

CapCities chief: 'You've gotten our attention'

By Dick Batzer
Buffalo Guild

Buffalo—Looking as stony-faced as a military tribunal, officers and directors of Capital Cities Communications, Inc., sat through a shareholders' meeting here May 5 and listened to workers and their representatives, armed with stock proxies, tick off a list of anti-labor practices at the Kansas City Star.

Asked what they were going to do about it, the officers said little and promised nothing.

However, when the last of a procession of speakers, each critical of the company's labor policies, was finished,

AT SHAREHOLDERS 'SPEAK-IN'

Thomas S. Murphy, CapCities chairman and chief executive officer, commented, "It's safe to say, you've gotten our attention."

Murphy ventured onto the floor after the one-hour, 10-minute annual meeting, and was immediately surrounded by members of the International Typographical Union and their allies, including Guild members.

During a polite, but pointed, verbal give and take, Murphy claimed that the only issue in the way of settlement

of a four-year negotiating stalemate in Kansas City is pensions. The ITU wants to maintain its negotiated, portable pension plan at the paper; the company, claiming the ITU plan is shaky, wants to substitute one of its own.

"That's the only real issue," said Murphy. "If that can be resolved I believe everything else will fall in place."

ITU negotiators, however, point also to other issues hanging up a settlement, including job security, jurisdic-

tion, management rights demands, the subcontracting of union work, and grievance and arbitration procedures.

CapCities owns 51 cable systems, 16 broadcasting outlets, including WKBW-TV and AM radio here, 24 weeklies and 8 daily newspapers, including the Wilkes-Barre Times Leader and the Oakland Press in Pontiac, Mich., the scenes of bitter strikes.

MURPHY WAS asked during the meeting whether it is true that CapCities is losing \$2 million a year in Wilkes-Barre, where four local unions, including the Guild, have been pub-

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New merger plan wins endorsement at regional forums

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

The councils—New England, Western and Middle Atlantic—met during the weekends following the spring meeting of TNG's International Executive Board which, on April 20, unanimously approved the amended merger agreement [Guild Reporter, April 22].

The remaining three district councils—Great Lakes, Midwest and Southern—were scheduled to meet jointly May 14-15 in Memphis.

Delegates to the New England and Middle-Atlantic councils also voted their support for the IEB's proposal to continue for a second year the 85 percent-15 percent division of TNG's per-capita income between the union's General and Defense Funds.

At the same time, the Middle Atlantic and New England councils also endorsed the announced re-election bids of TNG's three top officers and of three incumbent at-large vice presidents as well as the candidacies of Carol

D. McGarvey of Philadelphia for at-large vice president and of Thomas R. Hiltz of Boston for a full term as vice president from Region 1, the Northeast.

Western council delegates, meanwhile, heard Larry D. Hatfield of San Francisco-Oakland formally announce that he will seek a second term as TNG vice president from Region 4, the U.S. West.

The Western council delegates, meeting April 30-May 1 in San Jose, unanimously endorsed the new merger proposal on a joint motion by Hatfield and TNG At-Large Vice President William T. Davis of San Jose.

The Western delegates acted after hearing the amended merger agreement outlined by TNG President Charles A. Perlik, Jr., and receiving reproductions of the explanations of those amendments published in the April 22 Guild Reporter.

New England council delegates, meeting that same weekend in Peabody, Mass., also acted without dissent in endorsing the agreement on a motion by David C. Langzett, vice president of the Portland Guild.

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Going public in Scranton

Scranton Guild members mount an informational picket line in front of the Scranton Tribune & Scrantonian. Key issues in the unit's bargaining not addressed in what the company labelled its "final" offer were a paid Easter holiday and fully paid family health insurance. The local has filed an unfair labor practice charge over the company's bulletin-board

warning that participation in informational picketing would be a violation of the grievance and arbitration machinery of the local's contract that expired last Oct. 1. Members at both the Tribune & Scrantonian and the competing Scranton Times have authorized bargainers to call a strike if necessary to achieve fair and equitable settlements.

New York VDT bill introduced after hearings told of hazards

Albany, N.Y.—A bill to establish minimum health and safety protections for employees working with video display terminals was introduced in the New York State Assembly here May 6, three weeks after hearings in New York City on the need for such legislation.

Chief sponsor of the bill is Assembly Member Frank J. Barbaro who, as chair of the Assembly's Standing Committee on Labor, co-chaired the hearings with Assembly Member Joseph Ferris, chair of the state's Legislative Commission on Science and Technology.

Locals get TNG model bill to safeguard VDT operators . . . 4

the pair heard and received submissions from more than three dozen representatives of organizations disciplines and firms, most of them favoring VDT-safety legislation.

The latter included five leaders and activists from the New York Guild and three of its units plus David J. Eisen, TNG director of research and information, as well as representatives of such other unions as the New York Typographical Union, the Printing &

the Railway and Airline Clerks, the Office Employees and the New York Committee for Occupational Safety & Health. In announcing the hearings, Barbaro said they were inspired by a NYCOSH-sponsored conference last November on office-work hazards.

Opponents of the legislation included representatives of the New York Times, the New York State Publishers Assn., VDT manufacturers, American Airlines, the state chamber of commerce and travel agencies.

Barbaro's bill—co-sponsored by five other Assembly members and

New unity to make unions stronger, Perlik tells ANPA

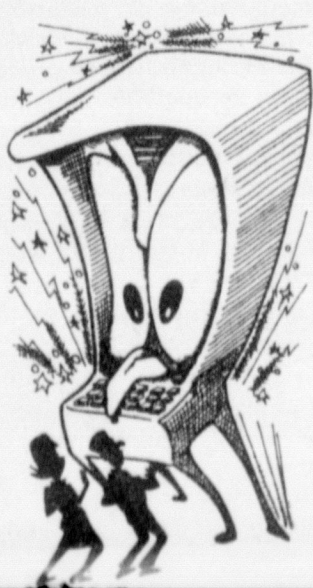
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Co-winners picked for Mellett Award

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An optometrist's recommendations for looking at VDTs

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Judges name co-winners of '82 Mellett award

Washington—"Viewpoint," the ABC-TV News forum for criticism and analysis of television news, and David Shaw, media critic for the Los Angeles Times, have been named co-winners of the fifth annual Lowell Mellett Award for Improving Journalism through Critical Evaluation.

While co-winners are unprecedented in the award's history, "in this case it was fully merited," said the three judges.

"Viewpoint" was cited for the "uniqueness on network television" of its "scrutiny of what could be done better at ABC News" and for "giving critics (as well as supporters) full freedom to have their say."

It could serve as "a model for other networks and local stations," said the judges.

Shaw was cited for his "effective, thorough and readable explorations of thorny journalistic issues," as exemplified in his reports on the complexities of crime coverage and the use and abuse of unidentified sources in news stories.

These reports, the judges said, were "reasoned, balanced and comprehensive treatments of journalistic problems that will not go away."

The Mellett Awards are made by the Mellett Fund of a Free and Responsible Press, an independent, nonprofit corporation established through a bequest to TNG from the late Scripps-Howard editor and columnist whose name it bears.

Results of the competition for the award for work done or con-

tinuing in calendar 1982 were announced May 4. Judges of this year's competition were: Howard Bray, executive director of the Fund for Investigative Journalism; Lincoln Furber, director of the broadcast journalism program at American University's School of Communication; and Jack Landau, executive director of the Reporters Committee for Freedom of the Press.

While the quarterly "Viewpoint" program was cited as a series, the judges took special note of last August's program on the issue of journalistic invasion of privacy.

They commended ABC News for its recognition that journalists "sometimes do make overly extravagant claims in behalf of the public's right to know" and that

they "sometimes . . . do run roughshod over an individual's privacy."

That recognition and the serious discussion of its causes and possible correction were given especially high marks by the judges.

Shaw examined the unidentified-source problem "with sensitivity and rigorous objectivity, presenting their many facets and making clear their complexity and difficulty," the judges said.

They also awarded two honorable mentions.

One went to the Public Broadcasting Service's "Inside Story" series for its "even-handed overviews of what American journalism is doing and how it is doing it."

The other went to Eric Scigliano for his reporting in the Seattle (Wash.) Weekly of area media matters ranging from press ethics and journalism awards to advertising policies and finances in both the print and broadcast media.

The judges also expressed their pleasure that among the entries were several from community weeklies which, despite limited resources, undertook to examine the policies and practices in their communities.

H. Eugene Goodwin, Pennsylvania State University journalism professor, is president of the Mellett Fund; Julius Duscha, of the Washington Journalism Center, is vice president; and TNG President Charles A. Perlik, Jr., is secretary-treasurer.

Revised merger proposal wins endorsement at council forums

(Continued from Page 1)

They acted after hearing TNG Secretary-Treasurer Charles Dale explain the changes in the agreement from last fall's document.

Middle-Atlantic delegates endorsed the merger proposal without dissent on a motion by John J. (Jack) Wallace, president of the Wilkes-Barre Guild. Wallace had abstained from the council's endorsement of the earlier merger document last fall.

The council, meeting May 7-8 in Wilkes-Barre, heard the new agreement explained by J. William Blatz, TNG director of field operations, and, like Perlik and Dale, a member of TNG's Special Merger Committee.

The re-election endorsements voted by the New England and Middle-Atlantic councils were for International Chairperson Harry S. Culver and At-Large Vice Presidents Davis, Robert C. Holt, Jr., of St. Louis and David M. Mulcahy of New York, in addition to Perlik and Dale.

All six announced their candidacies during the IEI's spring

ITU Chief backs new merger pact

Colorado Springs—ITU President Joe Bingel has informed the ITU's membership that he, personally, is recommending that they adopt the amended agreement for merger of the ITU and TNG.

The recommendation is contained in a message accompanying the text of the new agreement, mailed to the union's membership May 5 as a special supplement to the ITU Review.

"I join with the [ITU merger] committee majority and recommend the adoption of this document," Bingel wrote. He had refrained from endorsing the earlier agreement.

meeting, as did McGarvey, Hiltz and Lee C. Clifford of the Canadian Wire Service Guild, who is seeking to be vice president from Eastern Canada.

At the same time, incumbent

At-Large Vice Presidents Joyce M. Walker-Tyson of Detroit and Dianne M. Martino of Manchester announced they will not seek re-election, as did John M. Lowe of Southern Ontario, from Canada East, and earlier, Charlie Ramis of Puerto Rico, from Region 2.

The Middle-Atlantic council also voted contributions of \$200 to the Guild at the Amsterdam News in New York, which struck that black-community weekly Feb. 1, and to Wilkes-Barre members who struck the Times Leader on Oct. 6, 1978. In addition they voted \$100 to assist the Scranton Guild in its public-information campaign as it seeks equitable new contracts from that Pennsylvania city's two dailies.

The Western and Middle-Atlantic councils also were hosts for the TNG seminar, "An update on VDTs" and the Western council for the session on "Safety and Health Committees," as well. Both were presented by David J. Eisen, director of research and information.

Convention's 2nd day is 'merger day'

Washington—The 1983 Guild Convention—Monday, June 27-Friday, July 1—will devote its second day to considering and acting upon the proposed agreement for merger of TNG and the ITU under the convention agenda adopted by the International Executive Board during its spring meeting.

The consideration and action will be a special order of business in a general session of the convention scheduled to begin at 9 a.m. in the grand ballroom of the convention hotel, the Bond Court.

Only other events scheduled for the day are a reception, beginning at 6:30 p.m., and the convention banquet, beginning at 7:30 p.m.

If ratified by the convention, the merger agreement will go to simultaneous referendum by the memberships of both unions, probably in late September.

Jobs of 200 at P-I will vanish under JOA

Seattle—More than 200 members of the Pacific Northwest Guild have received Mailgrams from Hearst's Post-Intelligencer notifying them that their jobs will end at "11:59 p.m., May 22, 1983," a minute before the P-I plans to enter a joint operating arrangement with the Seattle Times.

"In the unlikely event your services are required beyond" that date "you will receive no notice other than a statement as to the new date of termination," said the notices from the personnel manager to each "Dear Fellow Employee."

They were dated three weeks after a three-judge panel of the Ninth U.S. Circuit Court of Appeals in San Francisco announced that it had unanimously reversed the findings of a U.S. District Court judge who last August had blocked implementation of the joint operation.

Subsequent announcement by opponents of the joint operation that they would appeal the case to the U.S. Supreme Court but would not seek rehearing by the full Circuit Court cleared the way for the publishers to proceed with plans to combine the commercial and production functions of the papers while maintaining separate editorial operations.

They had first applied in March of 1981 to the U.S. Justice Dept. for approval of their joint operating agreement under the Newspaper Preservation Act.

U.S. Atty. Gen. William French Smith last June approved the proposal to grant the papers exemption from federal prosecution under antitrust laws for the price fixing, profit pooling and market splitting that is inherent in joint publishing operations. That ap-

proval was temporarily set aside by U.S. District Court Judge Barbara Rothstein who ultimately ruled that Smith had erred in his finding that the P-I met the law's test of being in "probable danger of financial failure."

Smith had acted in an "arbitrary and capricious" manner, she said, because he had rejected the finding of an administrative law judge that it was probable that the P-I could be sold to a qualified buyer.

In reversing Rothstein's ruling, the Circuit Court said that "in the absence of a showing that there is a likelihood new management would succeed, Hearst's failure to consider purchase inquiries lost importance."

The court said that Hearst had shown that new management would have no better chance than Hearst of making the paper financially successful.

Under the joint agreement between the publishers, the Times will handle the commercial and production functions of both papers. They will publish a single Sunday edition under a joint flag with separate editorial pages and comic sections.

The Times will retain its traditional evening publication on weekdays, with morning publication on Saturdays and holidays, while the P-I will continue to publish mornings Monday through Saturday.

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



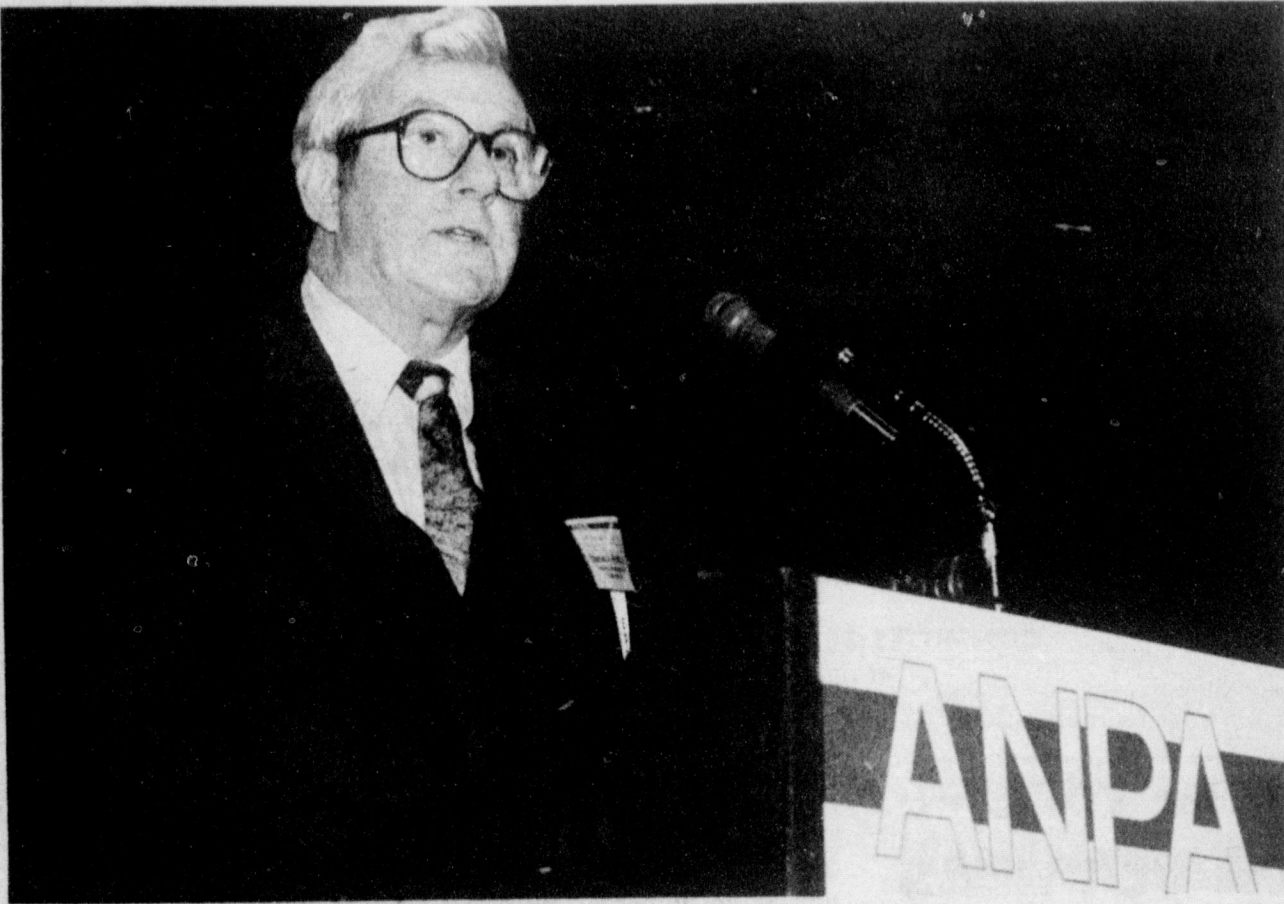
Inter-union swearing in Toledo

Toledo Typographical Union President Eugene Metzger, left, administers the oath of office to new Toledo Guild officers. With Metzger, from left: Robert Speck, secretary; Robert Dailey, treasurer, and Howard Burkhardt, president. Inter-union co-operation, including joint bargaining, between the Guild and the Toledo

Typographical Union plus the other unions representing employees at Block's Toledo Blade spans two decades. The latest Guild contract, ratified March 29, raised the key editorial, circulation and advertising top minimum by \$30 a week, to \$575.20 from March 22. (See Story, Page 7.)

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No danger of unions' demise, ANPA told



TNG'S PERLIK SPEAKS TO ANPA CONVENTION
The ITU's Joe Bingel also addressed the publishers.

PRESSTIME/ANPA

Newspaper unions mull strategy as buyer sought for Sun-Times

Chicago—Leaders of Chicago's newspaper unions, including the Chicago Guild, were preparing to explore how they might jointly respond to anyone who might emerge as a potential buyer for the Chicago Sun-Times in the wake of the announcement April 15 that Field Enterprises would be dissolved and its Chicago daily put up for sale.

Field Enterprises, a family corporation jointly owned by half-brothers Marshall and Frederick Field, has owned the Sun-Times since its inception in 1948.

The brothers said they were committed to finding a buyer for the paper "who would continue its record of journalistic excellence and service to the community."

Under the dissolution plan, any assets still held by the company at the end of a year would be distributed to a partnership owned

equally by the two Field brothers.

Although the Sun-Times trails the competing Chicago Tribune in advertising and circulation, it is a profitable paper, according to Advertising Age.

It is estimated to have produced \$3 million in profits last year on revenues of \$250 million. Otis Chandler of the Times Mirror Co. told the trade journal.

None of the major newspaper chains appeared likely to make a bid for the paper, however. Advertising Age reported in its April 25 edition that Knight-Ridder, the New York Times Co., Gannett and Capital Cities Communications all had disclaimed interest.

And, although Chandler, chairman of the Times Mirror Co., was to meet with the Sun-Times' management, he said the prospect of acquiring the paper "is not a very good possibility," Advertising Age reported.

An asking price said to be in the \$130-million range was ex-

pected to deter Rupert Murdoch's News America, as well.

Bernard E. Epton, the millionaire lawyer who was defeated in his bid to become Chicago's mayor, however, said that he was attempting to put together a syndicate to buy the paper.

Epton said if he gained control of the paper he would fire columnists Mike Royko and Roger Simon, who had been critical of him during the mayoral campaign.

"A contributing factor to the decision to dissolve the company was Frederick Field's desire to pursue his own business interests," the company said. Those interests reportedly include motion pictures, real estate and automobile racing.

The Chicago Guild represents some 300 employees in the Sun-Times' editorial department.

The company also owns four television stations, cable operations and a one-third interest in Keycom Electronic Publishing.

New York — Newspaper employees' unions are no more likely to fade or disappear, even for a moment, than the newspaper industry, TNG President Charles A. Perlik, Jr., told North America's newspaper publishers here April 27.

To the contrary, like the lines of demarcation between their members' jobs in the face of the industry's computerization, and like so many of the components of the industry itself, the unions are drawing together.

And through their merger, they will become stronger and better able to assure that the industry's employees enjoy a more equal role in shaping its operations and share in its wealth, Perlik said.

He made the remarks to the 97th Annual Convention of the American Newspaper Publishers Assn., where he shared the rostrum in a joint appearance with International Typographical Union President Joe Bingel.

Both Perlik and Bingel "won the close attention of the publishers, who are trying to figure out what the proposed merger" of the ITU and TNG might mean for future bargaining, wrote Jonathan Friendly in the New York Times. "The very idea" of a union president addressing the publishers' convention "was an innovation," he noted.

Bingel told the publishers that "the structure of our union may change—but I'm sure our goals will remain the same." He also took the opportunity to challenge what he said were rumors that the ITU's portable, international pension plan is financially and actuarially unsound, and to offer the publishers some advice on regaining lost advertising.

Perlik told the publishers that all the industry's unions "have come to recognize that splintered unions make no sense today, if they ever did," and that "the only way we can hope to negotiate successfully is from a position of equal strength" with publishers.

And, he said, there are "very practical benefits" for publishers in industry unions merging, pointing to "fewer unions to do business with . . . fewer sets of proposals and fewer bargaining sessions to attend," as well as less likelihood of leadership struggles overflowing into workplaces and less bargaining competition between unions.

And, in a larger dimension, if the industry would prefer the kind of harmony in labor relations that can flow from "equals dealing respectfully with each other, then the harmony can be sweet, indeed," that will come from the greater strength of merged unions, he said.

"Mutual respect is a must if unions are to pay the kind of attention you [publishers] want to the arrival of the newer and newer technology that has transformed the way newspapers are produced and the way our jobs are performed," Perlik said.

He pointed out that while the Guild has not resisted the introduction of VDTs, "we have been forced to recognize that a train of health and safety problems have come in their wake. . . ."

"But," he continued, "it takes more than recognition by us to eliminate these problems; it takes full recognition by you as well."

Perlik also pointed to "the increasing criticism being directed

Base of \$50,000 seen for reporter

New York—TNG President Charles A. Perlik, Jr., took the opportunity of his ANPA convention appearance to repeat to the publishers the prediction he has made to other audiences:

"Before I leave this business we'll see a contractual top reporter minimum salary of \$50,000 a year."

Current average is \$492.05 a week, more than \$25,000 a year, and current highest contractual reporter top is \$766.97 a week, or nearly \$40,000 a year, he noted.

"Which of you wants to be first" with the \$50,000? he concluded.

[A \$961.54 weekly minimum would do it.]

at rank-and-file newsmen for press conduct and policies" and said that the Guild must insist those employees "be given a say in determining what those policies should be."

If Guild-represented employees are to be "called to account," rightly or wrongly, for "sins for which they are not responsible in the last analysis, and, sometimes, not even in the first," they "deserve a voice, and we think the industry would be better off" if they had it, Perlik said.

Bingel, too, invited the publishers to seek advice from their employees through their union leaders in efforts to cope with advertisers' demands for total and targeted market coverage.

"It makes no difference where the ideas may come from because the development of a successful program will benefit" both publishers and their employees, Bingel said.

The ITU for several years has been studying and advocating development of systems for blanketing large and small geographical areas with preprinted advertising through newspapers, he pointed out.

Both Perlik and Bingel pointed to Guild and ITU efforts in recent years to help preserve financially pressed dailies in cities like New York, Boston and St. Louis.

"Where we are clearly confronted by the necessity, we are prepared to make our own contribution" yielding "some of the hard-won gains we have made over the years," Perlik said, emphasizing: "If we are convinced that is what it takes to keep an ailing newspaper alive."

Turning to what he called "the rumors" about the ITU industrial pension plan, Bingel pointed out that in 1981 it had assets of more than \$250 million, that its "positive cash flow" was approximately \$28 million and that all benefits "were paid out of interest and dividends," not a cent from contributions.

He also pointed out that the plan earned interest at the rate of 10.2 percent, that its costs of operation have averaged approximately 6 percent of contributions and that with \$25 million in a special account, it is 22 years ahead of its funding requirements under ERISA.

He also announced that the fund's 1982 actuarial report will be made available to interested parties and their advisers for examination in the company of the plan's actuaries, who will answer any questions.

IEB says 'no' to free lances

Washington — Eligibility in TNG's annual Heywood Broun Award competition should not be expanded to include work by freelance journalists, the Research & Information Committee of TNG's International Executive Board said during the board's spring meeting. The IEB concurred.

Considering a suggestion that the contest's parameters be broadened, the committee said that while the Guild should cooperate with the efforts of free lances to unionize, it did not find advisable a change in the eligibility rules for the Broun Award.

Eligible for the Broun competition are employees working in the Guild's jurisdiction on newspapers, news services, news magazines and radio and television stations in the United States, Canada and Puerto Rico, whether or not they are Guild members or work under a Guild contract. Specifically excluded are managerial employees, free lances and entries on behalf of a publication.

Canada's price elevator

The table below records the ascent of Canada's Consumer Price Index over a 24-month period following a 1.2-point increase in the index in March to 115.8, up 7.8 points from March 1982, and 19.0 points from March 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 March 1981. Index figures have been converted to a 1981=100 base.

	Index*	Percentage over	
		Same month prior year	March 1981†
April, 1982	108.6	11.3	12.2
May	110.1	11.9	13.7
June	111.2	11.2	14.9
July	111.8	10.9	15.5
August	112.3	10.5	16.0
September	112.9	10.4	16.6
October	113.6	10.0	17.4
November	114.4	9.8	18.2
December	114.4	9.3	18.2
January	114.1	8.3	17.9
February	114.6	7.4	18.4
March	115.8	7.2	19.6

*1981 = 100

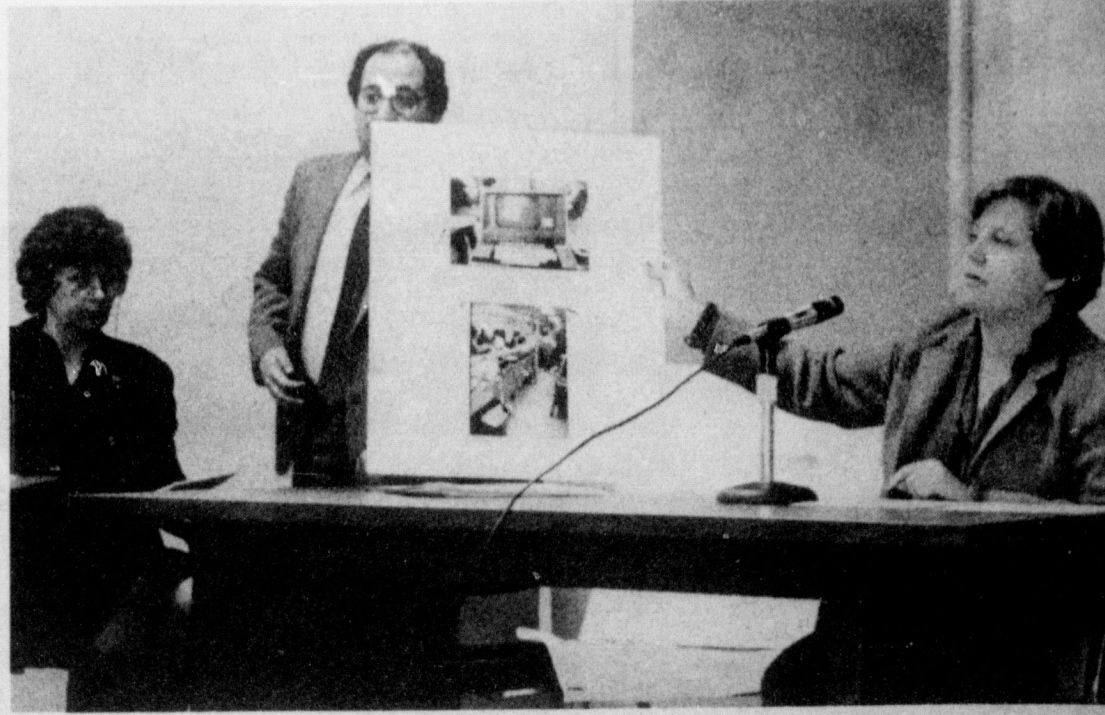
†Index = 96.8



STEVE MILLER/New York Guild

THREE FROM THE GUILD PREPARE TO TESTIFY ON VDT PROBLEMS

TNG's David J. Eisen plus Ray Warner and Barry F. Lipton of the New York Guild, respectively safety co-chair and secretary-treasurer.



MARK SPEVACK/New York Guild

COMMITTEE GETS PHOTOS OF VDTs, GLARE, LIGHTING AT N.Y. POST

At right, Joy Cook, Post Guild unit chairperson; at left, Diane Woodstock, former TNG vice president, now of NYCOSH.

VDT bill follows hazard hearings

(Continued from Page 1)

supported by half the Assembly's membership overall, according to an aide—would require periodic testing for radiation, limit the number of hours an employee could spend on the machine in one day, mandate rest breaks and require eye examinations and adjustable chairs and desks.

It also would require that pregnant VDT operators be permitted to do alternate, non-VDT work with no reduction in pay or seniority and, if no alternate work was available, make them eligible to receive unemployment compensation during their pregnancy.

At Barbaro's hearing, Eisen, who has staff responsibility for TNG's VDT safety and health efforts, outlined the emergence of Guild members' complaints of visual problems, aches and pains and other symptoms during the dozen years since newspapers began replacing typewriters with VDTs.

He left with the committee various reports of research on VDT workers' problems in the U.S. and in Europe, as well as copies of TNG's new model VDT health and safety bill [see story, at right above].

Eisen also told of employers' "stiff resistance" to contract proposals that seek to protect VDT workers' health and safety, short-range and long, and said legislation of minimal standards would benefit both organized and unorganized employees.

New York Guild Secretary-Treasurer Barry F. Lipton told the committee of the difficulty his local has had in achieving VDT health and safety protections in its contracts.

"Simply put," Lipton said, the publishers have been "attempting to stonewall us," adding that the local would endorse "any meaningful legislation that

could be of assistance in this area."

Ray Warner, co-chair of the local's health and safety committee and chair of the same committee of its New York Times unit, told the hearings that the Times had refused to give him an assignment away from a VDT while he was recovering from retinal surgery. He is a copy editor.

Warner also told the committee that the Times had refused a Guild request to permit pregnant employees to be reassigned from VDT work, explaining that it could not respond to every employee's fears.

He also contrasted the Times' editorial position favoring separate areas for nonsmokers in restaurants with its refusal to provide such areas for its employees in its offices.

Joy Cook, chairperson of the local's New York Post unit, told the hearings that voluntary compliance with measures aimed at making the VDT workplace safe and healthful was not working at the Post.

She cited the Post's having installed VDTs with detached keyboards, but placing them on single-level, nonadjustable desks.

Cook also displayed enlarged photographs of the Post newsroom showing the furniture-VDT mismatch and the reflection and glare caused by incorrect lighting and placement of the machines.

Betsy Wade, vice chairperson of the Times Guild unit, a former local president and a Times copy editor for 26 years, said that management seems to believe that since VDTs have transformed news rooms and composing rooms into "inkless environments as quiet and somber as insurance offices" there are fewer hazards than before.

The Oregon Newspaper Publishers Assn. also testified—against the bill. represents about 130 employees of the Eugene Register-Guard, showed that Guild members have benefitted from some of the steps the bill would require and would benefit further under its proposals for eye care and rest breaks. Guild President Ron Bellamy testified.

The Oregon Newspaper Publishers Assn. also testified—against the bill.

Rx for VDT-eyes: get more sleep?

New York—Dr. Howard R. Brown told the New York Assembly hearings here on health hazards in VDT work that in his 19 years as a physician for the New York Times and nine years as its medical director he has "not seen or heard of any permanent, harmful effects of VDT usage."

"Complaints of eye fatigue and strain are best handled by proper . . . eyeglass prescription, by avoidance of glare and by proper personal health habits."

The latter, he said, "include adequate sleep, good nutrition, proper exercise and relaxation."

The hazards are not fewer, however, but different, she said, pointing to stress caused by such things as fear of the system "crashing" before a task is completed and by failure to take necessary breaks because a co-worker might take over the machine. There are more reporters and editors than there are VDTs available to them, she explained.

She also rued a "weakening of the human network," contact and discourse among employees, because they now "spend most of seven hours with their faces, brains and hands virtually buried" in a VDT.

Nancy Viola, health and safety bargainer from the Guild's Time Inc. unit, told the committee of problem pregnancy "clusters" that have occurred among VDT users and urged that legislation be passed to give women the option of working away from the machine when they are pregnant or planning to become so.

John D. Kutzer of the N.Y. State Publishers Assn., however, told the committee it need have no concern about radiation hazards from the machines since several studies and tests based on current knowledge had failed to establish their existence.

He urged that action be deferred on any legislation on the office environment pending issuance of an "ergonomics guide" he said "we understand" the U.S. Occupational Safety & Health Administration is developing.

He also cautioned that requiring rest breaks for VDT operators could well have a negative effect on productivity which, in turn, would affect the state's economic growth.

After Barbaro introduced his bill, an aide said that he expects it will be amended.

FORMATS FOR U.S., CANADA

Locals get model bill on VDT safeguards

Washington — TNG has prepared and distributed to all Guild locals a model bill designed to establish through legislation minimum safeguards for employees operating video display terminals.

The bill—in one format suitable for introduction in the legislatures of states and commonwealths and in a second suitable for provincial legislatures—is intended to regulate the VDT work environment in principal areas "that appear amenable" to legislative regulation. It is not, however, intended to "provide 'ideal' conditions," David J. Eisen, TNG's director of research and information, said in a letter accompanying the U.S. model bill.

The bill would regulate VDT placement, including a ban on

user or screen facing a window, and would set a maximum room lighting level of 700 lux.

The bill also calls for the elimination of glare through the use of appropriate drapes or blinds and lighting adjustments, including the installation of louvers to direct light downward.

Adjustable desks and chairs and terminals with detachable keyboards would be required, as would brightness controls, tiltable screens and wrist rests.

The bill calls for the shielding of transformers in terminals that are not housed in metal or metal-coated cabinets.

It would require semi-annual inspection and necessary maintenance and would mandate that the appropriate governmental agency monitor developments in the area of VDT radiation-research and related problems.

Rest breaks of 15 minutes after each hour of continuous VDT work would be required, with at least every second break being a break from all work.

Employers would be required to provide eye examinations for VDT operators upon hire and annually thereafter. They would be required to pay for the examinations and for the cost of any special eyeglasses needed for VDT work.

Employers also would be prohibited from using the results of the eye examinations to screen prospective VDT users for employment or from monitoring the productivity of employers operating VDTs.

The Legislative Research Bureau of the Harvard Law School assisted TNG in drafting the model legislation. Additional assistance came from the offices of TNG counsel in both the United States and Canada.

Lansing top to rise by \$32, to \$496

Lansing, Mich.—The top minimum for reporters, photographers and the chief librarian under the Lansing Guild's contract with Gannett's Lansing State Journal will rise by \$32.49, to \$496.69 a week, on Oct. 3.

The \$32.49 increase is the last of three under a three-year agreement that raised the key top minimum by \$86.25 over the term. The agreement also provided key top minimum increases of \$25.44 and \$28.32 on Oct. 5, 1981, and Oct. 4, 1982.

A provision was added for the employer to pay the health insurance premium for retirees and their dependents.

The top minimum for editorial assistants is increased by \$40.44, to \$232.80, over the contract's term, while that for desk and rewrite persons is raised by \$88.68, to \$510.60 a week.

'VDT leaves' for pregnancy backed

Washington—Contract guarantees that pregnant employees can choose to work away from video display terminals "are consistent with Guild bargaining policies," TNG's International Executive Board is reporting to this summer's TNG convention.

The addition of such provisions in several Guild contracts in the past year "attests" to the fact that they are in keeping with those policies, the IEB said in adopting the Collective Bargaining section of its Officers' Report to the 1983 Convention.

Locals, the board said, have the option of seeking contract provisions that would enable pregnant employees to be assigned away from work an employee believes may be hazardous to her unborn child or to herself due to her pregnancy.

Eugene Guild, printers back VDT bill

Salem, Ore.—Representatives of the Eugene Guild and Typographical Union told the Oregon State Labor Committee April 25 that they favor enactment of a bill that would mandate eye examinations, rest breaks and other precautionary measures for persons who work on video display terminals.

A survey of its members last year by the Guild local, which

Pottstown accord takes key to \$486

Pottstown, Pa.—A new one-year agreement between the Philadelphia Guild and Ingersoll's Pottstown Mercury has raised the top minimum for key advertising, circulation and editorial employees by \$28.74, to \$486.16 a week.

Of the \$28.74 increase for experienced reporters, photographers, advertising salespersons and circulation supervisors, \$9.58 a week is retroactive to Sept. 15, 1982, and the remaining \$19.16

is effective from March 15.

The top minimum for telephone solicitors and ad takers is raised by \$23.53, to \$313.20 a week, in increments of \$11.18 and \$12.35 on the same dates.

The top minimum for business office, advertising, circulation and editorial clerks is raised by \$20.34, to \$275.19 a week, in steps of \$9.50 and \$10.84.

Two experienced business office clerks, who were improperly slotted when that department first was covered by the Guild's contract in 1981, were reclassified to the top minimum, producing a \$54.59 increase in their salary, with \$43.75 a week retroactive from Sept. 15. Retroactivity for one totalled \$1,041.89; for the other, \$957.95. Improper slotting of two parttimers in the same department also was corrected in conjunction with the settlement. Retroactivity for one of them totalled \$480.53; for the other, \$418.78.

The new agreement also calls for the creation of a joint committee to meet quarterly to discuss problems associated with video display terminals. It also provides an annual cash payment of \$30 to each VDT operator to go toward the cost of an eye examination.

TNG Representative Luis Montanez was chief bargaining spokesperson for the local in the talks that produced the settlement.

Insurance bill gets support

Washington—TNG has urged passage of the Nondiscrimination in Insurance Act, which would prohibit the insurance industry from taking sex, race, religion or national origin into consideration in computing premium rates or benefit levels.

In a letter to members of the House Energy and Commerce Committee, TNG President Charles A. Perlik, Jr., urged support of the bill—H.R. 100—without amendments.

"Discrimination in all forms must be abolished as a matter of national policy," Perlik said. "Using sex as a proxy" for other more relevant criteria "is no more acceptable than the insurance industry's past practice of using race as a proxy," Perlik pointed out.



Correcting a \$2,917.15 mis-classification

The Philadelphia Guild's recent settlement at the Pottstown Mercury included correction of mis-classifications of four business office employees which brought the four retroactivity totalling \$2,917.15, in addition to the proper,

higher weekly pay rates. Displaying their retroactive checks above, from left, are: Linda K. Christman (\$957.95 in retroactivity), Claire E. Ketner (\$1,041.89), Rickie L. Hess (\$418.78), and Janice A. Arnt (\$480.53).

AmNews, Guild resume talks

New York—Bargaining between the New York Guild and management of the struck Amsterdam News resumed May 11 for the first time since the 37-member Guild unit at the paper voted to seek to buy the paper through an employee stock ownership trust.

But one of the three principal owners told the Guild committee that he was "not willing to discuss the sale of the newspaper."

Members of the unit voted unanimously May 4 to approve a plan recommended by mediator Theodore W. Kheel through

which the employees of the black community weekly could purchase the paper.

That plan calls for the employee trust to acquire all the stock of the newspaper at a price not to exceed a fair market value given the paper's financial condition. It would require that all employees of the paper—not just the Guild-covered employees—be beneficiaries of the trust. And it would require that the beneficiaries select trustees who are "outstanding representatives of the community the newspaper serves" and that complete direction

and control of the paper be vested in them.

Kheel had said if the trust was structured as he outlined, he would arrange the necessary financing.

Guild members struck the paper Feb. 1 after the company unilaterally cut their hours and pay by 20 percent.

While 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.

Rx for making VDT work easier on the eyes

By JAMES E. SHEEDY, O.D.

THE COMPUTERIZATION of the publishing industry—from newspapers and magazines through books and wire services—appears to be working out well in the business sense of increasing efficiency and profitability.

But—as copy editors, reporters, ad takers, clerks and printers have learned—it has not always worked out so well for the persons who now must work all or part of each day at the video display terminals connected to the computers.

Health complaints associated with VDT work proliferate. By far, the most frequently heard are those associated with the eyes. They include headaches, blurring of vision at both near and far viewing distances, itching and burning, fatigue, flickering sensations, shooting pains and even double vision.

Unfortunately, there is no single cause for these discomforts and no single way to alleviate them. Work-place environmental factors such as lighting, glare, design of the VDT and the condition of equipment often play a part. So can the VDT user's posture or work habits. Sometimes a minor vision problem that would go unnoticed under normal seeing circumstances is involved. Frequently, a combination of these exists.

All of these things, however, can be either controlled, adjusted or corrected to make VDT use easier on the eyes.

Much has been written about lighting for VDT use—its amount, kind and direction; the control of glare and reflection. (See the booklet, *Humanizing the VDT Workplace*, produced jointly by TNG and the International Typographical Union.)

More and more, management is recognizing that general office lighting is far from ideal for

VDT work. Some firms have installed new lighting systems for VDT areas. Others make good use of drapes, shades and the placement of equipment away from glare-producing sources such as windows.

Newer models of VDT equipment offer features—matte finishes, hoods on screens and adjustable brightness controls—that help rather than tax the user's eyes and vision.

NOT ALL VDT screens, however, are made equal. Studies have found that the optical clarity of the display characters differs substantially from manufacturer to manufacturer. Also some equipment is more prone to flickering or shimmering of the screen than other equipment.

Contrast between the letters and screen background is an important comfort factor for viewing. Generally, white lettering provides the greatest contrast. Yellow or green characters offer a slight advantage because a reduction in the chromatic aberrations may slightly increase the clarity of the characters.

With some VDTs, the brightness contrast can be reversed to show black letters on a white screen. This may present a more comfortable visual display in theory, and there is some research evidence available to support it.

Adjustable chairs can be a vision-comfort aid by enabling the user to sit at just the right distance and angle for him or her. Generally, the VDT screen should be ten to thirty degrees below the user's straight ahead seeing position. The actual distance from the user's eyes to the screen will vary by individual.

Much visual discomfort can result when the VDT user's eyes must refer back and forth between the VDT screen and printed or written material. Two ways to minimize this are:

- ✓ Place the reference material as close to the VDT as possible to avoid frequent large eye and head movements;
- ✓ Be certain the viewing distance is the same to the screen and the reference material to avoid having to change focus when looking from one to the other. Every time the eye's focus is changed, it requires a muscle to work



In England, the Assn. of Optical Practitioners publishes a six-page, illustrated booklet of information for persons who work on "visual display units (VDUs)," as they refer to the machines. This is a reproduction of the cover.

inside the eye. Frequent changes can cause this muscle to become fatigued.

Even when all of these environmental factors are functioning properly, however, VDT users still sometimes can experience visual discomfort or difficulties in seeing. When this happens, an undetected vision problem is the likely culprit.

(Next: How a VDT plus a vision problem can equal visual discomfort and seeing difficulties and what to do about them.)

This is the first of two articles on visual problems connected with the use of video display terminals prepared especially for the Guild Reporter. The author is chairperson of the American Optometric Assn.'s Commission on Ophthalmic Standards.

BNA and Guild win 'no' vote on Thomson bid

Washington — Separate and joint education efforts by leaders of the Washington-Baltimore Guild's BNA unit and by the company's management were credited with turning aside the latest thrust in a year-long effort by the giant International Thomson Ltd. to take over the Bureau of National Affairs here.

ACLU asked for reply on buying union

Washington — TNG President Charles A. Perlik, Jr., has called on the board of directors of the American Civil Liberties Union to respond to his letter of three months earlier urging that body to adopt a policy of purchasing "union made" goods and services.

Perlik issued the demand for a reply to his Feb. 16 letter on the recommendation of TNG's International Executive Board.

In that earlier letter Perlik expressed his concern on having learned that the ACLU had abandoned a practice of displaying the union label on publications and other printed materials and that the board had twice voted to block a resolution that would have committed the organization to a policy of buying union goods and services.

"The ACLU, with its long and noble history of defending the rights of all Americans, should be in the forefront of those who show their support for the labor movement" by dealing with companies that have recognized the right of their employees to organize and bargain collectively, Perlik said.

He urged the ACLU board to give its "unambiguous support to the right of employees to union representation" by enacting a policy of using union made goods and services.

Thomson's latest rebuff came at BNA's annual stockholders' meeting when a resolution by the company's directors affirming that BNA voting stock can be sold only to employees was voted up by 60 percent of the shares voted at the meeting.

At the same time, a shareholder's resolution that would have created a mechanism for dealing with stock-purchase efforts by outsiders was defeated by nearly the same margin.

Early this year Thomson had increased its offer for BNA voting stock from \$45 a share to "not less than \$50." Responding,

BNA Chairman John D. Stewart wrote Thomson that "the interests of BNA, its shareholders and its employees are best served by preserving our independence and our present form of ownership."

After Thomson's \$45 bid last summer, TNG's convention had termed it "no more than Judas silver" and advised BNA's Guild-represented employees that they have "substantially more to fear from the anti-labor Thomson chain" than their differences with BNA's current management.

At the time of the April 16 annual meeting, BNA stock was trading at \$22.50 a share, about

seven times earnings, according to Tom Mani, chairperson of the BNA Guild unit, who expressed the hope that the stockholders' votes "put to rest thoughts of a take-over by any outside firm."

Mani said several employees, including Guild leaders, actively solicited other employees' stock proxies for the directors' resolution before the meeting.

He expressed his gratitude to TNG for opening its files on Thomson to the unit and said he used materials from them to mount displays on a dozen employee bulletin boards during the two weeks before the meeting.

At the meeting, he said, the company reported that 1982 operating revenues were up 9.8 percent over 1981 and that its after-tax profits were up by 4.4 percent, despite 1982 being a "difficult year."

Meantime, however, Mani said the Guild unit is seeking a way to dissuade management from cutting the hours of employees in its film and training division, the one division it says operated at a loss in 1982 and through 1983's first three months.

Members of the Guild bargaining unit hold about 16 percent of BNA's outstanding voting shares.



WILLIAM C. BURKE/Washington-Baltimore

'No-Thomson' teach-in

Employees of the Bureau of National Affairs, employee-owned Washington newsletter and technical journal firm, listen intently, right, to company officers, above, at Guild-sponsored teach-in April 7 on differing proposals to annual stockholders' meeting in response to latest take-over bid by the International Thomson publishing conglomerate. From left, above: Hugh J. Yarrington, BNA vice president and counsel; Bill Beltz, BNA president and chief executive officer; Tom Mani, chairperson of the Washington-Baltimore Guild's BNA unit. Stockholders voted the following week to continue to restrict sale of BNA voting stock to employees.



CapCities chief: 'You've gotten our attention'

(Continued from Page 1)

lishing their own daily, the Citizens' Voice, since striking CapCities' Times Leader in 1978.

"Yes, that's correct," Murphy replied.

The company previously had admitted losing an estimated \$25-\$30 million in Wilkes-Barre.

TO VIRTUALLY no one's surprise, an ITU-backed resolution that would have required CapCities to prepare a written report to its shareholders on its chain-wide labor policies and practices, was defeated.

About 100 persons attended the shareholders' meeting, held in WKBW's new television studios on Buffalo's waterfront.

Looking around the studio, filled with stage backdrops and batteries of overhead lights, Murphy commented that there had never been this many people at all of the previous shareholders' meetings combined in all of his 28 years with the company.

About 25 of those in attendance were ITU members and supporters, including Guild members. The ITU said they came to make the public aware of CapCities' labor record, and to push a resolution that something be done to improve it.

On the dias with Murphy were Daniel B. Burke, president and chief operating officer; John B. Sias, executive vice president and president of its publishing division; Joseph P. Dougherty, executive vice president, broadcasting division, and Gerald Dickler, secretary and a director of the company, along with company attorneys.

Collectively, the officers in attendance represented more than 262,000 common shares and were paid more than \$1.7 million in salaries and benefits last year. In addition, Dickler's law firm of Hall, Dickler, Lawler, Kent and Howley collected \$526,177 in consulting fees last year.

Mover of the ITU resolution, was Arch Puddington, executive director of the League for Industrial Democracy, holder of one share. The league was identified as a nonprofit organization dedicated to promoting the rights of workers through democratic forums. CapCities earlier had lost a bid to block the resolution, when overruled by the Securities and Exchange Commission, but had recommended its defeat in subsequent notices to shareholders.

Puddington said that while the corporation is profitable, its labor policies are damaging its reputation and that of its directors.

"It is a divisive policy," said Puddington. "In Wilkes-Barre, Belleville,

Pontiac and now Kansas City, co-workers have been turned against co-workers, neighbors against neighbors, and community leaders have turned against Capital Cities managers." (More than 100 national and Kansas City leaders have formed the Fair Contract Committee to support the workers' efforts to obtain a fair settlement at the Star.)

"It is a mean-spirited policy. Workers and their families have lost their jobs or struggled for years without cost-of-living increases or raises, as inflation eroded their weekly paychecks," Puddington said.

But the outcome of the voting was a foregone conclusion. CapCities directors came into the meeting with mailed proxies in hand totalling 6,708,469 shares against the resolution and 889,482 for it. Proxies represented in person at the meeting brought the latter total to 904,691, or about 11.5 percent of the shares voted.

George L. Wessel, president of the Buffalo AFL-CIO Council, nominated Ed Asner, president of the Screen Actors Guild, and Ray Marshall, former U.S. Sec'y. of Labor, for the board of directors. Both were defeated by a company-backed slate of 10 directors, each of whom was elected with more than 7.9 million shares apiece.

The chief spokespersons for the ITU

coalition at the meeting were ITU 2nd Vice President Robert L. Wartinger, Albert Rudy, an ITU international representative assigned to Kansas City, Steve Rabin, a Washington, D.C., attorney representing CapCities shares held by U.S. Rep. Peter Rodino (D-N.Y.), and Donald Brown, president of the Buffalo Typographical Union.

Points made by pro-ITU speakers included the fact that 140 union workers at the Kansas City Star have been without a contract for nearly four years, and without a pay raise for 3½ years; that the Nashville, Tenn., law firm of King, Ballou & Little, which has handled bargaining for CapCities in Kansas City, has thwarted a fair agreement in more than 100 meetings with the ITU, and the dissemination of allegedly false statements in news releases by management. The firm also has represented the company in Wilkes-Barre, and elsewhere.

CAPCITIES, WHICH is on the AFL-CIO's list of unfair employers, reported revenues of \$663.5 million for 1982, compared with \$573.7 million in 1981; before-tax operating profits of \$189.7 million, up from \$159.1 million; after-tax profit of \$96.3 million, up from \$80.5 million, and net income per share of \$7.25 in 1982, compared with \$6.12 in 1981.

Fix Canada health plan, IEB urges

Washington — TNG's International Executive Board has registered its support for new federal legislation intended to halt the erosion of Canada's system of public health insurance by prohibiting the practice of imposing on patients extra out-of-pocket charges.

The IEB voted its support for the efforts of Canada's Federal Health Minister Monique Begin, who said recently that a bill being drafted to more closely regulate the administration of provincial health insurance plans—the Canada Health Act—will ban financial barriers to health care including hospital "user fees" and extra-billing practices through which physicians pass on to patients charges beyond reimbursable limits.

A 47 percent increase in health insurance premiums in Alberta coupled with announcement by the provincial government that it will add on a \$20-a-day hospital user fee beginning in October "demonstrates the severity of the threat" Canada's health care system faces, the IEB said in a resolution adopted the last day of its spring meeting.

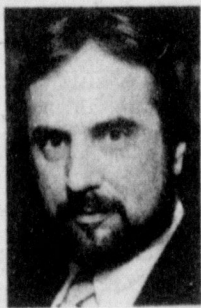
That system was "founded on the basic tenet that quality health care should be universally and equally accessible regardless of income," the IEB pointed out. It noted that the passing on of cost hikes to patients will create a two-tier system of health care—"one for the rich, another for the poor"—while at the same time encouraging rather than controlling further increases.

Philadelphia picks rep as Sabatini quits post

Philadelphia—The Philadelphia Guild has hired Bill Barry, a field organizer for the United Electrical Workers for the last 8½ years, to fill the position of local representative, vacant since the resignation of Mary White last summer.

Meanwhile, the local has accepted the resignation of Richard V. Sabatini from the post of local administrative officer.

Barry for the last three years did organizing work for the UE in Eastern Pennsylvania and Southern New York and earlier in Massachusetts, California,



Barry



GARRY LENTON/Harrisburg Guild

Backing the Guild in Harrisburg

TNG President Charles A. Perlik, Jr., pins a "Back-the-Guild" button on Harrisburg Typographical Union President Richard Anderson. At left, Ray Miller of the Patriot-News chapel of the Graphic Arts International Union. Perlik was guest speaker at a celebration of the Harrisburg Guild's 49th anniversary. Perlik pledged TNG's "100 percent" support for the

67-member Harrisburg Guild in its struggle to win a fair contract renewal from Newhouse's Patriot-News. The local is awaiting an arbitrator's decision on the validity of work rules the company unilaterally implemented last summer. Meanwhile, members have used informational picketing and other methods to inform the public of the paper's tactics.

Year's pact puts Toledo at \$575

Toledo, Ohio — A new one-year agreement between the Toledo Guild and Block's Toledo Blade has raised the key advertising, news and circulation top minimum by \$30, to \$575.20 a week from March 22.

The contract, bargained jointly by the Guild and the seven other unions representing Blade em-

ployees, raised all minimums by 5.5 percent and boosted the company's weekly payment to health and welfare and pension funds by \$3.57 a week.

Day scale for Typographical printers is raised by \$25.78, to \$503.31, while that for mailers is increased by \$28.05, to \$484.72 a week.

Other Guild increases and resulting new top minimums include:

Classified inside salespersons—Up by \$20.08, to \$385.02 a week.

Sports, women's page, regional and other editors, copy desk chief, columnists and editorial page writers—Up by \$32.38, to \$620.76 a week.

Copy readers—Up by \$31.42, to \$602.30 a week.

Bookkeepers—Up by \$23.23, to \$445.41 a week.

Programmers—Up by \$28.06, to \$537.94 a week.

Newsstand collectors—Up by \$24.45, to \$468.77 a week.

Circulation clerks—Up by \$16.30, to \$312.54 a week.

Ad, news tops to go to \$433 in Woonsocket

Woonsocket — The top minimum for key news and advertising employees covered by the Woonsocket Guild's contract with the Woonsocket Call is raised by \$48.11, to \$433.41 a week, in a three-year contract.

The agreement, retroactive to Jan. 1, raises the top minimum for reporters and outside advertising employees by \$15.41, to \$400.71 a week from Jan. 1, with additional increases of \$16.03 and \$16.67 on Jan. 1 of 1984 and 1985.

The top minimum for copy editors and sports, suburban and women's editors also is raised by \$48.41, to \$436.06.

A \$20,000 maximum under the health insurance plan is raised to

\$1 million, and additional coverage for emergency treatment is added.

The night differential is raised by \$2, to \$5 per shift.

Other increases and resulting new top minimums include:

Proofreaders—Up by \$37.07, to \$333.95, in increments of \$11.88, \$12.35 and \$12.84.

Library employees—Up by \$32.53, to \$293.12, in increments of \$10.42, \$10.84 and \$11.27.

Circulation clerks—Up by \$33.97, to \$306.00, in increments of \$10.88, \$11.32 and \$11.77.

Ad takers—Up by \$37.07, to \$333.95, in increments of \$11.88, \$12.35 and \$12.84.

Providence picks Prosnitz as first local administrator

Providence, R.I.—Frank Prosnitz, president of the Providence Guild for the past five years, will serve as the local's first administrator.

He was elected to the post by a 152-to-90 vote of the local's membership. Also in the running was Frank McDon-



ough a consumer protection specialist with the Federal Trade Commission in Boston.

Members of the Providence Guild last fall by a vote of 153 to 93 approved establishment of the post of local administrator on an experimental basis for two years.

Prosnitz, who began his new duties May 1, is taking a leave of absence from his job as suburban bureau manager for the Providence Journal-Bulletin.

38 to vote June 3 on Buffalo Guild

Buffalo—Employees in the accounting, bookkeeping and credit department of the Buffalo Evening News will vote June 3 on whether to be represented by the Buffalo Guild.

The National Labor Relations Board will conduct the election among the 38 eligible employees.

The Guild currently represents more than 350 employees in the paper's circulation, editorial and inside-classified advertising departments.

Buffalo Guild leaders reported that a substantial majority of the group that will vote has signed membership application cards.



Bridging the Gap was instituted in 1977 to keep Local 86 members informed on negotiations. It returns early in this contract year with information on negotiations and more. Your contributions are welcome, but BTG will not announce birthdays or advertise used cars. It warned.

Peoria Guild revives newsletter

The Peoria Guild has resumed publication of a local newsletter, dubbed "Bridging the Gap," instituted in 1977 to keep local members in-

formed on negotiations and more. It said in its March issue, inviting contributions. "But BTG will not announce birthdays or advertise used cars," it warned.

Key up \$111 in jointly bargained Hawaii pact

Honolulu—Key advertising and editorial top minimums are raised by \$111 a week over the three-year term of new agreements between the Hawaii Guild and Gannett's Star-Bulletin, the Advertiser and the Hawaii Newspaper Agency, joint business and production

company for the two daily papers.

The settlement, which the local described as record-setting among Hawaii Guild contracts in pay and fringe increases, was bargained jointly with the other unions that represent the companies' employees.

Improvements in pensions and health and welfare were costed out at \$24.20 per employee a week, while improvements in other fringe benefits, including shift differentials and automobile allowances, added another \$6 to the benefit package.

The \$111 increase takes the top minimum for outside advertising salespersons, reporters, photographers and copy desk employees to \$650 a week. It comes in increments of \$36, to \$575, retroactive to March 18, \$37, to \$612, on March 18, 1984, and

\$38 on March 18, 1985.

Life insurance coverage is raised to a maximum of \$35,000, or \$70,000 in the case of accidental death.

Pension improvements include an upgrading of the past-service credit formula, elimination of employee payments toward the plan and improvements in early retirement benefits. Future retirees' pensions will double and more under the first, the local reported.

A minimum weekly automobile allowance for employees who regularly use their vehicles on company business is raised by \$3.75, to \$28.75, over the contract's term.

Night differential is raised by 25 cents, to \$2 a shift, retroactive to March 18.

Advance notice to the Guild of reductions in staff is raised one week, to three, and provision is added for discussions with the Guild about staff cuts. The minimum severance pay for an employee dismissed is raised by one week, to five. Maximum remains at 40 weeks.

Other increases and resulting new top minimums include:

Account clerks—Up by \$79.22, to \$464.35, in increments of \$25.70, \$26.41 and \$27.11.

Classified telephone salespersons and copy control employees—Up by \$78.06, to \$457.44, in increments of \$25.32, \$26.02, and \$26.72.

Library clerks—Up by \$64.41, to \$377.42, in increments of \$20.89, \$21.47 and \$22.05.

Gardner-janitors—Up by \$60.82, to \$356.49, in increments of \$19.73, \$20.27 and \$20.82.

Carpenters—Up by \$85.03, to \$498.27, in increments of \$27.58, \$28.34 and \$29.11.

Administrative assistants—Up by \$89.50, to \$524.49, in increments of \$29.03, \$29.83 and \$30.64.

Dispatch messengers—Up by \$61.18, to \$358.56, in increments of \$19.84, \$20.39 and \$20.95.



Hawaii's joint bargaining committee

Standing, from left: Garret W. Field, Graphic Arts local chairperson; Terrance Derby, Pressmen's local vice president; Larry Taaca, Machinists' lodge chairperson; Stan Souza, Guild president; Gary Tomita and Takeshi Kouchi, Longshoremen's local chairperson and business agent, respectively. Seated, from left:

Thomas Sing, Graphic Arts local president; John M. Pedro, Pressmen's local president; Roy C. Kruse, Guild administrative officer and chief joint-committee spokesperson; Jerry Ahue, Typographical Union local president; and Bill Ogoshi, Machinists' lodge business agent.

IEB recommending special o'seas dues

Washington—TNG's International Executive Board is asking delegates to this summer's convention to establish a special dues category for members working in shops outside the United States or Canada who are deprived of "normal" bargaining and servicing because of their location.

The proposed addition to TNG's Constitution would permit a local to set the dues of members working in a shop so situated at 75 percent of the local's normal dues rate.

Acting on a motion by Vice President David M. Mulcahy of New York, the IEB approved the recommendation during its spring meeting April 18-21 on a roll-call vote of eight to seven. Earlier, the IEB's Constitution Com-

mittee had rejected the proposed amendment by a vote of three to one.

Mulcahy, chairperson of the committee, explained that he was advancing the proposal in an effort to establish a constitutional mechanism through which the New York local could reduce the dues of its members working for Radio Free Europe and Radio Liberty in Munich, Germany.

The Munich employees can opt for representation by the New York Guild or one of three German unions, Mulcahy explained. Pointing to a decline in the number of Guild members—presently about 185 of 2,000 employees—Mulcahy said the dues of the other unions are about half those of the Guild.

Arguing against the change, Vice President Larry D. Hatfield of San Francisco-Oakland, a member of the Constitution Committee, and others speculated that granting an exception from constitutionally mandated minimum dues in this instance could lead to other requests for lower dues rates.

TNG President Charles A. Perlik, Jr., urged adoption of the recommendation, saying that it addressed a "long-standing problem" that deserves to be remedied in the "modest fashion" requested.

Voting in favor of the proposed amendment in addition to Mulcahy and Perlik were: TNG Sec-

retary-Treasurer Charles Dale, International Chairperson Harry S. Culver and Vice Presidents Thomas R. Hiltz, Robert C. Holt, Jr., Dianne M. Martino and Charlie Ramis.

Joining Hatfield in voting against the amendment were Vice Presidents William T. Davis, John M. Lowe, Richard M. Peery, Roger L. Stonebanks, Barbara Yunker and Joyce Walker-Tyson.

Peery and Lowe are the other members of the board's Constitution Committee.

In other action during its spring meeting, the IEB approved contributions of: \$750 to the Leadership Conference on Civil Rights; \$300 to the National Committee on Pay Equity; \$200 to the Citizens Against Nuclear War; \$150 to Howard University's minority journalism-internship program; \$400 to the university's Job/Scholarship Referral Service.

Also, \$100 each to Amnesty International, the National Urban League and the Planned Parenthood Federation's campaign against the so-called "squeal rule" on contraceptives for teen-agers, and \$50 each to the United Negro College Fund and the Frontlash South Africa project.

A motion to defer approval of the \$50 contribution to the Frontlash South Africa project was defeated on a 6-to-9 roll call.

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BOOK

International Executive Board, pre-convention meeting June 24-25; Bond Court Hotel, Cleveland.

Canadian Policy Conference, 2 p.m., June 25-7, Bond Court Hotel, Cleveland.

Conference of District Councils, noon, June 26, Bond Court Hotel, Cleveland.

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

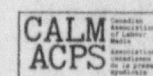
International Executive Board, post-convention meeting, July 1, Bond Court Hotel, Cleveland.

Middle-Atlantic District Council, fall meeting, Nov. 5-6, Bakersfield, Calif.

Western District Council, fall meeting, Nov. 5-6, Bakersfield, Calif.

New England District Council, fall meeting, Manchester, dates to be set.

The Guild Reporter



JAMES M. CESNIK, Editor

BARBARA E. NELSON, Assistant Editor

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The Newspaper Guild

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