



BARBARA BROWN/Washington-Baltimore Guild

Marking black history at BNA

Brenda Sheila Cash, a production keyboarder and member of the Washington-Baltimore Guild unit at the Bureau of National Affairs, Inc., displays an example of her ancestors' garb during observance of Black History Week by employees of the firm. A noon festival at the week's conclusion featured songs and remembrances and special recognition of longtime Guild unit activist and leader Elma Morrison for her "special contribution" to minority rights and advancement at the company. Morrison also was one of the organizers of the week-long history observance.

Average up by \$34, per capita 57¢

Washington—With the average daily newspaper reporter top minimum being paid under Guild contracts on April 1 up by \$34.45 a week over a year earlier, per-capita payments by Guild locals to TNG will increase by 57 cents, to \$9.64 a month, on May 1 under a constitutional formula linking the two.

The per-capita increase applies only to the monthly payments made by locals to TNG. It does not affect members' dues.

The increase is five cents less than the record increase of 62 cents under the formula in the spring of 1981.

TNG's General Fund will receive 48.45 cents of the 57-cent increase and the Defense Fund

the other 8.55 cents, TNG Secretary-Treasurer Charles Dale said in an April 1 letter to locals announcing the new \$9.64 per capita.

The General Fund's portion of the new per capita will be \$8.3965, with the Defense Fund receiving \$1.2435. (During periods of full regular dues, the Defense Fund also receives additional monthly amounts ranging from \$2 to \$25.85 per member, depending on the weekly salary of each. The most recent period of higher dues ended May 1, 1981.)

TNG's Constitution contains the formula that determines the division of per-capita payments between the General and Defense Funds, as well as the formula

that provides for annual determination of the amount of the per capita. It also provides that the rate be in effect from May through April, unless changed by (Continued on Page 6)

CAPCITIES 'CORPORATE CAMPAIGN'

Media giant balks at labor report

New York—Capital Cities Communications should not be required to make a detailed, written report to its stockholders on its labor policies and practices "because the report . . . would involve public dissemination of information," the firm's officers argue in the annual-meeting notice to those stockholders.

CapCities is one of the largest and most profitable companies in the U.S. information industry.

A shareholder's resolution that would require such a report will be before the corporation's annual meeting—May 5 at CapCities' television station in Buffalo—thanks to the Securities & Exchange Commission denying the officers' request for clearance to declare the resolution improper [Guild Reporter, March 11].

Soliciting shareholders to vote against the proposal, the officers

now contend that the report "could" place CapCities at a competitive disadvantage and "violate the confidentiality" to which its employees and their unions are entitled.

The report also "would . . . require an extraordinary expenditure of time and effort" and would be "very costly," the officers also argue.

The meeting notice was distributed simultaneously with CapCities 1982 annual report in which the same officers emphasize that the firm's after-tax profits of \$96.3 million were 20 percent greater than in 1981 and that 1980 was its 28th consecutive year of record financial performance.

The shareholder's resolution is being put forth by the League for Industrial Democracy (LID), holder of one share in the company, in conjunction with a "corporate

campaign" by the International Typographical Union aimed at making CapCities' labor policies conform to those of "a responsible corporate citizen."

That campaign was endorsed by the AFL-CIO's executive council this winter when it put the firm on the federation's list of "unfair" employers. The list is a vehicle for publicizing companies viewed as blatantly anti-union.

In a statement supporting its shareholder resolution, the LID says that its aim is to "encourage our company to adopt measures to ensure good labor-management relations" and notes that CapCities "currently is suffering a loss at the Wilkes-Barre Times Leader," where the Guild Typographical and two other local unions have been publishing a competing daily since striking the

(Continued on Page 2)

THE GUILD REPORTER

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

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Washington, D.C.

April 8, 1983

Perlik and Bingel agree; merger units reconvene

Colorado Springs — The full merger committees of TNG and the International Typographical Union were meeting here April 7-8 to act on joint recommendations from the unions' presidents for changes in the proposed agreement for the unions' merger at the international level.

TNG President Charles A. Perlik, Jr., and ITU President Joe Bingel were directed by the merger committees in December to develop solutions to serious questions about the merged union's financing raised by information on its projected membership

and financial base produced after the merger agreement was completed last Sept. 10.

Bingel and Perlik completed agreements between them on changes in the merger document during several days of meetings in Washington the week of March 27. They also had met earlier in March and in February.

The next issue of the Guild Reporter will report on the committees' meeting as well as on any actions resulting from that meeting.

If the committees approve an amended merger document, Perlik

said he will put it before the spring meeting of TNG's International Executive Board, at TNG headquarters in Washington April 18-22.

Approval by the IEB would move the merger agreement to TNG's 50th Annual Convention, June 27-July 1 in Cleveland. And approval there would move it to membership referendum, probably in mid or late September.

If an amended document is approved by the IEB, the Guild Reporter plans to publish its complete text in the next issue, scheduled for April 22.

Solons in five states consider bills on safeguards for VDTs

Bills to establish minimum safeguards for employees operating video display terminals had been introduced in at least five state legislatures this year as of the end of March: Connecticut, Illinois, Oregon, Maine and Massachusetts.

Of three VDT-related bills introduced in Connecticut, one that would have required employers to take steps to protect employees operating terminals was tabled by the committee handling it. A bill introduced in the Illinois legislature [Guild Reporter, March 11] met a similar fate.

Still pending in Connecticut was one bill that would establish criteria to be met by firms selling VDTs in the state and another that would establish a committee to study potential health hazards associated with VDT work and seek means to minimize any adverse physical or psychological effects, including appropriate legislation.

The bill to regulate the sale of VDTs would require that all terminals sold in the state be equipped with adjustable brightness and contrast controls and detachable keyboards or other devices that would allow the operator to maintain a proper viewing and typing posture.

Sellers would be required to inspect terminals at six-month intervals for radiation emissions and to determine glare levels. They would be required to install radiation shields and screen hoods where necessary. Terminals would have to be equipped with

nonreflective screens or glare-reducing filters.

Sellers would also be required to inform users of the hazards associated with VDTs, including, visual and musculoskeletal problems and to inform them of the advisability of annual eye examinations and work breaks after every two hours of VDT work.

The bill would also mandate that terminals be arranged so that the primary heat exhaust is located at least four feet from the user and that display characters be at least three-sixteenths of an inch high.

A bill introduced in the Oregon Senate would establish lighting criteria and would require employers to furnish auxiliary desk lamps to illuminate copy. It also would require employers to provide semiannual maintenance of terminals to ensure proper display and prevent radiation emission.

(Continued on Page 6)

Locals get call to 50th convention

Washington—Official notice of TNG's 50th Annual Convention has been sent to Guild locals.

The convention, set for June 27-July 1, will meet at the Bond Court Hotel in Cleveland.

In a letter to locals, TNG Secretary-Treasurer Charles Dale noted that TNG's Constitution requires that convention delegates be elected by secret ballot if there is a contest and that U.S. law includes the same criteria for delegates to conventions that elect officers.

This year's convention will nominate candidates for all international offices and any who are unopposed will be declared elected, Dale pointed out.

CapCities resists review of policy

(Continued from Page 1)

Times Leader in October of 1978.

"In order to avoid further losses, the company should seek to achieve good labor relations at all of its properties," the statement continues. It calls a study of its labor practices and policies "a necessary first step."

In urging shareholders to vote against the LID resolution, CapCities officers say the company "enjoys excellent relationships with all the union bargaining units disposed to reciprocate such relationships" and contends the firm "has never failed to honor its contractual commitments to union labor."

The ITU campaign, being assisted by the Kamber Group, a Washington consulting firm, grew out of its Kansas City local's efforts to bargain a new contract with CapCities' Kansas City Star in the face of the company's insistence on major retrogressions in job security, pension and jurisdiction guarantees. The union's last contract there expired in 1980.

In mid-February a committee of Kansas City-area and national figures in government, religious, civil rights and labor organizations was formed to bolster the union's efforts.

Among the committee's national members: Screen Actors Guild President Ed Asner, Georgia State Senator Julian Bond, Msgr. George C. Higgins of Catholic University's theology department, AFL-CIO President Lane Kirkland, former U.S. Labor Sec'y Ray Marshall, TNG President Charles A. Perlik, Jr., New York Typographical Union President Bertram A. Powers and Timothy Smith, the Interfaith Center on Corporate Responsibility.

Walkathon endorsed

Washington—TNG has called upon all Guild locals to encourage their members to participate in the March of Dimes Walk-America walkathon April 23 and 24.

Accompanying printed material included a brochure on the foundation's effort to prevent birth defects and participation forms to be sent to area March of Dimes chapters.

Kansas City-area members include Mayor John F. (Jack) Reed, Fred Sanchez and David L. Young of the Jackson County Legislature and L. R. Zahnter, city parks and streets commissioner.

CapCities' officers and directors and five investment firms own, manage and/or share rights over 36.7 percent of the corporation's stock.

In addition, the directors' announcement of the annual meeting contains a notice that the stock of shareholders whose proxies they are soliciting to vote against the LID resolution "will be voted against the proposal unless a vote for the proposal or abstention is specifically indicated" by shareholders on proxy cards they return to the officers.

The League for Industrial Democracy was founded in 1905 by Upton Sinclair, Jack London, Clarence Darrow and other persons to advocate greater democracy in U.S. economic, political and cultural life and human rights for those suffering under repressive and totalitarian regimes.

Doubt held thin reed for discipline

Buffalo—"Doubts and suspicions" about the validity of a story's content or a reporter's truthfulness do not justify disciplinary action an arbitrator has ruled, ordering the now defunct Buffalo Courier-Express to reimburse a reporter for 30 days' pay lost during a suspension.

While suspicions that a reporter may be lying may justify withholding a story from publication, as occurred here, they do not amount to the proof necessary to justify disciplinary action, arbitrator James A. Gross ruled Feb. 18, five months after Cowles Media Co. closed the paper.

"Hard to believe" is not proof of a lie," Gross said, rejecting the company's contention that the grievant had admitted falsifying the lead on a story.

He pointed to "substantial ambiguity" about what portions of the story's five-paragraph lede were allegedly false and said that testimony proved only that the



RAYMOND CROWELL/Washington-Baltimore Guild

Showing off 'the bug'

An unidentified area resident picks up some samples at the Allied Printing Trades Council union-label booth at the AFL-CIO's 1983 Union Industries Show in St. Louis March 25-30. An estimated 250,000 visitors attended the exhibition in Union Labor Hall in the city's convention center. Other exhibits included all manner of union-made products, from automobiles, baked goods and firearms to wood-

burning stoves, motorcycles and fine dinnerware. Standing, right foreground at the Allied booth, above from right, are Leo L. Vohsen, a vice president of the International Printing & Graphic Communications Union and secretary-treasurer of the International Printing Trades Assn., and Horst A. Reschke, director of the International Typographical Union's union-label and public relations department.

25 cents is price of most dailies

The most common single-copy price for a daily newspaper remained at 25 cents in 1982, with 249 daily newspapers raising their price to that rate during the year.

By year's end 70.4 percent of 1,829 daily newspapers in the United States, Canada, Puerto Rico, Bermuda, the Bahamas, Guam and the Virgin Islands had a street-sales price of a quarter, according to an annual survey by American Newspaper Publishers' Assn.

Reporter's expulsion by Mugabe protested

Washington—A crackdown on foreign correspondents in Zimbabwe, including an order expelling Manchester Guardian correspondent Nick Worrall, has drawn a letter of protest from TNG President Charles A. Perlik, Jr.

Writing to Zimbabwe Prime Minister Robert Mugabe, Perlik called the government's actions "sadly reminiscent of those of the predecessor government of

Ian Smith." Among the many journalists banned and expelled under the Smith government was Worrall's father, Perlik pointed out.

Immigration authorities in Zimbabwe ordered Worrall to leave the country by the end of March, his accreditation as a journalist was withdrawn and he was declared "undesirable," and "an enemy of the people," after he

reported that government troops had taken offensive action against a group of armed dissidents.

Earlier, Mugabe had justified attacks on the foreign press by charging that correspondents "through selective and often inaccurate reporting, seek to ridicule us and cast grave doubts, within the international arena, upon our prospects for the future."

Reports by numerous journalists of army attacks on civilians, many of them members of an opposition party, have brought continuing government attacks on the foreign press, but Worrall was the first journalist to be expelled.

Notices out on CBTU sessions

Washington—The Coalition of Black Trade Unionists will hold its 12th annual convention in Chicago beginning May 25, TNG Human Rights Co-ordinator Anna Padia has informed Guild locals.

During the six-day convention, its women's committee will sponsor a women's conference with workshops on topics including pay equity, sexual harassment, child care, political action and health and safety.

Earlier, May 13-15, the A. Philip Randolph Institute will hold its 14th National Conference in Philadelphia, Padia noted.

Both organizations "have been forerunners in the drive for racial equality," she said in an April 6 letter to officers and human rights chairpersons of U.S. locals.

She urged that locals send rep-

resentatives to both meetings, reminding that last year's Guild convention had called for greater Guild participation in both organizations.

BNA sales staffers vote for Guild

New York—Sales representatives in the Bureau of National Affairs' Eastern Sales Region have voted for the Washington-Baltimore Guild to be their bargaining representative.

The employees, who work primarily in and around New York, voted 10 to 4 for Guild representation in a Feb. 24 election supervised by the National Labor Relations Board.

At the same time, the Guild lost in a separate vote among several clerical employees in the Eastern Sales Region. The single ballot cast in that vote—also

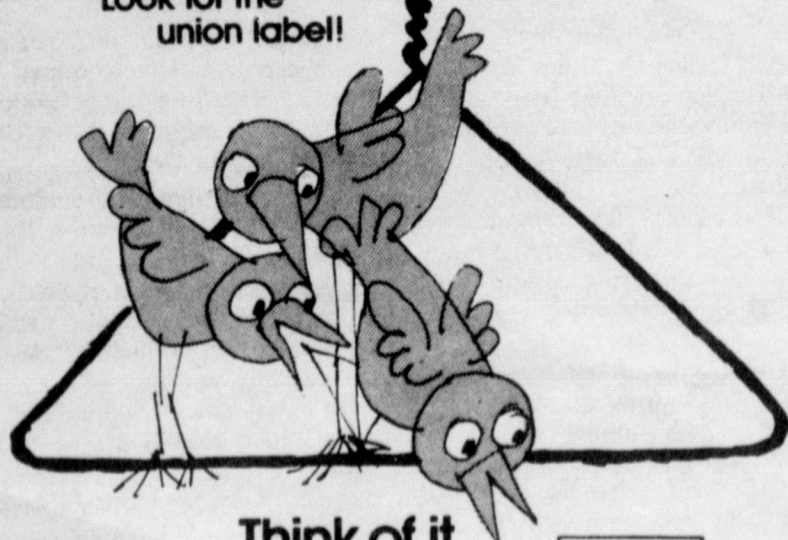
supervised by the NLRB—was for "no union."

The Washington-Baltimore Guild currently has a contract covering more than 600 BNA employees, mostly in the information service's Washington facilities.

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

Looking for something good for Spring?
Look for the union label!



Think of it as a little flag in your clothes.



INT'L LADIES GARMENT WORKERS UNION, AFL-CIO

Key in San Diego up \$96, to \$650

San Diego—A new three-year agreement between the San Diego Guild and Copley's Union and Tribune raises the key top minimum for advertising and editorial employees by \$96.76, to \$650 a week.

The top minimum for reporters, photographers, artists and outside salespersons is increased by \$29.40, to \$582.64 a week, immediately, with \$11.74 of the raise retroactive from June 7 and the remaining \$17.66 from Dec. 6. Those same top minimums also will go up by \$12.28, to \$594.92 a week, on June 6; by \$16.84, to \$611.76, on Dec. 5; by \$17, to \$628.76, on June 4; and by \$21.24, to \$650, on Dec. 3, 1984.

The company's payment toward the cost of health insurance, including dental and vision care, is raised to a maximum of \$201.64 over the term of the contract. Improvements also are made in the insurances' coverages.

Life insurance coverage is doubled, to \$20,000 per employee.

The new contract also calls for the company to continue to have video display terminals periodic-

ally tested for radiation emissions.

Other increases and resulting new minimum increases:

District managers — Up by \$90.02, to \$604.73 a week, in increments of \$10.92, \$16.43, \$11.43, \$15.66, \$15.82 and \$19.76.

Classified telephone salespersons, classified counter employees — Up by \$74.30, to \$499.09, in increments of \$9.01, \$13.56, \$9.43, \$12.93, \$13.06 and \$16.31.

Senior clerks, stenographers, circulation insurance and draw sheet clerks, key punch operators — Up by \$58.99, to \$396.24, in increments of \$7.16, \$10.76, \$7.49, \$10.26, \$10.37 and \$12.95.

Library assistants — Up by \$59.62, to \$400.50, in increments of \$7.23, \$10.88, \$7.57, \$10.37, \$10.48 and \$13.09.

Custodians — Up by \$51.44, to \$345.58, in increments of \$6.24, \$9.39, \$6.53, \$8.95, \$9.04 and \$11.29.

Typists, dispatch clerks, circulation clerks — Up by \$50.47, to \$339.06, in increments of \$6.12, \$9.21, \$6.41, \$8.78, \$8.87 and \$11.08.



DICK HUNT/Detroit Guild

LOOKING AT 'THE BIRDIE' DURING DETROIT SPJ/SDX DINNER MEETING

Standing, from left: Don Kummer, administrative officer, Detroit Guild; William M. Brown, Royal Oak Tribune publisher; Mitch Kehetian, Macomb Daily managing editor; James Ritz, Michigan Beverage News managing editor; Jesse Snyder, Detroit Guild 1st vice president. Seated: TNG President Charles A. Perlik, Jr.; Lou Mleszko, Detroit Guild president.

Recession's pinch on industry seen ending, Perlik tells SDX

Detroit—Guild locals have begun reporting an end to staff reductions and "even new hiring to expand reduced staffs in several places" as the U.S. economy enters the third year of the Reagan Recession, TNG President Charles A. Perlik, Jr., told Detroit's Society of Professional Journalists, Sigma Delta Chi.

And those reports, along with other signs, confirm that newspapers remain one of the nation's healthiest industries, he told the organization's March dinner meeting.

The Reagan Recession has been more deeply felt by the industry than any other similar period since World War II, he said, pointing out that in the previous recessions "both profit levels and employment levels were little affected" in the industry.

"But this recession has been a different story. We have run into a considerable number of economic dismissals and employment also has suffered from a less traumatic but nonetheless significant form of retrenchment—the hiring freeze. Vacancies, in case after case, have not been filled," he noted.

Those and other cost-cutting measures have had three major

effects, Perlik said. They have maintained the profit-growth of the industry as a whole, reduced employment in the industry and, inevitably flowing from the latter, reduced the quality of news coverage.

The recession also has made a significant contribution to hastening "the passage of the American newspaper industry to complete monopoly," he said, pointing to the closures of the Washington Star, the Cleveland Press, the Buffalo Courier-Express, and the Philadelphia Bulletin, plus the combinations of morning and evening papers into one in a number of cities. "It is not a pretty sight."

"We think newspaper competition can be preserved in the cities, like Detroit, that are still fortunate enough to enjoy it," Perlik continued. "And where we are clearly confronted by the necessity," TNG, Guild locals and members are prepared to make our own contribution to preserving it."

Pointing to recent actions at the New York Daily News and the Boston Herald, he said that "we are prepared to give back some of the hard-won gains we have made over the years . . . if we are convinced that is what it

takes to keep an ailing newspaper alive."

Noting the continuing growth of computer-based production technology in the industry, Perlik pointed out that while it greatly enhances profitability it also tilts the balance of bargaining strength greatly in management's favor.

"The only way we can hope to negotiate successfully with a management fortified in its new electronic installation is from a position of augmented strength ourselves," he said.

And that strength will come through merger of industry employees' unions, he said.

"I think it is inevitable. We are going to have fewer unions, but they will be larger unions and they will be stronger unions," he said, adding that he sees no reason to change his year-old prediction that "we may very well have one single, unified union in the newspaper industry as early as five years hence."

"We simply cannot any longer allow the fragmentation of strength that has all too often allowed publishers to thumb their noses at their employees, their unions and their contracts while twirling the keys to the counting-house."

Passersby, units, locals backing strikers

New York—A man walking with a limp and carrying a cane quietly approached the Guild picket line in front of the Amsterdam News.

As he accepted a leaflet from a striker, the man pressed something that felt like paper into the striker's hand. "Lots of luck," he said as he hobbled away.

The striker, startled, mumbled thanks and looked to see what he had been handed. It was two crumpled one dollar bills.

That contribution was one of many financial expressions of support recently from the community and from members throughout the Guild for the 37-member New York Guild unit whose strike against the black-community weekly entered its third month April 1.

The unit struck after the company unilaterally cut their hours and pay by 20 percent.

Bargaining since the start of the strike Feb. 1 has been sporadic. A session held on April 6 was the first since March 24.

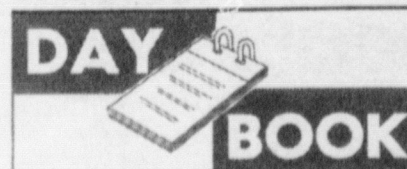
Although the paper continues to publish, its distribution has been cut from a prestrike figure of more than 40,000 to less than 5,000 copies, in large part the result of support from the Deliverers' Union.

Members of the local's New York Post unit raised more than \$500 for the strike effort. Contributions from other local members have totalled at least \$1,440.

Contributions from other Guild locals through March 31 included:

Albany	\$ 50.00
Bristol	50.00
Central California	100.00
Chicago	50.00
Lynn	50.00
Pacific Northwest	100.00
Philadelphia	50.00
Puerto Rico	50.00
St. Louis	500.00
San Francisco-Oakland	200.00
San Jose	100.00
Southern District Council	100.00
Terre Haute	50.00
Twin Cities	100.00
Vancouver-New Westminster	200.00
York	50.00

These, combined with other contributions, totalled more than \$4,000 as of March 31.



International Executive Board, spring meeting, April 18-22, TNG headquarters, Washington.

Western District Council, spring meeting and TNG seminar, "An update on VDTs" and "Safety and health committees," April 30-May 1, San Jose.

New England District Council, spring

meeting, April 30-May 1, location to be announced.

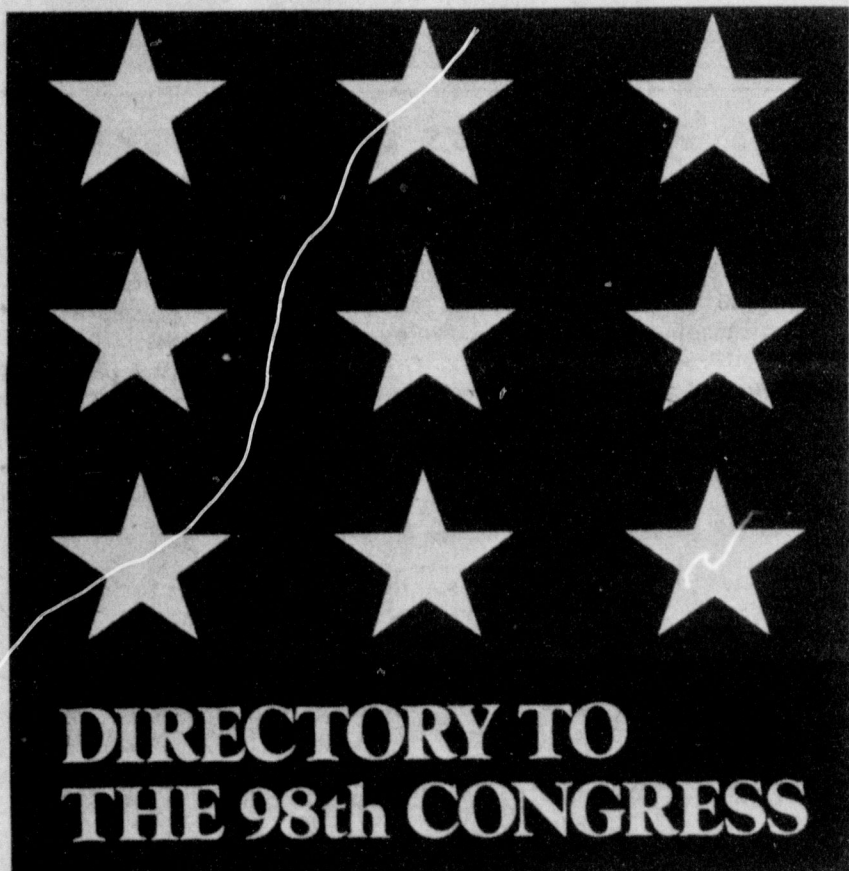
Middle-Atlantic District Council, spring meeting and TNG seminar, "An update on VDTs" and "Safety and health committees," May 7-8, Wilkes-Barre.

Great Lakes, Midwest and Southern District Councils, joint meeting, May 14-15, Ramada Inn (Union Avenue), Memphis.

International Executive Board, pre-convention meeting, June 23-24, Bond Court Hotel, Cleveland.

50th Annual TNG Convention, June 27-July 1, Bond Court Hotel, Cleveland.

International Executive Board, post-convention meeting, July 1, Bond Court Hotel, Cleveland.



"For Guild members the need to make our views known on political issues is . . . urgent. Not only are we concerned about the conservative, rightwing attack on press freedoms but also the social and economic policies of the Reagan Administration."

—1982 TNG Convention Report

A guide to Congress

A directory of names, addresses and telephone numbers of the members of the 98th Congress and a complete committee roster has been distributed to presidents, administrative officers and political action chairpersons of U.S. Guild locals. The directory, obtained from Kelly Press, carries a special cover individualized for TNG. A limited number of additional copies are available from TNG's Research & Information Dept. An excerpt from the 1982 Convention's Political Action Report is printed inside the cover (inset above).

Law protects jobs, trade unit warned

Washington — Hundreds of thousands of U.S. printing and publishing jobs would be lost if the manufacturing clause of the Copyright Act is allowed to expire in July 1986, union witnesses have warned the International Trade Commission.

The ITC, at the request of the House Ways & Means Committee, has been investigating the economic effects termination of the clause would have on employment, imports and exports and long-term conditions of industry competitiveness. It is expected to report its findings by July 1.

The manufacturing clause was extended for four years last July when Congress overrode President Reagan's veto of its extension. The clause requires that nondramatic literary works written in English by U.S. residents be printed and bound in the United States or Canada to be assured full copyright protection.

AFL-CIO Economist Elizabeth Jager told the commission that termination of the clause would "result in the loss of hundreds of thousands of job opportunities"—many more than the Labor Dept.'s estimate of 170,000 to 367,000.

She pointed out that shutdowns

of a production facility has a multiplier effect on an entire community, stressing that job losses are not restricted to the direct or indirect opportunities in the industry and supporting industries.

She said that absent the copyright law, U.S. book and catalogue publishers could abandon domestic production to take advantage of substandard wages, tax breaks, trade barriers and export subsidies abroad.

Vice President William A. Schroeder of the Graphic Arts International Union testified that the opponents of the clause are focusing on book production while ignoring the more than \$20 billion in commercial printing done annually in the United States, which could also be lost to overseas production.

The long-term effect of terminating the clause would result in the "effective elimination of large segments of the U.S. printing and publishing industry," Schroeder warned.

He cited directories, catalogues, books, greeting cards, business forms, magazines and periodicals not containing timely material as types of printing that will be "produced in the cheap labor market of Southeast Asia."

He pointed out that women, who make up 40 percent of the graphic arts industry, would be the major victims of the shift to overseas production.

Schroeder also cited parallels between the printing industry and the auto, steel, shoe, clothing and electronics industries, already battered by stiff competition.

CLUW to explore substance abuses

Washington—A conference on Working Women and Alcohol/Substance Abuse, sponsored by the Coalition of Labor Union Women (CLUW), will meet May 5-6 in Washington, TNG Human Rights Co-ordinator Anna Padia has advised Guild locals.

Urging participation, she reminded presidents and human rights chairpersons of U.S. locals that last year's TNG convention had called on locals to initiate programs to aid members with alcohol and drug related problems.

Conference registration fees are \$25 for CLUW members and \$50 for nonmembers.

Padia enclosed CLUW membership applications with information about the conference, urging Guild members who had not done so to renew or apply for CLUW membership.

The U.S. price elevator

The table below records the ascent of the Consumer Price Index in the United States over a 24-month period following a 0.2-point increase in the index in February to 292.3, up 9.4 points from February 1982, and 28.8 points from February 1981. The first column lists the index for each of the last 12 months, the second the percentage increase over the same month of the preceding year, and the third, the percentage increase over February 1981. The Urban Wage-Earners' and Clerical Workers' Index (CPI-W) is the source.

	Index*	Percentage over	
		Same month prior year	Feb. 1981†
March, 1982	282.5	6.5	7.2
April	283.7	6.3	7.7
May	286.5	6.5	8.7
June	290.1	6.9	10.1
July	291.8	6.3	10.7
August	292.4	5.8	11.0
September	292.8	4.9	11.1
October	293.6	5.0	11.4
November	293.2	4.6	11.3
December	292.0	3.9	10.8
January, 1983	292.1	3.5	10.9
February	292.3	3.3	10.9

*1967 = 100

†Index = 263.5

Rise of a New Era



'New' Moon daily's 'rise' draws controversy

Before a company owned by associates of the Rev. Sun Myung Moon replaced its New York daily, News World, with a daily named the New York Tribune, it had changed the type face and design of the Page One flag after the New York Times objected that the original was almost identical to that of the Times. Now it faces legal action from Whitney Communications unless it adopts a name other than

New York Tribune. Whitney said it owns that name and the name of the Tribune's successor, the New York Herald-Tribune. A full-page ad in the first edition of the "new" paper announced the "rise of a new era started by [Hoarce] Greeley," founder of the Tribune in 1841. The illustration above is from a full-page promotion ad that was published in the New York Times of April 6.

Hertz: '82 city driving costs average 47¢

New York—The average cost of driving and operating a new compact-sized automobile in 1982 was 47.2 cents per mile, up 2.4 percent or 1.1 cents per mile from 1981, according to the Hertz Corp.'s annual survey of driving costs in 20 major U.S. cities.

Slowing of the rise of costs of owning and operating a new car, including declines in gasoline prices and interest rates, halted the "double-digit jumps which

have prevailed for the past decade," the auto-leasing firm reported.

Since 1979 the average cost of operating a new compact-sized car in major U.S. cities has risen by 17.7 cents a mile or 59.8 percent, the company said.

Driving costs for a compact car topped 50 cents a mile in four of the 20 cities surveyed, with Los Angeles, at 57.1 cents a mile, leading the list. It was followed by New York, at 56.1 cents, San Francisco, at 54.3 cents, and Miami at 50.0 cents.

The cost of operating a compact was lowest in Detroit, at 41.7 cents a mile, according to the study.

Survey costs are for a 1982 compact car—like a Ford Fairmont—driven 10,000 miles a year and kept for five years. The cars are equipped with automatic transmission, air conditioning, power steering and power brakes.

The cost of gas, oil, maintenance, license fees, taxes, insurance, loan interest and depreciation are included in computing the costs. Parking and toll charges are not included.

The Hertz study found that the cost of purchasing a 1982 compact car ranged from an average of \$7,714, in Detroit, to \$8,374, in New York.

The costs of insurance, licenses and fees, on a per mile basis, ranged from a high of 19.7 cents, in Los Angeles, to 7.9 cents, in Dallas.

Maintenance costs were highest in San Francisco, at 4.7 cents per mile, and lowest in Atlanta, at 2.9 cents per mile.

Estimated interest charges ranged from a high of 10.8 cents a mile, in Los Angeles, to 9.1 cents a mile, in Washington, D.C., according to the survey.

Keeping a car more than five years of driving it more than 10,000 miles a year reduced the mileage costs, Hertz noted, while pointing out that five-year ownership "is now most typical," up from typical three-year ownership as recently as 1978.

The 47.2-cent average for the compact car is reduced to 35.8 cents a mile if the car is kept for 10 years, but trading annually would boost the cost of driving

the car 10,000 miles to 53.9 cents per mile, Hertz reported.

Driving a compact car kept five years just 5,000 miles a year would raise the mileage cost to 77.4 cents, while driving it 15,000 miles a year would lower the outlay per mile to 36 cents.

The 47.2-cent major-city average is 2.5 cents more than Hertz's estimated nationwide average of 44.7 cents per mile. Expenses in major cities normally are higher than in smaller towns and rural areas because such costs as insurance premiums, sales taxes and labor rates are higher in the cities, Hertz explained.

Hertz's cost-per-mile estimates

City	Sub-Compact	Compact	Small mid-size	Intermediate	Full-size
Atlanta	32.3¢	42.2¢	46.3¢	47.8¢	49.4¢
Boston	35.5	46.4	50.8	52.6	54.3
Chicago	38.1	49.8	54.7	56.6	58.3
Cincinnati	33.4	43.6	47.9	49.5	51.1
Cleveland	34.7	45.4	49.8	51.5	53.1
Dallas	33.0	43.1	47.3	48.9	50.5
Denver	36.0	47.0	51.6	53.3	55.0
Detroit	31.9	41.7	45.7	47.3	48.8
Washington	33.5	43.7	48.0	49.6	51.2
Houston	34.9	45.6	50.1	51.8	53.4
Los Angeles	43.7	57.1	62.6	64.8	66.8
Miami	38.3	50.0	54.9	56.8	58.6
Milwaukee	34.9	45.6	50.0	51.8	53.4
Minneapolis	34.9	45.6	50.0	51.7	53.4
New York	42.9	56.1	61.5	63.6	65.6
Pittsburgh	34.3	44.8	49.1	50.8	52.4
St. Louis	36.4	47.6	52.3	54.0	55.8
San Diego	35.5	46.4	50.9	52.6	54.3
San Francisco	41.6	54.3	59.6	61.7	63.6
Seattle	36.7	47.9	52.6	54.4	56.1
20-city average	36.1	47.2	51.8	53.6	55.3
National average	34.2	44.7	49.0	50.7	52.3

Driving cost-per-mile for 1982 car driven 10,000 miles a year for five years.
Sub-compact is a car like a Ford Escort; compact is a car like a Ford Fairmont; small mid-size is a car like a Ford Granada; intermediate is a car like a Ford Thunderbird; full-size is a car like a Ford LTD.

Albany pact brings hikes of up to \$100

Albany, N.Y.—Top minimums are raised by as much as \$100.70 a week in a new three-year agreement between the Albany Guild and Hearst's Knickerbocker News and Times-Union.

The \$100.70 increase takes the top minimum for reporters, photographers, artists, copyreaders, makeup and rewrite employees and district managers to \$482.70 a week. In the process it eliminates a differential between two groups of reporters, upgrading the lower along with district managers to parity with a group called "master" reporters, photographers and copyreaders.

The \$100.70-increase comes in the following increments: \$26.75, to \$408.75 a week, retroactive to Aug. 1; \$24.50, to \$433.25, on Aug. 8, 1983; and \$49.45 on Aug. 13, 1984.

The top minimum for persons in the old "master" group is raised by \$81.20 a week, in increments of \$28.10, \$25.80 and \$27.30, to the same \$482.70 a week.

In addition, the company's weekly payment to the pension fund is raised by \$11.62, to \$26.37 a week, for most full-time employees.

Vision care is added to the health insurance package.

A fifth week of vacation for employees with 25 years or more of service is also added in the agreement.

Night differential for employees starting work between 2 p.m. and

6 a.m. is raised by \$1.20, to \$3.20 a shift, while an additional \$1 per shift for employees beginning work between 7 p.m. and 4 a.m. is continued.

A side agreement on health and safety concerns calls for the company to continue to conduct regular safety inspections of its vehicles. It also calls for a testing firm picked by the Guild and the company to conduct tests of video display terminals for ionizing and nonionizing radiation. Results of the tests on a machine-by-machine basis are to be furnished the Guild and a follow-up test conducted in two years.

Provision for up to 12 months child-rearing leave on the birth or adoption of a child is added to the contract. It had provided for a six-month maternity leave.

Other increases and resulting new top minimums include:

Outside advertising salesperson—Up by \$77.25, to \$459.25 a week, in increments of \$26.75, \$24.50 and \$26.

Drivers—Up by \$67.40, to \$350, in increments of \$22.60, \$18.30 and \$26.50.

Classified inside solicitors—Up by \$57.60, to \$327.40 a week, in increments of \$21.60, \$17.45 and \$18.55.

Entry clerks, clerk/typists, key punch operators—Up by \$45.65, to \$271.30 a week, in increments of \$15.80, \$14.50 and \$15.35.

Advertising layout artists, collectors—Up by \$58.85, to \$334.55 a week.

TNG seeking memorabilia as 50th nears

TNG has launched a search for photographs of Guild activities spanning the union's 50 years for possible use in commemorating its golden anniversary.

Also, documents, leaflets, publications, letters, buttons, "anything of historical interest and significance that can be photographed and reproduced in a slide show, a publication, a display," says Ellis Baker, TNG's director of administrative operations.

Some obvious topics include photos and documents related to founding meetings, charter members, key contract bargaining, strikes and organizing, as well as photos of Guild members and friends at work—both for the Guild and their employers—and at play, Baker said, soliciting items of interest "from the beginnings of your local to today."

Moreover, "if it's entertaining or amusing as

Friends of Law and Order, Fair Play and Human Decency Demand:

STOP THIS HEARST! GANG! TERROR!

STRIKEBREAKER! CAMERA TRAPS HEARST THUG IN BLOODY WORK



CRANE HANDLES, LEAD PIPES, CLUBS AND GUNS ARE ANSWER TO HEARST TO EMPLOYEES' APPEAL FOR COLLECTIVE BARGAINING ACCORDING TO LAW.

Chicago Daily Times Photo

Photographs prove typical cases of Hearst violence, not only against editorial and commercial employees striking to preserve right to organize and keep jobs, but also against uninvolved citizens. Picture above, from Daily Times, shows one of horde of paid thugs who charged out of Hearst plant Feb. 18, 1939, and clear across Madison street to assault unarmed cameramen and other spectators watching quiet picketline from distance. Seventeen were injured, several seriously. At right, Guild soundtrack, stolen from public garage by three Hearst gunmen in holdup Jan. 30, and dumped into Chicago river, is recovered, badly damaged.

(See Other Side of This Leaflet)

PUBLIC, CHURCHES, LABOR JOIN TO WIPE SHAME FROM CHICAGO

MAYOR PRAISES GUILD STRIKERS AGAINST BRUTAL EVENING AMERICAN and HERALD & EXAMINER

THOUSANDS OF CITIZENS

Stop Buying HEARST PAPERS

AND

Don't Buy from L. FISH Furniture, MARSHALL FIELD'S, GOLDBLATT'S, WIEBOLDT'S, SEARS ROEBUCK, WALGREEN'S and other stores still advertising with Hearst.

(See Story on Other Side)

3 HEARST GUNMEN DID THIS



FROM TNG'S FILES—AN ARTIFACT OF THE '30s
Leaflet was produced during 1938-40 Guild strike for recognition at Hearst's Chicago Evening American and Herald & Examiner

well as relevant, so much the better," Baker said, observing that, thankfully, "historical material need not be serious to be historical."

Material will be returned on request. It should be mailed to Jim Griffin at TNG headquarters. Deadline is April 30.

House hears charges that OSHA favors industry

Washington — Allegations of cozy connections between the federal job safety agency and industries it should be policing raised concerns at House hearings on the Reagan administration's approach to worker health protections.

Thorne G. Auchter, head of the Occupational Safety & Health Administration, came under intense criticism from Rep. David R. Obey (D-Wis.) for OSHA's denial of union petitions to lower exposure limits on three hazardous chemicals.

Obey, chairman of the House Appropriations Labor subcommittee, suggested during a heated three-hour exchange that the safety agency has developed a tendency of "protecting chemical companies" rather than public health.

He said that workers concerned with their health have had

to "fight incredibly hard" to get OSHA to respond in ways that protect their welfare, especially on exposure to hazardous chemicals.

OSHA's policy under Reagan, Obey said, has been "not to give a benefit of doubt in the slightest to persons asking for relief."

The agency's failure to act on carcinogens is part of a "consistent pattern of behavior" running through an administration that puts industry interests above others, as demonstrated during recent hearings on the Environmental Protection Agency, Obey charged. He said he would urge every congressional committee with oversight jurisdiction to review OSHA's performance.

Auchter said, "I'm not an attorney or scientist, I'm a manager." He said he relies upon advice from OSHA's legal and scientific staff about chemicals,

and he denied he is influenced by industry or the White House Office of Management & Budget concerning health regulations.

Obey produced memos from OSHA lawyers that said ethylene oxide (EtO) and ethylene dibromide (EDB) pose grave danger to exposed workers and that a case could be made for a lower exposure level. Studies have shown both chemicals to be cancer-causing and to cause reproductive damage at exposure levels lower than OSHA's current limits.

The day before the hearing, a federal court of appeals ordered OSHA to propose a new standard for EtO by mid-April, with a final standard to be issued within a year.

Auchter said he reached a decision to deny a petition from 14 unions for an emergency formaldehyde standard after a "series of meetings" with OSHA staff but

said he didn't request advice from OSHA's legal staff. He said he assumed the legal advice would be the same for formaldehyde as for EtO and EDB. He said agency scientists are currently evaluating new data on the cancer risks of formaldehyde at levels below the current limit.

The Auto Workers, which sued OSHA over a new formaldehyde standard, obtained over 400 internal OSHA documents under the Freedom of Information Act. Some of these show formaldehyde poses a significant cancer risk at exposure levels lower than the current three parts per million limit.

Noting the apparent lack of documentation in the formaldehyde decision, Obey pointed out that a record of two breakfast meetings with the Formaldehyde Institute had surfaced during the EPA investigations. The meetings were recorded in the appointments calendar of EPA Assistant Administrator John A. Todhunter.

Auchter denied attending the

breakfast meetings and added: "I wouldn't know if someone from the Formaldehyde Institute were sitting in this room." He said it is part of OSHA's job to meet with industry representatives as well as labor representatives.

Obey also accused OSHA officials of withholding a 1981 internal study on asbestos "until it served their purpose." The report shows an increased cancer risk at OSHA's current exposure standard.

Auchter said the report was not released because it was "incomplete," but admitted OSHA had made no effort to step up enforcement on asbestos since the report.

Obey also questioned OSHA's use of the number of industry-challenged citations as one criterion to judge the performance of the agency's compliance staff. Obey said Auchter had "institutionalized a process" for assessing OSHA staff which rewards industry for contesting citations and punishes compliance staff for issuing citations.

OSHA plans to study benzene rule

Washington—A press aide to OSHA Administrator Thorne G. Auchter made a series of calls to reporters March 31 to announce that the agency soon will consider tightening permissible standards for exposure of workers to benzene, a substance known to cause leukemia.

Douglas Clark, who took the highly unusual step, said the agency late in May will formally announce that it will be studying the adequacy of the present standard.

Sheldon Samuels, the AFL-CIO

Industrial Union Dept.'s safety and health director, said there is no need to launch a lengthy study of the need for change since ample evidence already exists.

He said OSHA's announcement is a move to try to pre-empt a petition by the IUD, several unions and a Ralph Nader group to force OSHA to consider a tighter standard. Clark denied it.

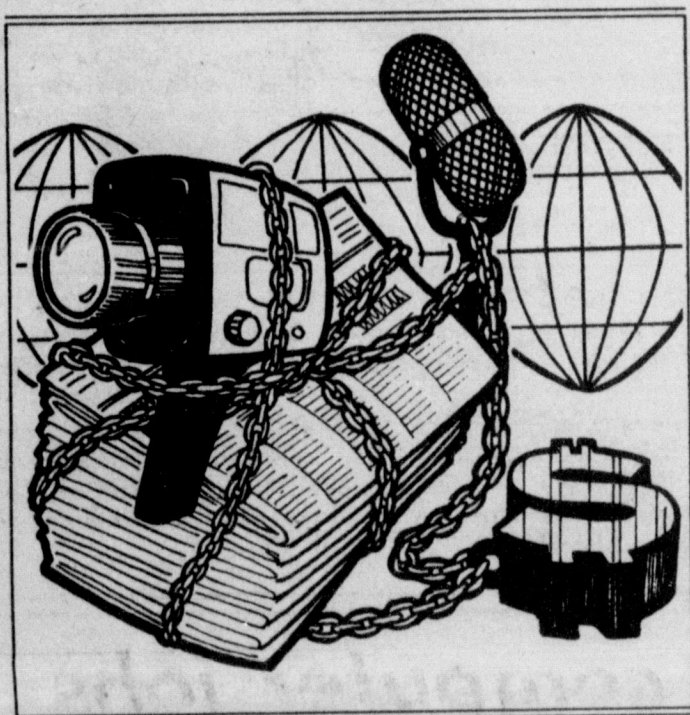
OSHA's failure to issue a single new health standard was prominently noted during House committee hearings earlier in March.



'We can top that deal'

Every body's Business: media at work

A conference
on media structure and content



Canadian media forum

The Media Union of Manitoba, Typographical Union local representing editorial and other employees at the Winnipeg Free Press, is co-sponsoring a weekend conference to examine the relationship between media structure, ownership and content. The conference, April 15-17 at the University of Winnipeg, includes several current and former Guild members on the program. Among them: Linda Hossie of the Vancouver-New Westminster Guild; Warren Caragata of the Canadian Wire Service Guild; Donna Balkan, formerly of the Ottawa Guild; and Cecil Rosner of the former Winnipeg Guild. Other co-sponsors include a Broadcast Employees' local and the Canadian University Press.

Heavier penalty for union officers held unlawful in picket line dispute

Washington — Union leaders who refuse to cross another union's picket line despite a "no-strike" clause in their contract cannot be disciplined more severely than other sympathy strikers, the Supreme Court has ruled.

In a unanimous April 4 decision Justice Lewis Powell wrote that permitting an employer to arbitrarily impose harsher discipline on union officers would be "inherently destructive" of protected individual rights because it discriminates solely on the basis of union status.

Upholding the National Labor Relations Board and lower courts, the justices rejected employer arguments that the existence of a contractual no-strike provision imposes an obligation on union officers to discourage participation in any prohibited strike activity.

The NLRB previously has

ruled, however, that leaders of unlawful strikes, whether union officers or other members, can be singled out for discipline.

The court found that the Metropolitan Edison Co. violated federal labor law when it imposed heavier suspensions on the president and vice president of a local of the International Brotherhood of Electrical Workers who refused to cross the picket line of an Operating Engineers' local that had struck the company during construction of the Three Mile Island nuclear plant near Harrisburg, Pa., in 1977.

The company had ordered the IBEW union president to cross the picket line and encourage other members to do likewise. It gave a similar order to the union's vice president.

Refusal to comply with that order brought 25-day suspensions for the officers, while other mem-

bers were suspended for five and 10-day periods.

The company also warned the officers that a repetition would result in discharge.

The high court's ruling will "substantially undermine the value of a no-strike clause to an employer," Stephen Bokor, director of the U.S. Chamber of Commerce's National Chamber Litigation Center, told the Wall Street Journal.

He speculated that employers will seek contract provisions that spell out the duty of union officers and "put some responsibility back where it belongs—on the union stewards or even higher," the Journal reported.

The court had noted that greater discipline against a union officer could be justified under a contract that specifically made officers responsible for violations of a no-strike clause.

Per capita to rise by 57¢

(Continued from Page 1)

the International Executive Board or TNG's annual convention. TNG's 1982 Convention reduced the Defense Fund portion of the per capita by 5 percent for the 12 months ending this June 30.

The per-capita formula, adopted by TNG's 1964 Convention, bases payments, like local dues, on members' wages. It ties the per capita to a percentage of the average reporter top minimum in effect each April 1 at newspapers published at least five days a week.

The new top minimum average, computed from 116 contracts, was \$502.08, an increase of 7.37 percent over the April 1982 average of \$467.63. That average produced a per capita of \$9.07 that took effect May 1, 1982.

The May 1 rise in the per capita is a 6.28 percent increase, compared to a 6.33 percent increase a year ago and an 8.37 percent increase in 1981, a 5.7 percent increase in 1980, and 5.57 percent in 1979.

The \$502.08 top minimum average was multiplied by 0.0165, producing a figure of \$8.28432, rounded to \$8.29 under the constitutional formula. An additional \$1.35—10 cents voted by the 1969 Convention, 75 cents voted by the 1978 Convention and 50 cents voted by the 1981 Convention, then ratified by referendum—is added to produce the \$9.64 per-capita.

In establishing the per-capita formula in 1964, TNG determined that the then existing per capita of \$2.30 represented 0.01625 percent of the 1964 top minimum average of \$141.38 a week. The 1967 Convention changed the formula to 0.0165 percent.

The formula is designed to provide TNG with an increasing level of income to meet rising costs geared to the increase in members' incomes.

Compilations made in determining the new per-capita rate showed that 51 (44 percent) of the 116 reporter top minimums in effect April 1 had increased by more than the \$34.45 increase in the average. Forty were up by \$40 or more a week; 22 were up by \$50 or more and 15 were up by \$60 or more.

The same compilations showed

Perlik, Dale forego April 1 raises

Washington—TNG President Charles A. Perlik, Jr., and Secretary-Treasurer Charles Dale are foregoing weekly raises of \$70.33 and \$65.77 respectively because of TNG's "tight financial situation and in the interest of merger," Dale reports.

The increases were due April 1 under a provision in TNG's Constitution that bases the president's and secretary-treasurer's salaries on the average reporter top minimum used to set local's per-capita obligations to TNG. Perlik is paid \$1,014.16 a week; Dale, \$948.43.

Meanwhile, TNG's clerical employees are working under a one-year contract, expiring June 30, which provides no increases. TNG's field and headquarters staff is working under terms of a contract that expired Feb. 28.

that there now are 99 daily newspaper contracts with top reporter minimums at or above \$400 a week, up from 91 a year ago; 79 contracts with reporter top minimums of \$450 or more, up from 64 a year ago; 55 with top minimums of \$500 or more, up from 48 a year ago; 16 at or over \$600 a week; and four contracts with top

minimums exceeding \$700 a week.

Seventeen reporter top minimums were between \$300 and \$399.99 a week, nine fewer than a year ago. No contracts provided reporter top minimums of less than \$300 a week. A year ago there were three.

First per capita at the new rate are due at TNG by June 15.

VDT bills proliferate

(Continued from Page 1)

Like the Connecticut bill, it also calls for terminals to be equipped with detachable keyboards or other devices, brightness and contrast controls and antireflection filters or screens.

In addition, it would require company-paid eye examinations annually, rest breaks—including no required VDT work within 30 minutes prior to the end of the work day—and employee education on hazards associated with VDT work as well as on precautions to minimize those hazards.

Adjustable chairs and tables would also be mandated and pregnant employees would have to be given the option of work that does not involve operating a VDT.

The bill before the Maine legislature is a modified version of one initiated in 1981. Like the earlier one, the current bill was introduced by Rep. Edith Beaulieu, a member of the Portland Guild.

It calls for employee education, employer payment for annual eye examinations, rest periods and semiannual maintenance of terminals.

The bill also would authorize the state's Bureau of Labor Standards to establish rules governing workplace conditions to protect the safety and health of VDT operators.

The Oregon bill, similarly, would call for the state's Workers' Compensation Dept. to establish rules to govern VDT working conditions.

ITU's Russell, at 62; held merger seat

Colorado Springs, Colo.—Robert M. Russell, a longtime president of the Buffalo-Niagara Typographical Union and a member of the ITU's Merger Negotiating Committee, died here March 28.

Russell had joined the ITU's headquarters staff in September as the director of the ITU Bureau of Contracts.

President of the Buffalo-Niagara local for 18 years, Russell had been a delegate to 12 ITU conventions and at nine of them had chaired the prestigious Committee on Laws.

Memorial services were conducted in Buffalo April 2.

Survivors include his wife, Mary Lou.

IT

SEEMS
TO US

'82 New York delegate recalls action on smoking

NEW YORK, N.Y.

Editor:

Last year's Guild convention voted to have the international Guild and its many local units "set an example" for dealings with management on health matters by providing for such things as no-smoking tables at the Guild convention banquet and no-smoking sections for Guild business meetings.

Unfortunately, many convention resolutions amount to just talking to oneself and some convention delegates don't take their own actions seriously. Despite this—and despite opposition from some of our own delegates—the New York local has set an example by adopting two measures.

First, the executive committee, meeting in a small room with an

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.

average attendance of about 25, voted to ban smoking altogether. Second, the representative assembly, meeting in a large hall where attendance sometimes exceeds 200, voted to split the hall down the middle, with smoking on one side and no-smoking on the other.

I hope the international Guild is doing as well and that other locals are making similar moves.

RAY WARNER
Co-chair
Safety and Health
Committee
New York Guild

AN \$850 UNION-FREE LESSON

Cater to employee's value system, union-prevention group counsels

Dallas—Employers can keep—or get—their employees out of unions by identifying each employee's value system and treating him or her accordingly, advise the principle figures in one of the better known U.S. consultant firms that specializes in instructing managements in "union free" techniques.

There are seven basic categories of values systems and each category should be treated according to a well defined set of strategies, according to Charles Hughes and Vince Flowers of the Dallas-based Center for Values Research.

Those categories and strategies—as taught to 30 executives during a four-day seminar earlier this year—were outlined in part of a series in the Dallas Morning News by reporter Mary C. Bounds. Some newspaper management people are known to have attended one or more of the seminars in recent months. The Morning News' newsroom is not organized.

The executives paid \$850 to attend the seminar.

Hughes, himself, Bounds reported, is "a No. 7, an 'existential' individual . . . [who] welcomes diversity, refuses to play psychological games and shuns conformity."

A fancy office, title or flashy

job description wouldn't keep Hughes, as a No. 7, from supporting a union, but "given a flexible work schedule . . . he would never join a union," because No. 7s are "creative nonconformists," Bounds wrote.

The 49-year-old Hughes, who has been called "the Billy Graham of union-busters," and Flowers, 45, use the latest in sociological research, video presentations and role-playing in their seminars, Bounds reported.

Hughes and Flowers' clients are advised to "forget your own value systems. Accept theirs. Listen to what they [employees] are telling you."

Among the other Hughes-Flowers categories:

✓ No. 4s. "Conformists." Their bosses should use "shoulds" and "oughts" in conversations with them and provide detailed job descriptions and step-by-step career plans.

"They should never expect originality . . . and to disturb a No. 4's desk would be devastating," Bounds reported.

✓ No. 5s. "Manipulative." Unlike No. 7s, they like executive trappings.

✓ No. 2s. "Tribalistic." They feel secure only in small groups. Employees in this category need a strong boss and should never

work in large open areas.

✓ No. 3s. "Egocentric" Archie-Bunker types. The counterparts of No. 2s, they should never be placed in a work area where they cannot be watched.

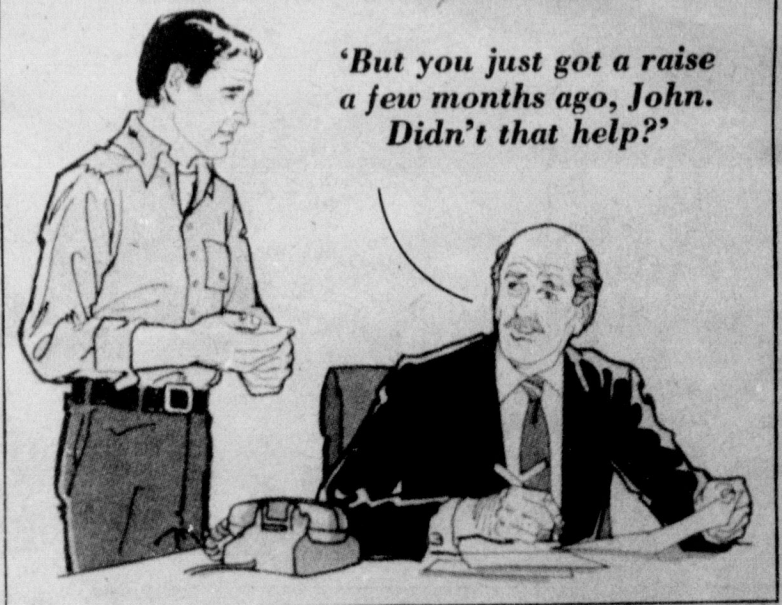
Flowers and Hughes opened their center 10 years ago and say they have taught union prevention to more than 8,000 clients, all of whom have remained union-free, Hughes told Bounds.

Their clients have included executives of companies from throughout the United States, Great Britain and Canada, including the City of Dallas, Federal Express Corp. and Nissan Motor Corp., according to Hughes.

In another article in her series, Bounds said that union leaders who have monitored consultants' activities report that "questionable" advice given their clients includes:

✓ Don't hire workers who can't be easily controlled. They can be identified through a series of thinly veiled questions. Especially to be avoided are persons sympathetic to the under dog, involved in tenant- or consumer-rights groups or who are keenly aware of their rights.

✓ Don't hire more black, Indian or Puerto Rican employees than necessary. They are prone to support unions.



How about 21¢ a month?

At least one publisher is offering other employers a chance to "put something extra" into employees' pay envelopes when they ask for raises "more than usual." Not cash—"you can't keep boosting wages; that's inflationary!" says the proposal received at TNG headquarters, from which the illustration above is reproduced. Instead it suggests a monthly newsletter telling employees "how to get the most out of the hard-earned dollars" they now are paid. Cost ranges from 21 cents each, for 10 to 49 copies, to 15 cents each, for 1,000 or more. For an extra \$6, the employer's name "or one-line message" will go on the masthead.

✓ Hire women because they are likely to be susceptible to intimidation.

✓ Mexicans are safe to hire if their supervisor speaks Spanish.

✓ Isolate pro-union employees during organizing efforts to prevent them from talking to others, or spread rumors among other em-

ployees about the union activists.

✓ Pressure supervisors to dissuade employees from organizing and use supervisors to assess union strength.

Hughes is a former personnel director and Flowers a former corporate controller with Texas Instruments.

\$773 is highest minimum for computer jobs

HIGHEST top minimum among 84 for a wide variety of computer-related jobs found in 37 Guild contracts with daily newspapers and wire services is \$773.34 a week—for systems analysts, senior programmers and computer operations supervisors at the New York Daily News.

Sixty percent (50) of the 84 top minimums in effect April 1 were higher than \$400 a week, according to a tabulation of the minimums by TNG's Collective Bargaining Dept.

Close to half (39, or 46 percent) were at or above \$450 a week.

Ninety percent of the top minimums

(76) were higher than \$300 a week, and 77 percent (65) were \$350 a week or higher.

A total of 24 (29 percent) were \$500 a week or higher and 17 (20 percent) exceeded \$550 a week.

Seven of the top minimums were higher than \$600 a week: at the New

York Times and Daily News, Vancouver Sun and Province and the St. Louis Post-Dispatch.

Following are the top minimums for the 84 computer jobs as of April 1. The results of settlements since April 1 and deferred increases effective in the interim are not included.

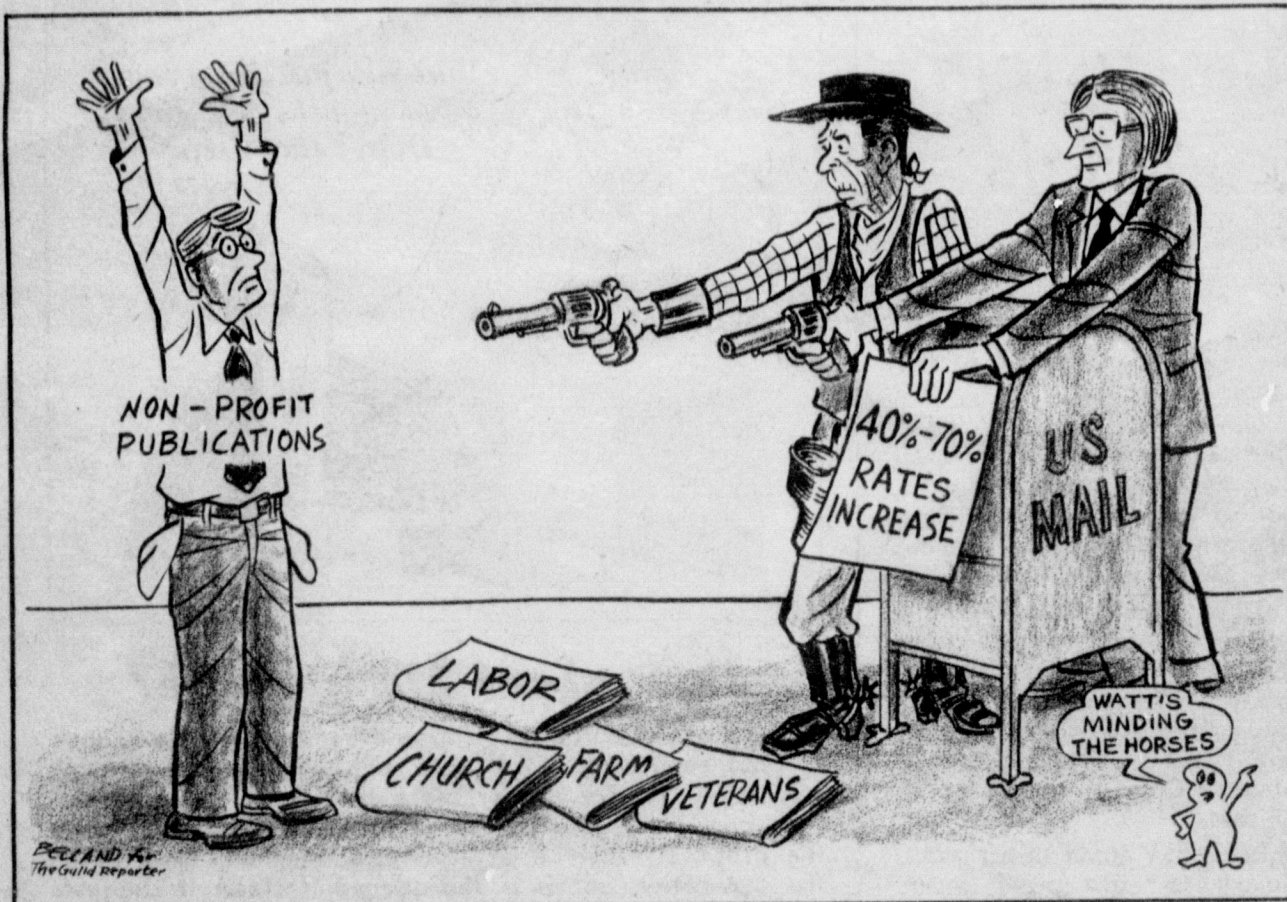
	Minimum	After
New York Times		
Computer operator	\$664.16—4 yrs.	
Systems programmer	507.52—3 yrs.	
Senior programmer, systems analyst	766.97—4 yrs.	
EDP control clerk	479.40—3 yrs.	
EDP posting clerk	390.57—3 yrs.	
EDP tape library clerk	367.49—2 yrs.	
Vancouver Sun and Province		
Computer operator	559.18—3 yrs.	
Programmer analyst	701.54—4 yrs.	
Senior programmer analyst/operations supervisor	701.54—flat	
Toledo Blade		
Programmer	537.94—4 yrs.	
Associated Press		
Programmer	533.50—3 yrs.	
Computer maintenance controller	390.94—1 yr.	
Detroit Free Press		
Computer operator	517.44—4 yrs.	
Programmer/analyst	534.09—3 yrs.	
New York News		
Computer operator	510.64—3 yrs.	
Assistant computer operator, head data control clerk	475.66—3 yrs.	
Programmer, senior computer operator, data control supervisor	653.40—6 yrs.	
Systems analyst, computer operations supervisor, senior programmer	773.34—1 yr.	
Data control clerk	371.59—2 yrs.	
Seattle Post-Intelligencer		
Computer operator	465.50—2 yrs.	
Monterey Peninsula Herald		
Computer operator	464.00—4 yrs.	
Providence Journal and Bulletin		
Machine computer operator	453.00—3 yrs.	
Computer room supervisor	479.50—2 yrs.	
United Press International		
ADP programmer	446.95—5 yrs.	
ADP operator	340.38—3 yrs.	
New York Post		
Machine operator-data processing	*433.80—3 yrs.	
Head machine operator-data processing	*499.65—3 yrs.	
Assistant data processing supervisor	587.85—3 yrs.	

	Minimum	After
St. Louis Post-Dispatch		
Machine operator (computer)	420.57—4 yrs.	
Junior programmer, junior systems analyst	452.25—5 yrs.	
Senior programmer, senior systems analyst	605.37—5 yrs.	
Victoria Times-Colonist		
Operator-mini computer	420.21—flat	
Hawaii Newspaper Agency		
IBM machine operator/junior programmer/control clerk	412.84—3½ yrs.	
IBM senior programmer	469.10—4 yrs.	
Toronto Star		
Computer operator	408.43—4 yrs.	
Senior computer operator	461.63—2 yrs.	
Junior programmer	474.54—2 yrs.	
Intermediate programmer	549.08—2 yrs.	
Senior programmer	578.54—1 yr.	
Programmer trainee	373.30—1 yr.	
Data processing machine tender	351.16—3 yrs.	
Data processing assistant supervisor	445.50—flat	
Data processing supervisor	566.04—2 yrs.	
Data processing senior supervisor	572.54—flat	
Memphis Commercial Appeal and Press-Scimitar		
Computer programmer	396.85—5 yrs.	
Boston Herald		
Computer operator	394.54—3 yrs.	
Programmer	480.90—3 yrs.	
St. Paul Dispatch and Pioneer Press		
Computer operator	377.14—4 yrs.	
Programmer	469.89—4 yrs.	
San Francisco Chronicle and Examiner		
Computer operator	376.21—2 yrs.	
Senior computer operator	415.23—2 yrs.	
Computer programmer	582.28—6 yrs.	
EDP machine room supervisor	471.78—2 yrs.	
San Jose Mercury and News		
Computer operator	376.20—2 yrs.	
Senior computer operator	452.89—2 yrs.	
Data processing	582.28—6 yrs.	
San Mateo Times & News Leader		
Computer operator	369.86—4 yrs.	
Denver Post		
Computer operator	368.00—3½ yrs.	
Philadelphia Inquirer and Daily News		
IBM programmer, computer operator	339.38—4 yrs.	

	Minimum	After
Eugene Register-Guard		
Computer operator	338.50—4 yrs.	
Unsupervised computer operator	427.50—2 yrs.	
Programmer/operator	561.75—5 yrs.	
Programmer/operator on call	592.00—5 yrs.	
Baltimore Sun and Evening Sun		
Computer operator	333.00—4 yrs.	
Programmer	388.00—4 yrs.	
Mt. Clemens: Macomb Daily		
Data processing operator	326.52—2 yrs.	
Washington Post		
T-2 data processing machine operator	306.00—3 yrs.	
T-3 senior processing machine operator	349.75—1½ yrs.	
T-4 data processing programmer	404.50—3 yrs.	
T-5 data processing programmer analyst	557.00—4 yrs.	
Duluth News-Tribune & Herald		
Computer operator	304.00—4 yrs.	
Yakima Herald-Republic		
Computer operator/payroll clerk	301.75—4 yrs.	
Salem (Mass.) News		
Computer operator	300.43—3 yrs.	
Columbus Dispatch		
Circulation data processing systems operator	298.14—1 yr.	
Portland Press Herald and Express		
Computer operator	296.07—1 yr.	
Computer programmer	401.47—4 yrs.	
Albany Times-Union and Knickerbocker News		
Computer operator	276.00—2 yrs.	
Brockton Enterprise		
Computer operator	271.20—1 yr.	
Pueblo Chieftain and Star-Journal		
Computer operator	255.00—3 yrs.	
San Juan: El Mundo		
Computer operator	250.00—2 yrs.	
Programmer	260.00—4 yrs.	
San Juan Star		
Computer operator	234.00—4 yrs.	
Programmer, EDP office operations supervisor	371.00—5 yrs.	
Programmer trainee	340.00—3 yrs.	

* Applies to hires on or after 3/31/82. If hired on or before 6/11/81: Machine operator—\$490.35; head machine operator—\$564.80.

The Reagan-Stockman Gang rides again!



'YOU DRESS PREPPY TO BLEND IN'

Steelworker's daughter discovers conflicts on 'white collar' campus

By Alice Alfonsi

MILL WORK IS my family's livelihood. My life is back there with the two televisions, the bowling league and the neighborhood bar. My father, my uncles, my cousins have all worked in the steel mill.

"The time passes without you even knowing it," they warn. "When you start, they say you'll only stay a few years, but before you know it, it's been 10 years on the job." "Yeah, and 10 years' seniority don't mean nothing anymore."

On workdays, I like to talk with my father as he reads the newspaper before dawn. He tells me about his friends with 10 and 20 years' experience now laid off indefinitely. While we eat our eggs, I tell him that the latest figure on unemployed steel workers is up around 20,000 for western Pennsylvania. My father isn't interested in the statistics anymore. He just keeps talking about how empty the mill is.

In 30 years as a millworker, my father can't remember a whole mill ever shutting down. Now Clairton Coke Works has been down since July. Other mills Duquesne, Homestead, McKeesport—have been wholly or partly down even longer. So my father waits for the ax to fall and cut him down to another statistic in the morning papers. He comes home and says to my mother, "Well, I'm on the schedule again this week. For now, it looks like I still have a job."

"If you don't take academics, there ain't nothing," says my father, patting me on the head with one hand and, with the other, thrusting me into Carnegie-Mellon University, the school first built with Andrew Carnegie's steel wealth.

MY FATHER'S OWN background is a Clairton High diploma, but he wanted my sister and me to attend college, and he was strict with us during our childhood. "Do your best in whatever you choose to do," he'd say, offering us an extra dollar for every straight-A report card. But the best reward was the smile on his face when my sister was accepted

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to medical school, and I got the OK from CMU.

So I took the financial aid and enrolled in what my middle-class hometown calls a "good" school. The dorms didn't bother me—I'm used to living in a house that looks like everybody else's on the block. The difficulties I did not anticipate were conflicts with students from wealthier white-collar backgrounds.

Some conflicts are subtle, like watching the evening news with a friend who never had a father out of work. The unemployment rates are announced, but he doesn't understand: "There's got to be jobs out there; why don't they look for them?"

At other times, the conflicts are not subtle, like sitting in class listening to disdainful descriptions of how typical blue-collar people spend leisure time: "They drink beer and watch football games, but they never go to the theater."

When I'm outnumbered, in class especially, I sink lower into my seat and pretend that all those nights I spent at the firehall or church bingos were really spent at the symphony or riding lessons. But when I'm told by a white-collar girlfriend that her "daddy's company doesn't like unions," I don't hesitate to tell her that my "daddy" works in a part of the city where the air's so bad people drive with their car windows up. That my "daddy" has friends who have been crippled and killed by machinery accidents. And that my "daddy" belongs to a union.

It's even more difficult to explain a blue-collar world to an unsympathetic professor. When a professor confides, "My God, even steel workers make as much as I do," then I know to dress preppy for his class. Blend in. His wife doesn't worry about his getting lung cancer from pollution. Nor does she wait by a phone

when a furnace blow-up is reported on the noon news.

Blend in. Professors of this type cannot or will not hear a blue-collar student's views.

"They tell you what they want," says my father, puffing his pipe. "Production is all management decisions. The workers have no input."

I ask him if the bosses make mistakes. "Oh, my God!" he laughs. "It's a wonder they ever make money. Like that new coke battery they built, millions of dollars. Now we're going over the work the contractors did because they didn't do it right the first time. Nobody has a handle on why it wasn't done right." Says my father, "A job that they can do once, they do twice."

My father is a millwright. That means he is a mechanic in charge of fixing and maintaining machinery. He can't go any higher without going into management. It took him 20 years to work up to that position from a broom and shovel.

As I go to classes, I realize I am leaving my father's blue-collar past for my professor's white-collar future. I worry about becoming what my father and I have always disliked.

I hate to mention things like the Robotics Institute when I go home for dinner. Robots don't cheer my father since he's seen his friends put out of work by automation.

"What's going on is the government's fault," he says, banging his fist on the kitchen table. "They know this new technology is coming up, and they don't train. It's up to the government, through public schools, to train young people. Why should industry worry about me? If I don't have a job, it's the government I'm going to turn to for relief."

"It's good to have robots," my father reasons, "but you have to take the human view into account. A robot may build a thousand cars in one day, but who's going to buy them?"

The houses on my street don't have two-car garages. And my father hasn't told me if he's on the schedule this week.

Editorial

The press is free to . . .

The Reagan-Stockman Gang is after the mail train again.

Their budget-knives are trained on the \$879 million that small-town and country weeklies and nonprofit publications—including this one—are counting on during the federal fiscal year that begins next Oct. 1 to ward off immediate boosts of 40 to 70 percent or more in the rates for circulating their publications through the mail.

The long-knives say they don't want everything in the train's strong box. They'd leave \$400 million behind.

Same result: More cuts in staff and/or frequency and format by publications of religious, veterans', farm, educational and political groups of all stripes and colors, and by publications of unions and the labor movement. More undoubtedly would simply go out of "business."

So what, the Reagan-Stockman Bunch blusters. Nonprofits and small publishers ought to pay their way like everyone else.

Never mind that under postal-rate restructuring in the early '70s these same classes of publishers agreed to do so in return for Congress' solemn pledge that the truly astounding increases involved would be phased in through regular, annual reductions in the subsidy for their postal rates.

Never mind that those same publishers have seen their rates increase by nearly 2,000 percent since then—the largest increase absorbed by any group of mailers. The phasing is scheduled to end in mid-1987.

Ronnie's Raiders were successful in a stealthy attack on the mail train at the end of 1981. Nonprofits' rates went up just about 100 percent then. Now they're after the rest.

They missed in their first run up the Hill, however. The House Budget Committee turned them away; voted the full \$879 million.

Now they've regrouped and are making another try over at the Senate Budget Committee, an older group, more easily intimidated by the gang's cut and slash techniques.

The mail train's next stop will be the floor of the House and the Senate, and Ronnie's Raiders will be there, too.

It looks like the only thing that has a chance of turning them away there, for at least another year, is reminders to every member of both bodies that press freedom should not be restricted to those who can afford the postage. Post cards and letters are a fine way to let them know.

Thunder(?) from the right

Following is the text of an ad run by the National Review in several publications recently seeking to entice readers to write for a free copy of its current issue:

"So it develops that eight Peruvian journalists were jumped and killed by peasants who could not distinguish the journalists from leftist guerrillas. Come to think of it, we have the same problem ourselves."

Best we can recollect, the address was c/o Baby Doc's palace, Port-au-Prince, Haiti.

The Guild Reporter

CALM
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BARBARA E. NELSON, Assistant Editor

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