewhere. Its five press operators, also have continued to work. They "belong to a separate union and are obligated to honor their contract," explained ITU Representative Richard Weatherdon.

The lockout began after the members of the new ITU advertising-business-circulation-editorial unit were docked a day's pay when they held a two-hour information meeting during work hours to discuss the company's cancellation of a mediation session on their contract.

After the docking, the unit members reported to their work stations at the Tribune and demanded rescission of the penalty before beginning to work. When they arrived at the Tribune plant the fourth day, its doors were barred to them.

Among the outstanding issues in the new unit's contract quest are pay, including equal pay for equal work, pensions, overtime compensation, job and union security, Weatherdon explained.

Half the women in the unit are paid less than \$200 a week and cases such as a seven-year employee supporting herself on \$170 gross weekly pay "are not uncommon."

He also pointed to a brother and sister doing the same job, with the brother grossing about \$230 a week and the sister about \$209, even though "she has done the job for eight years and the brother for only five."

90 'Guild units' are in the ITU

Welland, Ont.—The 30-member unit of recently organized Typographical Union members locked out by Thomson's Welland Tribune is one of 90 ITU bargaining units made up of persons in "Guild jurisdiction," 39 in Canada and 51 in the U.S.

Fifty-seven of the 90 include editorial department employees; 29 in Canada and 28 in the U.S.

Thirty-one of the 57 are editorial-only units; nine in Canada and 22 in the U.S.



20 cents Wednesday, Nov. 3, 1982 Vol. 1

**Hydro Rates
Going Up?
No Choice!**
See page 18

**Reeta Jain
Still Missing,
Car Is Found**
See Page 33



Signs of the times

**Doggie Set Back
With Ring Upset**
John Doggie's professional boxing career is in limbo, following a training loss to undefeated Dennis Sapon of Quebec last month in Toronto. The loss was only the third in Doggie's pro career but severely hurt his chances of challenging for the welterweight title. See page 11.

**The Market Square
Is The Big Issue**
The market square issue may not be the big issue in Monday's municipal election but the three Welland majority candidates certainly have some definite thoughts on it. See page 7.

Publisher's Statement:

At the turn of this century, there were three newspapers in Welland, but by the 1940s there was only one.

Starting with this first copy of The Welland Guardian Express, local readers will again have a choice.

What you will see inside the pages of today's Guardian Express is not necessarily the format we intend to offer on a regular basis, but a special municipal election '82 edition. In the best interests of our readers the employees of the Guardian thought this special coverage would be appropriate for our first edition.

The product that we intend to offer our readers and advertisers is different, but the people who prepare it are not.

The staff involved in this edition are the 40 locked-out employees of the Welland Evening Tribune.

The same experienced local people will prepare this tabloid-sized local news magazine, but the difference is, that now they will be afforded the time, incentive, and appreciation to do things better. They will be given the opportunity to utilize their skills to their full potential.

Starting a newspaper is no small job, but we are looking forward to bringing you a locally-oriented newspaper the way you have been telling us for years you wanted it.

We appreciate the support of readers and advertisers alike, who have patronized the Tribune, and this then is our way of repaying you.

In return for your support we feel it was our obligation to provide you with an alternative. At first we will publish Welland news on Wednesdays and Fridays, but will expand our regularity of publication, and coverage area, as we improve our facilities.

Our advertising staff will be approaching the many business concerns that have made the Tribune a success for many years.

Editorial policies and decisions will be made by a committee of five veteran newspapermen, so the news you read will not be influenced by the interests of any one person.

Classified advertising rates in the Guardian will be reasonable. Rates that will allow common people to take advantage of their local newspaper.

As far as the price of the paper, we are delivering it free to every home in Welland, and you can't beat that. The Guardian will also be available at newsstands from most newsstands and stores in Port Colborne, Port Hope, and the surrounding areas.

We may be starting small but watch us grow.

We are not part of a big chain, we don't own big profits, we don't own a big building, we don't come from some head office in Toronto, we are just 40 local people dedicated to bringing you a better newspaper.

As long as we remain locked-out, and the Thomson chain and the Tribune do not want us, we hope you will welcome us into your homes by turning the pages of the Welland Guardian Express.

Guardian Express Publisher
Sterling Lund

THE WELLAND GUARDIAN EXPRESS, VOL. 1 / NO. 1

Charge against Times revived by board panel

Washington—An administrative law judge "erred as a matter of law" when he dismissed an unfair labor practice charge the New York Guild had filed over the New York Times' refusal to give the Guild an employee's performance evaluation report, the National Labor Relations Board has ruled.

In overturning administrative law judge William A. Gershuny's dismissal of the unfair labor practice complaint, a three-member panel of the NLRB called for a new hearing on the merits of the charge before a different administrative law judge.

Gershuny had ruled that the

Guild's charge against the company lacked "good faith" on grounds that the union could get a copy of the evaluation report from the employee.

In the Nov. 10 ruling, board members John H. Fanning, Howard Jenkins, Jr., and Don A. Zimmerman pointed to earlier decisions holding that "the fact that employees may have the information and may be or are willing to give it to the union does not relieve an employer of its obligations" to provide it to the union.

The Guild and the NLRB's general counsel had appealed Gershuny's dismissal of the charge.

Proposal to settle UC case rejected by Times unit vote

New York—Guild members at the New York Times have rejected a proposed settlement of a 56-month-old unit clarification petition by the company that seeks to remove about 415 persons from Guild-contract coverage.

The rejection was by a vote of 374 to 289 in a referendum on Oct. 7-8.

Under the proposed settlement, the Times would have dropped its challenge to contract-coverage for about 70 percent of the positions at issue, while the remainder

would have been excluded, 77 percent of them immediately.

Unit members had voted approval of the settlement by 279 to 177 last spring but the vote was set aside when an objection was raised to the ballot language.

An earlier proposed settlement was rejected in the fall of 1980.

The Times moved in March 1978 to exclude the jobs from Guild coverage on grounds that they are variously managerial, supervisory, confidential or otherwise exempt.

Copy persons average \$226 in Guild contracts

AVERAGE TOP and "flat" minimums for copy and office persons in 91 Guild contracts covering 107 daily newspapers in the United States, Canada and Puerto Rico on Oct. 1 was \$226.97 a week, according to data from TNG's Collective Bargaining Dept.

Highest of the minimums is a top of \$336.08 at the Vancouver Sun and Province reached after one and a half year's experience. The top or flat minimums for the jobs at five other papers—the Tacoma News Tribune, Victoria Times-Colonist, New Westminster Columbian and the Honolulu Advertiser and Star-Bulletin—topped \$300 a week and 30 of them were higher than \$250 a week.

Following are the copy and office person top or flat—those where there is no progression schedule—minimums in Guild contracts in effect Oct. 1. The results of settlements since Oct. 1 and deferred increases effective in the interim are not included.

	Minimum—After		Minimum—After		Minimum—After
Vancouver Sun and Province	\$336.08—1½ yrs.	Manchester Union Leader	245.30—1 yr.	Kingston Daily Freeman	201.15—1 yr.
Tacoma News Tribune	313.50—2 yrs.	New York Times	243.75—1 yr.	Woodbridge News Tribune	200.89—2 yrs.
Victoria Times-Colonist	312.38—flat	St. Paul Pioneer Press and Dispatch	243.56—1 yr.	Peoria Journal Star	200.00—2 yrs.
New Westminster Columbian	310.16—1 yr.	Baltimore Sun and Evening Sun	238.00—2 yrs.	Pueblo Chieftain and Star-Journal	199.00—1 yr.
Honolulu Advertiser	305.03—2½ yrs.	Rockford Register Star	237.15—3 yrs.	Akron Beacon Journal	198.00—2 yrs.
Honolulu Star-Bulletin	305.03—2½ yrs.	Denver Post	236.00—3½ yrs.	Denver Rocky Mountain News	198.00—1 yr.
Stockton Record	290.67—2 yrs.	Monterey Peninsula Herald	236.00—1 yr.	Pottstown Mercury	195.88—1 yr.
Seattle Post-Intelligencer	287.75—2 yrs.	Toronto Star	235.50—1 yr.	Youngstown Vindicator	194.80—2 yrs.
Seattle Times	287.75—2 yrs.	Providence Journal and Bulletin	234.50—2 yrs.	Yakima Herald-Republic	192.50—2 yrs.
Richmond Independent and Berkeley Gazette	281.75—1½ yrs.	Philadelphia Inquirer and Daily News	232.87—3 yrs.	San Juan: El Vocero	192.00—2 yrs.
Ottawa Citizen	277.51—flat	Washington Post	228.25—1½ yrs.	Allentown Call	189.50—2 yrs.
Montreal Gazette	277.00—6 mos.	Chicago Sun-Times	227.36—1 yr.	San Juan: El Mundo	185.00—3 yrs.
San Mateo Times & News Leader	276.75—2 yrs.	Memphis Commercial Appeal and Press-Scimitar	224.55—2 yrs.	Lowell Sun	181.58—1 yr.
Santa Rosa Press Democrat	276.75—2 yrs.	Jersey City: Jersey Journal	224.39—1 yr.	Duluth News-Tribune & Herald	178.00—1 yr.
Sacramento Bee	276.17—3 yrs.	Brantford Expositor	221.36—1 yr.	Indianapolis Star and News	177.65—flat
Modesto Bee	275.00—1 yr.	York Daily Record	221.28—3 yrs.	St. Louis Globe-Democrat	176.82—1 yr.
Detroit Free Press	274.38—1 yr.	Minneapolis Star & Tribune	219.50—6 mos.	St. Louis Post-Dispatch	176.82—1 yr.
Sacramento Union	264.21—1½ yrs.	New York News	219.09—2 yrs.	San Antonio Light	173.89—2 yrs.
Long Beach Press-Telegram	263.54—flat	Cincinnati and Kentucky Post	218.94—2 yrs.	Albany Times-Union and Knickerbocker News	167.70—2 yrs.
Hawaii Newspaper Agency	262.94—6 mos.	New York Post	218.80—6 mos.	Chattanooga Times	162.23—2 yrs.
Waukegan News-Sun	262.45—flat	Boston Herald American	218.50—2 yrs.	Tonawanda News	160.10—flat
Detroit News	262.24—1 yr.	Gary Post-Tribune	216.38—1 yr.	Knoxville News-Sentinel	160.00—2 yrs.
Oakland Tribune	260.76—16 mos.	Toronto Globe & Mail (circulation)	214.37—1 yr.	Terre Haute Tribune and Star	160.00—3 yrs.
San Francisco Chronicle and Examiner	260.76—16 mos.	San Juan Star	214.00—4 yrs.	Sioux City Journal	158.51—1 yr.
San Jose Mercury and News	260.76—16 mos.	Portland Press Herald and Express	211.97—flat	Salem (Mass.) News	154.00—flat
Toledo Blade	260.64—6 mos.	Pittsburgh Post-Gazette	211.00—1 yr.	Battle Creek Enquirer & News	153.00—2 yrs.
Lynn Item	259.69—flat	Toronto Globe & Mail (editorial)	210.27—1 yr.	Waterbury Republican and American	144.39—flat
Fresno Bee	256.41—16 mos.	Buffalo Evening News	205.35—1 yr.	Norfolk Virginian-Pilot	134.00—flat
Cleveland Plain Dealer	256.04—1 yr.	Pawtucket Times	204.58—1 yr.	Utica Press and Observer/Dispatch	127.50—flat
San Diego Union and Tribune	252.02—2 yrs.	Brockton Enterprise	203.90—flat		
Chester: Delaware County Times	249.63—3 yrs.				
Fall River Herald-News	248.94—2 yrs.				

*Applies to hires after 3/30/82. If hired on or before 6-11-81: \$249.45.



'AESOP OF THE OVAL OFFICE'

'Fables' mock democratic process

By JAMES DAVID BARBER

THE ELECTION is over, the public stands, but how long can democracy stand the type of talk we are drifting into as the nation deliberates the choice of leaders?

Democracy is not only a structure of power, it is also a special kind of conversation: a deliberation meant to result in the consent of the governed—an informed consent, a persuaded consent, not just a sigh of thanks that all that jabber is over.

If President Reagan's performance so far is any index, we are in for a long slide away from democratic deliberation as we mosey toward 1984.

Ronald Reagan is the first modern president whose contempt for the facts is treated as a charming idiosyncrasy.

Way back in 1976, those of us who watch presidential politics could deplore the news media's fascination with gaffes, such as Jimmy Carter's odd blurts about "ethnic purity" and "lust in the heart," and Gerald Ford's accidental liberation of Poland from

This is reprinted with permission from the New York Times of Nov. 7. James David Barber is a professor of political science at Duke University in Durham, N.C.

the Soviet grip. These lapses were blown way out of proportion. The media seemed (unconsciously) to be aping Freud, treating any slip of the tongue as an important clue to the mind.

The gaffe story graduated from a diverting episode of the day to a running drama of at least a week, featuring the candidate's denial, admission, defense and ultimate apology, in a tragic sequence signaling the victory of form over content. Those stories were trivial, but the exaggerated coverage made the candidates think twice about their words.

Comes Ronald Reagan. In the campaign of 1980, his counterfactual statements rolled forth so fast the news magazines had to bundle them together as a weekly feature.

IN A FACTUAL sense, be the subject air pollution or nuclear power, farm policy or foreign policy, he literally did not know what he was talking about. By now, he has shown that he does not care.

As for the past, he has yet to retract his mythical version of Vietnam history, which, if he believes it, could easily misguide him when the next Vietnam pops up.

In the present, despite the efforts of his fact-checkers, he continues to toss off suprious specifics with a cavalier abandon, as if to say he could have gotten them right, but why bother?

As for the future and the policies he hopes to make work, we already have the testimony of his chief dream-broker, David A. Stockman, that Mr. Reagan and his friends saw through their own flashy program from the start, knowing it to be as hollow as a Trojan horse.

Now, his left hand offers record-smashing deficits as his right offers a constitutional bar to any deficit at all. Having come full circle on taxes, Mr. Reagan urged us to "stay the course" he himself had abandoned.

But it is not the hypocrisy or dishonesty of any particular poli-

tician that ought to disturb us. Rather, the chill descends when it becomes apparent that the president's fictional flights are being defended as a positive good and that the media are beginning to buy the idea that at least they are not a significant harm.

David Gergen, Mr. Reagan's communications man, recently illustrated the new line. He applied a novel version of majority rule to the Reagan record: "Over the years, he's come out with many facts and figures and far more often than not, he was right."

Anyway, "these stories have a parable-like quality to them," Mr. Gergen says. "He's trying to tell us how society works"—which, presumably, cannot be done with the straight story.

The Gergen solution to remaining doubts? Since the press was making so much of the factual errors when expressed in afternoon press conferences, Mr. Reagan should shift to evening conferences and "let the public judge for themselves" when their president was telling them truth or falsehood.

It is not too far a leap from these new roles for presidential rhetoric to that of the president as the Aesop of the Oval Office, tossing off parables instead of arguments. That is dangerous.

The grist of the democratic conversation is argument. Parables challenge us at church or amuse us in the theater: They reach beyond the test of evidence. But in the White House, we need a president who lives in the real world—and knows it.

Even more, we rely on public discourse in which proposals meet facts in a test clear enough for reason to grasp. What we are getting instead is a mockery of the consent of the governed.

CHARLES Peters of the Washington Monthly has noticed that although the big newspapers still cover Mr. Reagan's fables the story is slipping away from the front page as its news value fades. But it is just that retreat from national attention that may do more to corrupt political talk than the most vituperative of television ads. Mr. Gergen calls Mr. Reagan's story telling a "folk art." Thomas Jefferson would have viewed it differently: "The whole of government is the art of being honest."

Editorial

'Staying the course' on FOI

There are signs that the Reagan administration is not referring only to its economic policies when it speaks of "staying the course;" that it and some members of Congress on both sides of the aisle are resuming their pre-election efforts to further reduce and restrict the flow of information about such matters as the economy, the environment, health hazards, the actions of the government itself, particularly those it seeks to shroud in "the national security" and "defense."

The administration has an assistant attorney general assigned to trying again in the new Congress to "reform" the Freedom of Information Act, which it maintains weakens law enforcement and intelligence efforts, among other things.

Earlier this year Reagan issued a new executive order on classification of information that reversed a 30-year trend toward more declassification.

The current Congress, of course, passed the Intelligence Identities Protection Act making it a crime to publish any information identifying a covert agent even if it is already on the public record.

Secretary of Labor Raymond Donovan, writing in November's Bulletin of the American Society of Newspaper Editors, says that "the American people increasingly feel the press is being unfair" and warns that if what he calls "the excesses of certain journalists" are not "subjected to some self-control" he sees "the very real chance that they will be subjected to legal restrictions."

While professing his own appreciation for the U.S. brand of press freedom, Donovan nonetheless said he sees restrictions like those in Britain, France and Scandinavia as "not incompatible with democratic government." All in the name of "responsible" journalism, of course.

This is not the time to put away the old saw about eternal vigilance and the price of freedom.

The great 'twofer' sale

As reported on Page 2, Morris Communications, a Georgia-based newspaper publishing company has just outbid three big U.S. communications conglomerates for the two dailies in Jacksonville, Fla., long owned by a railroad company.

Morris is estimated to be paying \$200 million for the Jacksonville Journal and Florida Times-Union, a record price.

News reports have been emphasizing the fact that the Gannett, Capital Cities and Cox chains lost out in the bidding and the size of the price Morris is paying for the two papers—both legitimate angles.

But what about the fact that a heretofore almost unknown publishing company—one with 11 other dailies in six cities, all in the "small-" and "medium-circulation" class—is financially fat enough to be able to make that winning \$200 million bid?

Reminds us of remarks by folks like the first Lord Thomson of Fleet to the effect that small dailies are akin to cash boxes and that owning the only daily or dailies in town is tantamount to a license to print money.

The Guild Reporter

CALM
ACPS

JAMES M. CESNIK, Editor

BARBARA E. NELSON, Assistant Editor

Published by The Newspaper Guild (AFL-CIO, CLC) twice monthly (generally second and fourth Fridays, occasionally two other Fridays after published advance notice), except monthly in July and December. \$15.00 per year. Single copies, 75 cents.

Guild Reporter deadlines at 1125 15th St. N.W., Washington, D.C. 20005: News, Monday before publication; features and letters, Friday before publication. Letters limited to 200 words by TNG convention action.

POSTMASTER: "Notice to Publisher Form 3579" should be sent to The Guild Reporter, 1125 15th St. N.W., #835, Washington, D.C. 20005. Publication #231580.

ISSN: 0017-5404

Vol. XLIX, No. 21

November 24, 1982

The Newspaper Guild

1125 Fifteenth St. N.W., Washington, D.C. 20005

Area Code 202-296-2990

INTERNATIONAL CHAIRPERSON: HARRY S. CULVER

PRESIDENT: CHARLES A. PERLIK, JR.

SECRETARY-TREASURER: CHARLES DALE

AT-LARGE VICE PRESIDENTS: William T. Davis, 4950 Cherry Ave., #2, San Jose, Calif. 95118; Robert C. Holt, Jr., 433 Dickens Ave., St. Louis, Mo. 63122; Dianne M. Martino, 12 Fieldstone Dr., Londonderry, N.H. 03055; David M. Mulcahy, c/o Standard & Poor's Corp., 25 Broadway, New York, N.Y. 10004; Richard J. Roth, 28 Blantyre Rd., Buffalo, N.Y. 14216; John M. Walker-Tyson, 19736 Littlefield, Detroit, Mich. 48235.

REGIONAL VICE PRESIDENTS: Region 1—Thomas R. Hiltz, 181 Lebanon St., Malden, Mass. 02148; Region 2—Charlie Ramis, 276 San Alfoiso Ext. College Park, Rio Piedras, P.R. 00926; Region 3—Richard M. Peck, 2886 Chadbourne Rd., Shaker Heights, Ohio 44120; Region 4—Larry Hatfield, 16 Jewell St., San Rafael, Calif. 94901; Region 5—Barbara Yunch, 361 W. 22nd St., New York, N.Y. 10011; Canadian Region: East—John Lowe, 126 Park St., Toronto, Ont. M1N 2P3; West—Roger L. Stoneba, 407-1571 Mortimer St., Victoria, B.C. V8P 3A7.

DIRECTOR OF FIELD OPERATIONS: J. William Blatz.

DIRECTOR OF ADMINISTRATIVE OPERATIONS: Ellis T. Baker.

EXECUTIVE SECRETARY, CONTRACTS COMMITTEE: Richard J. Ramsey.

CANADIAN DIRECTOR: William M. McLeman.

DIRECTOR OF RESEARCH & INFORMATION: David J. Eisen.

HUMAN RIGHTS CO-ORDINATOR: Anna M. Padia.

INTERNATIONAL REPRESENTATIVES: Janet David, Leo J. Ducharr, Willard Hatch, Harry L. McCormick, Luis Montanez Jr., Hannah Jo Neay, G. Richard Pattison, Marshall W. Schiewe, Frederica Wilson.

NEW ADDRESS?

Please use this form so the Guild Reporter will move with you.

Type or print name, new address, and name of your Guild local in space provided below.

Mail to: Guild Reporter, circulation, 1125 15th St. N.W., #835, Washington, D.C. 20005.

Name

New Address

City

State/Province

Zip/Postal Code

Guild Local

ATTACH
OLD
MAILING
LABEL
HERE

If you are receiving duplicate copies, please attach both labels.

(Allow 4-6 weeks for change to become effective.)