

Guild joins in FOI Act petition campaign

Washington—TNG has joined with three other news industry groups in launching a petition campaign urging the defeat of legislation that would further weaken the Freedom of Information Act, and U.S. Guild locals have been asked to circulate the petitions among Guild members in all departments.

In a letter to locals, TNG President Charles A. Perlik, Jr.,

explained that the aim of the campaign was to "amass thousands of signatures" on the petitions which will be presented to Congress as it considers bills introduced by Sens. Orrin Hatch (R-Utah) and Barry Goldwater (R-Ariz.) that would substantially weaken the FOI Act.

TNG is conducting the petition drive in conjunction with the Society of Professional Journal-

ists, Sigma Delta Chi, the Radio-Television News Directors Assn. and the American Federation of Television and Radio Artists.

Calling for the preservation and strengthening of the FOI Act, the petition notes that it was enacted in 1966 in an effort "to make federal agencies more open and accountable." The law has been "an important and effective tool for journalists, scholars,

public-interest groups and ordinary citizens" seeking information about the workings of government, the petition points out.

Noting that TNG's 1983 Convention had urged Guild locals and members "to join vigorously" in the contemplated petition campaign, Perlik called on Guild locals in the U.S. to make an "all-out effort" to gather as many signatures as possible.

The petitions should be circulated among members in all departments, not just among editorial members, Perlik said, noting that "we don't regard this as a narrow-interest issue."

Delegates to TNG's convention endorsed the petition campaign in adopting a resolution urging the defeat of the Hatch bill (S. 774), which would tighten government

(Continued on Page 2)

The

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Members rally on 'King', Solidarity days

The March

Washington — More than 50 Guild participants joined in commemorating the 20th Anniversary of the 1963 March on Washington Aug. 27, as a crowd rivaling in size the 250,000 that gathered 20 years before flanked the Lincoln Memorial for a day of speeches recalling the civil rights gains of the intervening years and calling for a new coalition for "jobs, peace and freedom."

The day's events began as representatives of more than 700 groups gathered on the Mall and then marched up Constitution Avenue to join others gathered around the Lincoln Memorial.

A crowd estimate of 250,000 was subsequently revised to 300,000 by D.C. police after turnover in the crowd assembled in 95-degree heat was taken into account.

Guild participants came from Washington-Baltimore, Cleveland, Philadelphia, New York and Detroit. They were joined by several leaders and members of Typographical Union locals from Washington and Philadelphia.

Union participants accounted for more than 60,000 of the marchers, according to estimates by the AFL-CIO.

Others among the broad variety of organizations represented included human rights, religious, women's, antinuclear and antiwar groups.



JACK MILLER/New York Guild

NEW YORK GUILD STEPS OUT IN THAT CITY'S SOLIDARITY/LABOR DAY PARADE

Out front: President Peter McLaughlin, Richard Brandow, Secretary-Treasurer Barry Lipton.

The more than 70 speakers and the signs throughout the crowd called in a variety of ways for keeping alive the dream envisioned by Dr. Martin Luther King, Jr., in his now legendary speech to the 1963 march.

(Continued on Page 6)

Strikebreaker aid seen in administration move

Washington — The AFL-CIO has strenuously protested a Reagan administration proposal that would eliminate a 50-year ban on government employment offices referring persons to jobs that are open because persons holding them are on strike or locked out.

The union federation charged that the proposal would turn employment offices into "scab referral services" and that the Labor Dept. was attempting to slip the change through in a "less than completely honorable" fashion.

The ban's elimination was discovered by AFL-CIO economists as they closely checked proposed new rules issued in July by the Employment & Training Admin-

istration (ETA) to govern state employment agencies' roles under the Job Partnership Training Act.

The training act was passed by Congress in 1982 to replace the Comprehensive Employment & Training Act (CETA) and to amend the 1934 Wagner-Peyser training and employment legislation.

AFL-CIO President Lane Kirkland, in a letter to Labor Sec'y Raymond Donovan, pointed out that the proposed change "is not expressly noted nor is there a word in the explanation for the proposal admitting to such an anti-labor change in the present

(Continued on Page 6)

Solidarity III

Solidarity Day III rallies, picnics and parades on Labor Day, Sept. 5, drew more than a million union members and their supporters across the United States.

The 150 local events—at least one in each of the 50 states—were attended by more than 1,350,000 according to a tally of the estimated crowds by the AFL-CIO.

It had predicted that participation in the day's activities would top the crowd of 400,000 that turned out for the first Solidarity Day demonstration in Washington in September 1981.

Tied together under the slogan "Across America We Will Be Heard," the events were coordinated by the AFL-CIO as a means of demonstrating labor's unity and determination to use that unity at the ballot box in the 1984 elections.

Guild members participated in demonstrations in at least four cities in the U.S., as well as in Toronto's annual Labor Day parade.

(Continued on Page 2)



RAYMOND CROWELL/Washington-Baltimore Guild

TNG BANNERS, SIGNS LOOM OUT OF CROWD MARCHING FOR JOBS, PEACE, FREEDOM
Guild contingent was joined by Typographical Union representatives (sign visible at left).



FRANK ROONEY/Southern Ontario Guild

Guild marches in Toronto, too . . .

More than three dozen Southern Ontario Guild leaders and members march behind their local's banner in Toronto's traditional Labor Day parade (above) just ahead of the local's float, featuring members' children inside the "jail cell" of government controls on bargaining. Peering between the bars on the float is

Mackenzie Nellis, 4, whose father, Bernie, is a sports reporter for the Globe and Mail. Parade's theme was "Free Collective Bargaining!" Reference is to wage controls currently imposed on most of the nation's government employees. Many fear they may also be extended to nongovernment employees, as well.



Solidarity Day draws 1.3 million

(Continued from Page 1)

ported at Solidarity Day events in New York, Toledo, Baltimore and Oklahoma City.

In New York, co-ordinators estimated that 300,000 people turned out for the seven-hour, 101st anniversary Labor Day parade up Fifth Avenue.

AFL-CIO President Lane Kirkland was at the head of that parade and later in the day joined in demonstrations in Chicago and Omaha, Neb., as well.

Kirkland, who chided the

Reagan administration for paying "one day of lip service" to workers, said that the consequences of the administration's economic policies "are damaging to the people themselves, to the communities in which they live and to the country at large."

The first Labor Day parade in Toledo in 30 years drew more than 10,000 people, including about 100 from the seven unions representing Toledo Blade employees. A 20-member Guild contingent and a Toledo Blade truck

plastered with signs identifying the seven newspaper unions were part of the demonstration.

The second largest event of the day was in Detroit where the crowd was estimated at 100,000, while in nearby Lansing co-ordinators estimated that another 50,000 turned out for a parade.

Crowds of 40,000 were reported in Chicago and Paducah, Ky., and in Merrill, Wis., police estimated a crowd of 60,000—about five times the town's population.

Deadline is set for Harvard Scholarship

Washington—Deadline for applications for the 1983-84 Irving Leuchter Memorial Scholarship to the Harvard University Trade Union Program is Dec. 15. TNG Administrative Operations Director Ellis T. Baker has informed all locals in a letter explaining admission procedures and eligibility requirements.

The value of the scholarship is \$4,000, plus travel expenses.

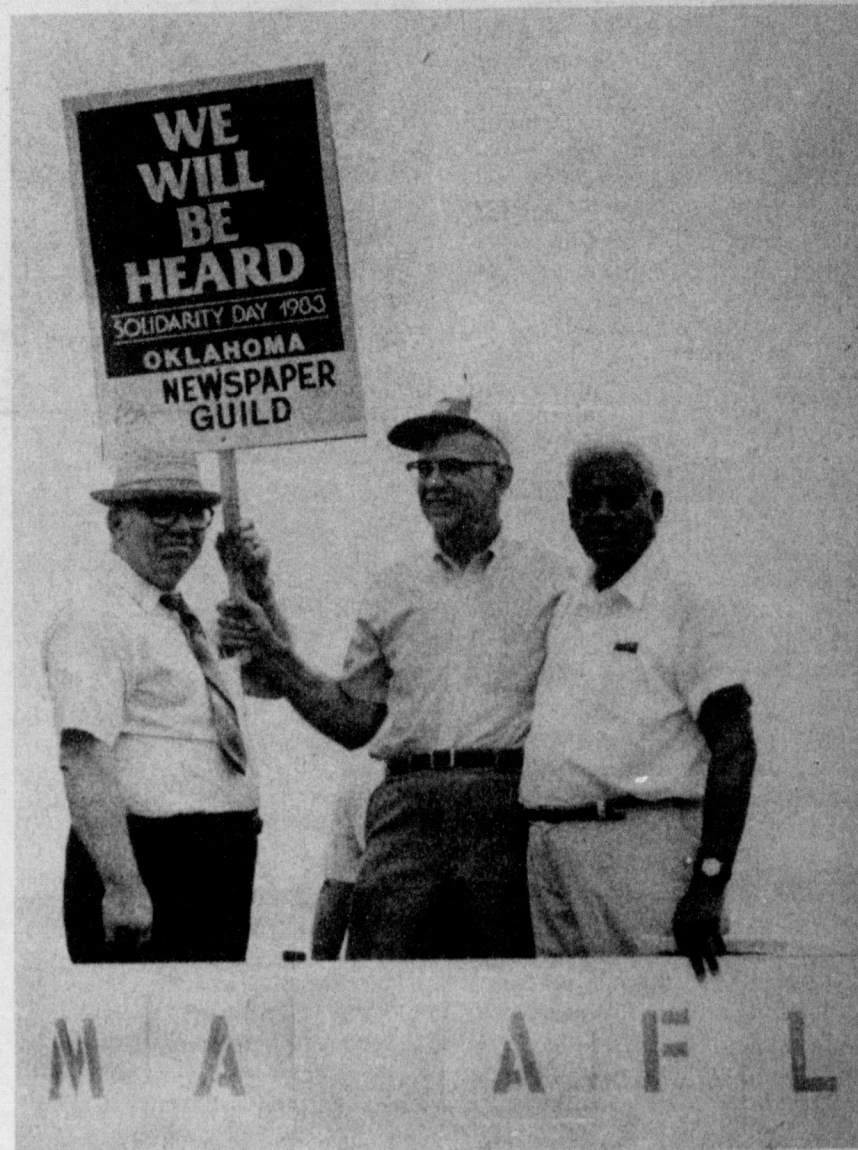
While the 12-week residential program in union administration and related subjects usually is conducted twice during the academic year, this year it will be presented only once, from Jan. 11 to April 5.

The Harvard program is conducted at a professional level of instruction and the Guild scholarship is open only to top local officers (paid and unpaid) and

staff and international officers and staff. Other considerations being equal, preference is given to full-time officers and staff.

The scholarship is open to Canadian as well as U.S. applicants, Baker noted, pointing out that "a number of Canadian unionists through the years" have attended the Harvard program. At Canadian Guild members' option, however, he added, arrangements may be made for the scholarship to be applied to a counterpart Canadian labor studies program.

The scholarship was established as a continuing memorial to the Guild's late general counsel by the 1973 Convention, which noted Leuchter's "lifelong dedication to enlightened trade unionism."



TNG CHAIRPERSON CULVER PARADES IN OKLAHOMA CITY
With Culver, center, on AFL-CIO float are Lloyd Martin of state AFL-CIO and Wade Watts, president of state NAACP.

SAVE FREEDOM OF INFORMATION A Petition to Congress

Whereas the federal Freedom of Information Act (FOIA) was enacted by Congress in 1966 in an effort to make federal agencies more open and accountable; and

Whereas the FOIA has been an important and effective tool for journalists, scholars, public-interest groups, and ordinary citizens to provide the public with information about governmental violations of civil liberties, bureaucratic waste and abuse, consumer fraud, and other vital issues; and

Whereas the Reagan administration, intelligence and law-enforcement agencies, and certain industry groups have sought legislation to greatly expand the more-than-ample exemptions in the existing Act; now

Therefore we, the undersigned journalists and other news industry employees, support the efforts of The Newspaper Guild, the Society of Professional Journalists, the Radio-Television News Directors Association, the American Federation of Television and Radio Artists, and other national media groups to preserve and strengthen the federal Freedom of Information Act. We call upon Congress to reject any legislation that would weaken it.

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PETITION FORMS THAT HAVE GONE TO ALL U.S. LOCALS
After signing by members they are to be returned to TNG for presentation to the Congress.

Two-year pact raises Canton key by \$49

Canton, Ohio—Key top minimums are raised by \$49 in a new two-year agreement between the Cleveland Guild and Thomson's Canton Repository.

The increase, in increments of \$25 retroactive to March 6 and

\$24 next March 6, takes the top minimum for reporters, photographers, display salespersons and copy readers to \$446.86 a week, and that for circulation district managers to \$390.57 a week.

The top minimum for classified

telephone salespersons is raised by \$24.89, to \$227.04 a week, in increments of \$12.70 and \$12.19.

Mileage reimbursement for employees using their vehicles on company business is raised by six cents, to 20 cents a mile.

Maintenance persons' top minimum is increased by \$28.36, to \$258.62 a week, and that for senior clerks is raised by \$27.01, to \$246.32 a week.

TNG joins FOI Act petition drive

(Continued from Page 1)

control over the release of information under the FOI Act and cautioning against the Goldwater bill that would relieve the Central Intelligence Agency from having to respond to any request for information that appeared to involve the agency's clandestine operations. [Guild Reporter, July 22.]

Petitions should be returned to TNG no later than Oct. 20 in order that they can be ready for presentation to Congress by Nov. 1, Perlik said.

While noting that the Senate may act on the Hatch bill before that date, Perlik said the schedule calls for the petitions' return "in plenty of time to affect action in the House."

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

Post's offer turned down again by unit

Washington—Members of the Washington-Baltimore Guild unit at the Washington Post for the third time this year have voted rejection of an offer from Post management of raises ranging from \$27 to \$42 a week.

The Sept. 7 vote was to reject a Post offer for a four-year agreement, with the \$27-to-\$42 increases retroactive to the July 9, 1982, when the Guild's last contract with the paper expired. The Post proposal also called for increases in each subsequent year of "a maximum of four percent, much less for most employees," a unit bulletin explained.

The company proposal was rejected by a margin of more than 7 to 1.

Earlier the unit had voted twice to reject company offers to implement interim wage increases nearly identical to those included in the first year of its four-year contract proposal.

In rejecting what the company called its final offer, the unit also called for immediate establishment of informational picketing at the Post, as well as a broader campaign to inform the public of the Post's intransigence in bargaining salary increases for its employees—"in sharp contrast to the generosity with which it treats its own executives," the motion said.

The Post's proposal would take the current top minimum for reporters, photographers and outside advertising salespersons to \$616.50 a week, up \$59.50 over the \$557 top minimum in effect since 1981, with \$42 retroactive to July of 1982 and the remaining \$17.50 from this July 9.

While the \$557 top minimum currently ranks 44th among those in effect on daily papers, the increases proposed by the Post would still not put it in the top ten, the Guild bulletin pointed out.

"In other categories, the situation's the same," the bulletin pointed out.

"A clerk's pay of \$279.40 would rank 55th out of the Guild's 110 contracts containing that category of work. By contrast the New York Times minimum for clerk is \$348.22, 11th. The Baltimore Sunpapers pay \$292, ranking 40th.

"The Post proposal for classified ad takers of \$402 would rank 21st in the nation. . . . The proposed minimum for stenographers, \$297.40, would rank 30th,



EVOLUTION OF INFORMATIONAL PICKETING BY WASHINGTON-BALTIMORE GUILD MEMBERS AT WASHINGTON POST
Unit hears bargaining committee report on inadequate company offer (above), marches from meeting back to plant (below, left) and then sets up first-day's informational line outside the Post's main entrance (below, right).



compared to \$390 at the third-ranked N.Y. Times and \$331 in Baltimore," the bulletin noted.

It cited a 60 percent rise in Post Co. profits and an 84 percent increase in profits from its newspaper division over the past two years, while inflation has eroded the earnings of Guild-covered employees by 10 percent.

"Management has amply rewarded itself for this fine performance by its employees," the bulletin said, pointing to a 23 percent rise in the annual compensation of company chairman Katharine Graham and a 50 percent increase, to \$2,500 a day, in the stipend for outside directors when they attend bimonthly

meetings of the company's board.

"Guild employees at the Post do not begrudge management its just desserts. They simply want for themselves and their families fair play and fair pay," the Guild said.

In response to the bulletin, which was handed out to passersby as the Guild unit set up its informational picket line in front of the Post following the unit meeting, the company issued a statement characterizing its offer as one that "would place the Post among the top newspapers in the country. . . . The Post has always treated employees fairly and equitably and it will continue to do so," the company said.

VDTs aggravate eyes, optometrists' unit says

St. Louis—The American Optometric Assn. has joined the list of organizations that have issued cautions over the conclusions drawn by the National Research Council in its recent report about links between vision problems and work at video display terminals.

While noting that the NRC concluded that no evidence indicates that VDT work causes permanent vision damage, the Optometric Assn. points out that VDT work can aggravate mod-

erate and severe vision problems and can contribute to headaches, blurring vision, itching and burning eyes, flickering sensations and other symptoms of eye strain experienced by VDT operators.

Employees operating terminals may need special lenses to accommodate VDT viewing distance, the association observed, recommending annual exams.

Minor vision problems that may occur with aging or for other reasons can make work at a VDT uncomfortable, the association said Aug. 23.

It also recommends a 15-minute "eye break" after every two hours of moderate VDT work and a break after every hour of high intensity work.

Others who have cautioned against concluding on the basis of the NRC report that there are no hazards involved with working on VDTs include the National Institute for Occupational Safety and Health, TNG and Editor & Publisher magazine. [Guild Reporters, Aug. 15 and 26.]

Single copies of a new guide, issued by the optometrists, "Vision and the VDT Operator," are free with a stamped, self-addressed, business-size envelope to the Communication Division, American Optometric Assn., 243 N. Lindbergh Blvd., St. Louis, Mo. 63141.

N.Y. News posts first profit in two years

New York — The New York Daily News had a pre-tax profit of \$6.3 million in the first half of 1983, the paper's parent company, the Tribune Co., has announced.

In the first six months of 1982, the News had a \$14-million loss.

Agreements reached a year ago between the News and the 11 unions representing its employees on staff reductions and other cost-cutting measures contributed to the paper's first profit in two years, along with gains in advertising revenue and linage.

In an Aug. 30 meeting with representatives of the unions, including the New York Guild,

he felt "better about the paper today than at any time in the 4½ years I've been here," the Wall Street Journal reported.

News officials were guarded, however, about forecasting the paper's future financial performance, pointing to the pending first public offering of Tribune Co. stock, expected in October.

Agreements extending each of the unions contracts with the News through March 31, 1987, reached shortly after those providing the paper with savings through staff reductions, call for employees to share in 25 percent of any pre-tax profit margin that exceeds 6 percent in any year.

Operating profit for the first half of this year came on revenues of \$178.4 million—a pre-tax profit-to-revenue margin of 3.5 percent.

Advertising linage in the News was reportedly up by 8 percent in the first five months of the year, with revenues up 9.6 percent.

In a prospectus issued at the time of the SEC filing, the Tribune Company reported pre-tax profits in the first half of the year from all segments of its operation of \$52.7 million, up 56 percent from the first half of 1982. Total revenue for the first half of 1983 of \$758.0 million was up 7.8 percent. The pre-tax profit margin was 6.9 percent.

Operating profits for the first

half of 1983 in the company's newspaper division, which includes the News, the Chicago Tribune and other papers, were \$59.8 million, up by nearly 200 percent from 1982. Revenues of \$551.3 million were up 7.6 percent.

Before the 5.5 million shares in the company go on the market, it will split each of the 7,393 currently outstanding by 4,799 to one. The stock is expected to sell for \$22 to \$26 a share.

The company has said it will use the net proceeds from the stock offering to finance acquisition of one and possibly two television stations and to repay a portion of its long-term debt.

By GUILLERMO J. GRENIER

SOON AFTER my initial contact with officials from Johnson & Johnson's Ethicon plant, I became very interested in the plant's production team system. I wanted to learn more about this organizational approach since I could see in the topic an excellent dissertation in sociology as well as a unique case study for a social planning thesis.

With these academic goals in mind, I began research at the Ethicon plant seven months ago [in the fall of 1982].

My initial interest was to investigate whether the production team system could improve efficiency through early diagnosis of employee physical, behavioral or mental difficulties which affect production.

Yet, while conducting this research, I discovered some things that left me surprised and confused about the role of teams in a manufacturing environment. . . .

I have attended meetings of 11 production teams and consulted on a frequent basis with Ethicon officials. My primary contact has been Dr. Albert Jaramillo, the plant social psychologist and personnel administrator. He is the individual responsible for the team concept.

During my third team meeting, the issue of the union campaign came up. After the team meeting I talked to Jaramillo about the union issue. In this and subsequent discussions, Jaramillo made it clear to me that the team system at Ethicon is being used as a "union-busting" tool.

For this purpose facilitators (supervisors) are expected to remain in control of their teams while employees are made to feel that the system is "open" to their suggestions and decisions.

According to Jaramillo, teams are used as part of a strategy to "isolate" pro-union employees from their fellow team members.

The "isolated" individual can then be dealt with in some fashion. He or she can be fired for not having "team support" (one of the "objective criteria" for termination at Ethicon) or for a poor "attitude" or other factors ostensibly unrelated to union support.

YET, JARAMILLO plainly told me that union support is a factor in termination "although we can never admit it."

Where union members are not fired, their personal isolation from other team members can be used by management or by anti-union employees acting on behalf of management to make union members look like "losers" to their fellow workers and to discredit the union itself.

The production team system, or "quality circle," is nationally heralded as one technique which might save American industry from foreign competition. But, as one facilitator told me, "not the way it is practiced here."

At Ethicon the team system has been transformed into a tool of employee manipulation. Jaramillo acknowledged to me that during the union drive, the teams are used to create conflict, and the growth of the team is warped.

The team becomes a conflict group rather than a production group. This cannot be in the best interest of employees or industry.

This conclusion is supported by a videotape I was shown while at Ethicon. The topic was the development of work teams (quality circles) at the J & J plant in Tampa, Fla.

About the author; TNG's view of employee 'voice'

The concept of "employee voice," or "production teams" or "quality circles" has grown in popularity in recent years in both union and management circles as a means of involving employees more directly in the broad range of decisions that affect their jobs and the product of those jobs.

TNG has included an "employee voice" plank in its Collective Bargaining Program since 1970.

The most notable program in effect under a Guild contract is at the Minneapolis Star & Tribune, where it was started more than a decade ago under the appellation, "worker participation." [See: Voice gets high marks in Twin Cities, Guild Reporter, June 24.]

While TNG and other unions see such efforts as promising when set up jointly by unions and managements, they also are

The videotape pointed out that quality circles work just as effectively in union plants and non-union plants when they do what they are designed to do: deal with production issues.

Keeping Ethicon non-union is not necessary for the team concept to work properly. Nonetheless, in answer to employee questions, management has put in doubt the future of teams if the union gets into the plant.

Establishing a non-union plant is apparently management's primary goal.

Observation of production teams made me become more interested in the union issue and how it was affecting teams.

Jaramillo suggested that I might wish to study anti-union strategies since that might lead to a "lucrative career . . . that [busting unions] is the battle of the '80s."

With the help of Jaramillo, who kept me informed as to strategies developed at Ethicon's "strategy group meetings" held weekly, I combined the study of anti-union strategies with that of teams.

EVENTUALLY, I asked the question, "Why must Ethicon stay non-union?" According to Jaramillo, the main reason is to keep wages low.

Despite the fact that plant manager Bob Jancar has told employees that they may have to give up wages and benefits in union negotiations, management has charted a ten-year economic plan which projects a saving of \$10 million every three years by avoiding higher union negotiated wages and benefits. . . .

Psychological manipulation of employees, as well as illegal "unfair labor practices," are justified by Ethicon management in service of the non-union goal.

Here are just a few of the questionable practices I noted in my seven months of working with Ethicon.

An allegedly independent employee anti-union committee has been formed to propagandize Ethicon workers. However, this committee is surreptitiously directed by management.

Since management wishes to preserve legal "deniability" when the committee makes irresponsible or unlawful statements, an amateur gumshoe technique has been devised: One of Jaramillo's secretaries has a boyfriend, working in the print shop, who is on the anti-union committee. As Jaramillo told me with a wink, "If I happen to leave some information on Cheryl's desk telling her to copy it and she takes it to her boyfriend . . . there is nothing I can do about it."

The anti-union committee brings information back to management as well, identifying employees to management who have pro-union sympathies. . . .

The company tells its employees that its wage rates, while lower than in comparable union plants, are competitive and based on a comprehensive survey of other national companies in Albuquerque. However, John Koller [personnel director] told me that when J & J

aware that some managements may manipulate them as an anti-union tool.

This report offers a case history of just such a use of "quality circles." It is excerpted from a presentation by Guillermo J. Grenier in April to a citizens' committee monitoring management unfair practices during an organizing campaign by the Clothing & Textile Workers at Johnson & Johnson's Ethicon plant in Albuquerque, N.M. It was printed earlier in the Federationist section of the AFL-CIO News.

Grenier is a candidate for graduate degrees in sociology and community and regional planning at the University of New Mexico and works as an analyst and planner for two university-connected agencies. It was through one of the latter he came into contact with Ethicon officials.

Student researcher stumbles company misuse of quality



did its Albuquerque wage survey, it obtained lower results by omitting companies like GE and Sandia because they have national union contracts.

I was personally solicited by Jaramillo to ask my friends to spy on union meetings so I could report the discussions back to Ethicon management. Again, Jaramillo was aware of the illegality of such a request, so he put it this way: "What I suggest is that, you know, I keep you informed of what's happening and you of your own volition do something about it."

Ethicon did not rely on me alone. After one publicly advertised union meeting, to which Jaramillo asked me to send a friend, Jaramillo boasted to me, "we had a whole bunch of spies set up to get information."

SUPERVISORS AT Ethicon have been trained to observe employee conversations; if a supervisor sees a pro-union worker talking to an anti-union or neutral employee, the supervisor is to go up and interrupt the conversation.

According to Jaramillo: "What I sometimes do is go up, start talking to them [pro-union people], go to break with them, take the same 10 minutes they do and go back to the floor with them. The point is to control their influence—their interactions."

Jaramillo realized that such tactics constitute illegal surveillance but, as he told me, that's "really hard to prove. . . . How can you prove they [supervisors] were listening?"

Whereas production employees previously would receive phone calls directly at the plant, Ethicon has now established a central switch point for incoming phone calls. Phone calls to pro-union people are screened, tallied and reported to management. Callers to known pro-union workers are told as a matter of policy, "she can't come to the phone now."

One production team was eliminated because expressions of pro-union sentiment became too frequent for the facilitator to control.

Martha Grey, a personnel administrator, screens job applicants to eliminate those with possible union sympathy. She raises the union issue in a variety of ways during the job interview just to see how the applicant reacts.

In a further effort to prevent union supporters from influencing new employees, Ethicon revised procedures at its training center . . . (where) experienced workers are brought in to train new hires. When Ethicon discovered that pro-union workers were highly represented in the experienced group, the

company increased the qualifications

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their anti-union strategy. With his help, management deliberately crosses over the line of illegality. According to Jaramillo, the Phoenix lawyer "knows all the tricks." The anti-union consultants hired by the company earn their money because they "figure out how a strategy can be pushed over the line. . . . When it is wise to foray into enemy territory."

The basic management strategy, according to Jaramillo, is to "create uncertainty." "The trick is to threaten people without them knowing that they are being threatened. I do it with looks, comments." This is part of the general psychological campaign which Jaramillo has designed to be used against employees on the union issue.

The company has a policy of restricting information they feel benefits the union. For example, when the benefits clerk from Somerville (the unionized sister plant of Ethicon Albuquerque) visited Albuquerque to inform employees of their benefits and how they compare with the negotiated benefits at Somerville, she was instructed by management not to raise certain issues concerning worker costs.

When asked by a facilitator about the amount paid into the package by each worker at Somerville, she responded, "Do you want the truth or what they [management] told me to tell you?"

According to one facilitator, management at Ethicon is using mostly "scare tactics" to dissuade employees from supporting the union. "They [management] are afraid that if you give employees information, they will vote for the union. . . . They treat workers like kids."

Regarding my research topic of teams, I consider the production team or quality circle concept to be one of the most hopeful developments in American management theory. Such a concept could result in increased productivity and worker satisfaction. It is compatible with union or non-union status.

Yet, in the hands of Ethicon management, this concept has become a psychological weapon to depress wages and benefits, without regard to its effects on productivity or worker well-being.

I have been told that management must wage a "psychological battle . . . if production suffers, we have three other plants nationwide to take up the slack." I fail to see how this attitude is compatible with healthy and productive employee-management relations.

ETHICON MANAGEMENT attempts to portray an image of progressive attitudes toward employees. Yet, apparently, as one facilitator told me, "they don't do what they say; they don't even believe in what they say."

At Ethicon, social psychology, as well as the team concept, has become an anti-union tool. According to Jaramillo, "the art of social psychology, and it is an art, is that you can plant the seed that will make people think like you think. . . . So I plant the seed in you to make you think the idea of doing what I want you to do was yours."

If successful, this manipulation of worker attitudes is justified by the fact that it can save Johnson & Johnson over \$3 million a year in lowered wages and benefits.

'Unfair' complaints cover 'quality circle' actions

Albuquerque, N.M.—An administrative law judge will open hearings Sept. 19 on complaints in which the National Labor Relations Board's regional office charges that Ethicon, Inc., employed unfair practices in battling an organizing drive by the Clothing and Textile Workers Union.

The charges include allegations that the company cancelled weekly meetings of one pro-union "quality circle" team, that it discriminatorily selected employees to serve as team leaders and that a supervisor threatened employees in one pro-union "quality circle" team with discharge.

Other unfair-practice allegations include discriminatory firings, illegal surveillance, threats and interrogation of employees about their union sentiments, refusals to hire pro-union job applicants and promises of promotions and wage increases to employees who would abandon the union.



FIRST CAMPING SCHOLARSHIP PRESENTED IN BROCKTON

Brockton Guild President Fred Cain, right, presents a scholarship to YMCA day camp to Marie Bryntwick. At left, Gary Schuyler, executive director of the local YMCA youth division. The scholarship is a memorial to carrier Julian Barnes, inset left.

Camping scholarship memorializes Brockton carrier killed on route

Brockton, Mass.—The Brockton Guild has established a summer camp scholarship fund in memory of a Brockton Enterprise carrier who was struck by a car and killed while delivering his route last winter.

The fund is being used to send underprivileged children to a two-week day camp sponsored by the YMCA.

The scholarship was financed by contributions from Guild members, the Brockton Central Labor Council and the Brockton Publishing Co.

Fred Cain, recently elected president of the Brockton Guild, was instrumental in establishing the scholarship in Barnes' memory. As a district manager for the Brockton Enterprise, Cain had hired and worked with Barnes.

Cain's reflections about Barnes as they appeared in the spring issue of the local's publication, "The Guilded Cage," follow:

. . . Julian Barnes, a nobody to most people, was just a kid. He was 12 years old, full of life and ambition, and even at this tender age I think he knew what he wanted.

His dedication in life was his mother. He had big plans for her. He had a paper route, and he was going to save all his money, he told me, and in five or six years he would have

enough to buy a camper to take his mother on camping trips.

When I first hired Julian, I didn't think he was capable of taking care of a paper route. It was difficult at first; he would call me and be very discouraged. After a short time, however, he became very, very responsible and one of the better carriers.

I didn't know Julian for very long, but in the short time that I did we became very close. He even took me home to meet his mother, and you could tell he adored her just by the way he looked at her.

Four out of five days, he would be waiting at the stop for me, pick up his papers and be on his way. It was one of those days that he met his death. About five minutes into his route, he was cut down by a speeding, reckless teenage driver, who never should have been on the road in the first place. He was unlicensed and uninsured.

Maybe it was Julian's time to go. I don't know. They say everybody has a set time, but he was so young. It's also said that people have premonitions. I think Julian did.

The day before he died, he gave his mother a poster that said: "I love to say, 'I love you,' because it's really true; Because you are so wonderful in everything you do; Because you brought me happiness I never dreamed could be; I love to say, 'I love you,' for you mean the world to me."

Julian Barnes was a nobody to most people, but then again, unlike most people, he never got a chance to be A Somebody.

The Newspaper Guild Local 27 and the Central Labor Council are sponsoring a scholarship in his memory to the Youth Y, where Julian was very active in sports. He will be remembered in years to come.

Judge: Arbitrate code

Seattle—A U.S. District Court judge has ordered the Seattle Times to arbitrate a grievance brought by the Pacific Northwest Guild charging that a code of ethics implemented by the company conflicts with the Guild's contract with the paper.

The Guild seeks to arbitrate a "legitimate grievance" over conflicts between the outside activities provisions of its contract and the company's code of ethics, U.S. District Court Judge Barbara Rothstein held.

In doing so, she rejected the company's contention that no dispute could exist until it applied the provision of the code to an individual employee.

Noting that the company's code of ethics "touches on First Amendment rights" and "may have a present chilling effect on the activities of the employees," Rothstein held that a contract violation may occur "in the form of prior restraint" before any "direct action is taken against an employee."

The Times implemented the ethics code in February 1982. After the parties failed to resolve the Guild's initial grievance over implementation of the code, the company revised it to provide that any conflict between its "guidelines" and the Guild contract would be "resolved pursuant to the Guild agreement."

Circulation dispute settled

Sacramento—Richard Scaife, publisher of the Sacramento Union, has agreed to reimburse advertisers by as much as \$2 million in settlement of a civil suit filed by the local district attorney charging the paper with inflating circulation figures for four years, the Wall Street Journal reported Aug. 16.

The Union had asked the district attorney in April to investigate apparent irregularities it had discovered in the reporting of its circulation figures.

The district attorney's office said that a probe had turned up no evidence of any criminal wrongdoing by the publisher or senior management personnel. An investigation of the paper's former

circulation manager, who was fired when the discrepancies were discovered, is continuing, however.

The paper reported daily circulation for the six months ended March 31 of 87,660, down from average daily circulation of 111,650 for the six months that ended the prior September, after the Audit Bureau of Circulation conducted a special audit at the paper's request.

The settlement provides for reimbursement of advertisers in amounts equal to 2 to 3 percent of the money they paid for advertising in the paper over the past three years. Scaife also agreed to pay a \$25,000 civil penalty and \$15,000 in costs.



First, marching . . . Group of New York members brought its own banners, one reading: "Racism & discrimination in publishing must go!" . . .

More than 50 from the Guild join jobs-peace-freedom rally

(Continued from Page 1)

However, Benjamin Hooks, director of the NAACP, warned the Reagan administration that "we are not here to live in the past and leave here simply singing that 'we shall overcome.' We are here because we are committed to the elimination of Reaganism," Hooks told the crowd.

"Reaganomics," Hooks said, "is a sickness . . . sweeping across this nation. It is a virus of elitism cloaked in garments of fiscal austerity and wrapped in the trap-

pings of patriotism."

Citing the current 19.5 percent unemployment rate for blacks, compared with the 10.3 percent rate for blacks at the time of the 1963 March, Owen Bieber, recently elected president of the United Automobile Workers, observed that the 20th anniversary of that event comes at a time when the gains of more than "two decades of struggle are being systematically rolled back . . . We are literally wasting a whole generation . . . who will enter

their thirties without ever having experienced the dignity and self-respect that come with holding a job," Bieber said.

Emphasizing the need to build a coalition to bring "change through elections," Jesse Jackson of Operation PUSH stirred the crowd with an analogy of unregistered voters with the power of David's rocks against Goliath.

"The regressive Reagan regime won because David did not use all his political rocks. . . . David has unused rocks just lying around," Jackson declared, saying that Reagan's victory in 1980 came from a "reverse coalition of the rich and the unregistered."

Jackson reeled off statistics on the numbers of unregistered black voters in states where Reagan won by margins narrower than the number of unregistered voters:

"Massachusetts by 2,500 votes. There were 64,000 unregistered blacks. Rocks just lying around. . . .

"Delaware by 5,000 votes, 20,000 unregistered blacks. . . .

"New York by 165,000, 900,000 unregistered blacks. Rocks just lying around."

"Mississippi by 11,000 votes . . . 153,000 unregistered blacks. . . . eight southern states by 170,000. . . . 3 million unregistered blacks. Just rocks lying around."

Several of the Guild participants in the anniversary demonstration had also been on hand when dozens of Guild members joined in the march in 1963.

There were contrasts in the crowds drawn by the two events. The march in 1963, the year before the first major piece of civil rights legislation was to be won, took place in mid-week. The crowd, in which blacks predominated, was dressed conservatively in suits and ties, dresses and hats.

This year's event, held on a Saturday, drew a crowd that included more women and whites in its ranks, and one in which participants were dressed in far more casual attire.

Meanwhile, organizers of this year's march have established a Washington office to lobby for passage of jobs bills and social legislation, including passage of the bill that would make Martin Luther King, Jr.'s, birthday a national holiday.

Administration rapped as encouraging scabs

(Continued from Page 1)

regulations, much less one attempting to justify the change."

The ETA's silence on the proposal displays a "lack of candor" and shows "far less in the way of fair and open dealing than we have a right to expect of our government," Kirkland said.

In the AFL-CIO's formal comments on the proposed change, the federation charged that the deletion would be an unauthorized change and criticized "the stealthy and obscure manner" in which the ETA was attempting to make the move.

There was neither a word of explanation nor even a note that the language would be dropped, it noted.

The formal comments also charged that the deletion is neither authorized nor justified since the changes the new law makes in the 50-year-old Wagner-Peyser Act do not alter the section of the latter that relates to job referral practices.

Nothing Congress did in 1982 calls for the change, Bert Seid-

man, director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security, pointed out in the formal comments.

As recently as June, the Supreme Court held that when an agency proposes to eliminate an established regulation, it must justify the action fully and "supply a reasoned analysis for the change," Seidman pointed out.

The assistant labor secretary responsible for the proposed action, meanwhile, refused to comment on the proposal to a Washington Post reporter.

Other department officials who asked not to be identified, however, pointed to one sentence in the administration proposal that says that none of the changes are "intended to diminish any existing protections in the law," suggesting that the sentence could apply to referrals to fill strikers' jobs.

The same officials also suggested, the Post reported, that the deleted section might reappear in the department's final regulations on the new law.

Ex-leader in Guild gets NLRB post

Washington—David B. Parker, a former chairperson of the Washington-Baltimore Guild's unit at the Bureau of National Affairs and a former member of the local's executive council, has been named director of information for the National Labor Relations Board. He was a reporter for BNA from 1972 to 1978.

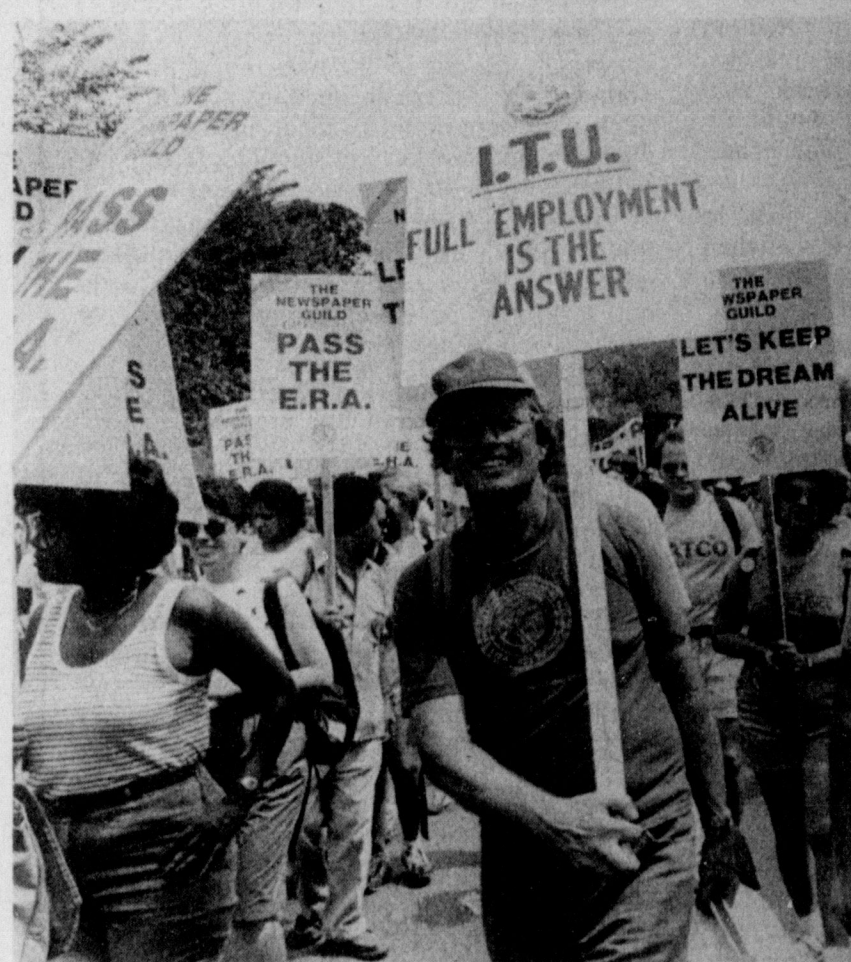
Parker, 37, more recently

had served as director of communications for the AFL-CIO's Industrial Union Dept. Earlier, while working on the staff of the Amalgamated Clothing and Textile Workers Union, he was a member of the New York Guild.

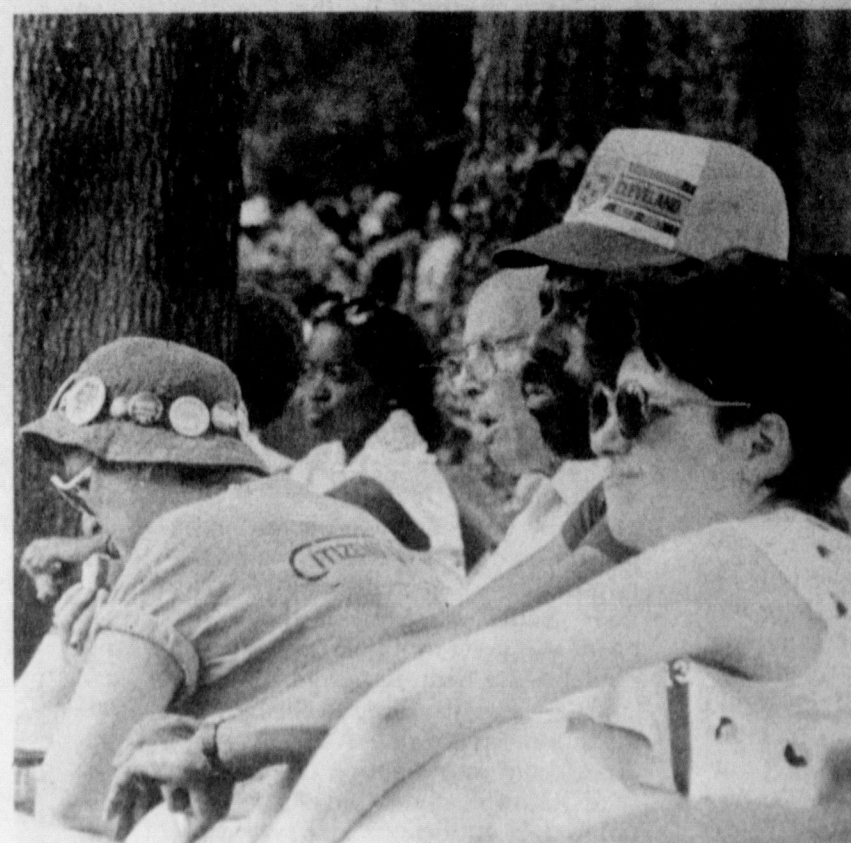
Parker succeeds Thomas W. Miller, Jr., who retired from the civil service position earlier this year after 23 years' service.



. . . Cleveland Guild participants included Richard M. Peery, TNG Region 3 Vice President, center foreground . . .



. . . Robert E. Petersen, Columbia Typographical Union secretary-treasurer, was among ITU members joining in march . . .



Then speeches . . . Listening above, right, Sandra K. Pearlman, Washington-Baltimore representative, and Ernie Mercer, local president.

USA Today's profit potential questioned by 'Gannett source'

Washington—USA Today's distribution and production costs are so high that the prospects of the paper ever breaking even are "doubtful," a communications industry newsletter has reported.

"Maybe five years from now," if USA Today is selling 5-to-5.5 million copies daily, "maybe it will break even. I personally doubt it," an unnamed Gannett source told Communications Daily.

The newsletter reported that Gannett sources said the high costs of producing the color-intensive paper on high-quality stock coupled with the high costs associated with building and maintaining circulation are causing problems for Gannett's national daily.

Gannett "will go anywhere"

in an effort to meet its circulation projections for the paper, according to the newsletter's source, who said that papers are hauled hundreds of miles to produce minimal sales in small towns and resort areas.

Audited circulation of 1.1 million that Gannett announced in April was "hyped and planned to be hyped," according to the Gannett source who pointed out that the audit was timed to coincide with the paper's introduction in New York and Philadelphia.

"There's always a trail off" in the paper's circulation after initial high interest when it enters a new market, the source said. The paper's actual circulation was put at 800,000 to 950,000 copies daily.

Gannett president and chairman Allen H. Neuharth "is bat-

tening down the hatches," the source told the newsletter. It reported that problems stemming from efforts to keep the paper's circulation up have brought a "shake-up" in USA Today's circulation department.

While the satellite-transmitted paper is printed mostly in Gannett-owned plants, the company has had to spend millions to upgrade its presses, the newsletter said.

Industry analysts John Morton and Bruce Thorp, meanwhile, report that advertising volume in USA Today averaged 7.8 pages per day in June, down from an average of 10.5 pages in April and 8.5 pages in May, according to their measurements.

Actual paid advertising pages "probably were significantly less" due to special package rates, the pair reported, noting that management put the average number of paid pages of advertising for June at about seven.

Reports from USA Today officials that advertising volume is "a little ahead of plan," suggest that advertising "has failed to maintain the pace of early April, when management had said it was 20 percent ahead of projections," the Morton research team observed.

Gannett has announced that USA Today's distribution will be expanded into New England and Northern Ohio, as well as parts of several Southern and Southwestern states in the fall.

In the second quarter report to stockholders, Neuharth while noting that it is "still too early to determine whether USA Today ultimately will be a financial success," called reader and advertiser response to the paper "encouraging."

Gannet caucus established among Guild locals, others

Chicago — Representatives of six Guild locals and one unaffiliated union that represent so-called white-collar employees on Gannett-chain dailies met here Aug. 27-28 to form a Gannett Caucus.

Following the meeting, a prototype caucus newsletter, the "Gannett Chain Letter," was issued and distributed to participating locals. It is to be published quarterly, with the next one expected in mid-September.

The founders agreed that the "mission" of the caucus is to "share information, financing and other resources . . . for economic welfare of caucus member locals."

Attending the founding meeting were representatives from the Battle Creek Guild, the Central California Guild's Stockton Record unit, the Lansing Guild, the Philadelphia Guild's Wilmington News and Journal unit, the Rochester Guild and the Rockford Guild, plus representatives from the Cincinnati Enquirer Editorial Employees' Professional Assn.

While no representative of the Hawaii Guild attended the meeting, the local, which represents employees on Gannett's Honolulu Star-Bulletin, sent a letter endorsing the caucus.

Representatives attending the meeting designated a five-member steering committee to co-ordinate the caucus' activities and oversee disbursement of funds. Norma Hurdle of the Rockford Guild was named chairperson.

The caucus called for voluntary donations from member locals of up to \$5 per member. Eligible for membership are unions representing employees in the normal Guild jurisdiction on Gannett papers. Nine Guild locals currently represent employees on Gannett papers. Others eligible include the unaffiliated Cincinnati organization and a Typographical Union unit in Ithaca, N.Y.

The caucus called for participating locals to distribute among other Gannett locals copies of contracts, proposals, newsletters, surveys and other materials that might be of interest to caucus members.

A second meeting was set for next August.

Hazards of indoor air pollution probed

By Ken Peterson
Monterey unit
San Jose Guild

CALIFORNIA UNIONS, with active participation of Newspaper Guild units, are working to battle a new threat to worker health—indoor air pollution.

The state's Occupational Safety and Health Standards Board agreed in May to form an advisory committee that will recommend regulatory standards for indoor air quality.

The San Francisco-Oakland Newspaper Guild was a partner in an Indoor Air Pollution Coalition that convinced the state

board in May to overrule its staff and create the advisory committee.

Representatives of the San Francisco-Oakland and San Jose Guilds also participated that month in a seminar on indoor air pollution sponsored by the Labor Occupational Health Program (LOHP) in Berkeley.

While employee health and safety issues have always been important Guild considerations, indoor air pollution as a threat to employees has crept up almost unnoticed on it as well as other unions.

The increasing trend to sealed-



Member of the year

Dianne Solis, right, chairperson of the Central California Guild's human rights committee, says "thanks" after being honored as the local's member of the year at its annual champagne brunch. Solis, of the Fresno Bee unit, was honored for her role in developing the local's sex-harassment survey and the report of its results [Guild Reporter, March 25]. The award was presented by Guild President Mary Sanchez, left.

Lowell key top up \$76, to \$476

Lowell, Mass — The key top minimum for editorial and outside advertising employees under the Boston Guild's contract with the Lowell Sun is raised by \$76, to \$476 a week, in a new three-year agreement.

The increase takes the top minimum for reporters, photographers and outside salespersons up by \$35, to \$435, from July 4, with \$9 of that increase retroactive to Aug. 2, 1982, and increases of \$13 each retroactive from Jan. 3 and July 4; further increases of \$13 each come on Jan. 2, 1984, and July 2, 1984, and a final \$15 increase is due Dec. 31, 1984.

Life insurance coverage is

raised by \$1,500, to \$10,000, and an option for participation in a health maintenance organization in lieu of Blue Cross/Blue Shield coverage is added.

Night differential is raised by 45 cents over the contract's term, to \$2.55 per shift.

Added to the contract's ban on discriminatory employment practices are irrelevant handicaps.

Maximum severance pay is raised by three weeks, to 20.

The top minimum for advertising phone solicitors, classified and dispatch clerks, library aides and business machine operators is increased by \$46.84, to \$293.37 a week, over the term.



ROBERT K. YOSAY/Youngstown Guild

Pinned in Youngstown

Youngstown Guild members took time out during their annual family picnic for a presentation of Guild pins in recognition of long-term membership and special service. Honored were, from left, Joe DeCola, 25-year member-

ship pin; Dick Riley, 40-year pin; Paul Schell, 25-year pin; Lloyd Jones, 40-year pin; Tim Yovick, a gold pin for three years' service as Youngstown Guild president; and Jack Edwards, 25-year pin.

window buildings with mechanical ventilation systems and the proliferation in the workplace of synthetic compounds, many of them toxic, has led to more concern about the issue.

LOHP staff and union members attending the seminar catalogued a frightening list of ways in which workers can be poisoned on the job, in some cases without knowing or suspecting the danger.

New buildings often are insulated with foam compounds that contain formaldehyde, a volatile carcinogen that, in buildings where windows do not open, remains present in the air for months.

LOHP staff recounted tales of two state office buildings where workers were troubled by complaints including nausea, dizziness, headaches and drowsiness, all because the buildings were opened while they still contained high concentrations of fumes from paint, uncured concrete, floor adhesives, synthetic carpets and the like.

There were stories of ventilation intake pipes located so they would suck in air from idling ambulances, the downwind vapors from a factory where formaldehyde was used or simply the air vented from restrooms in the building.

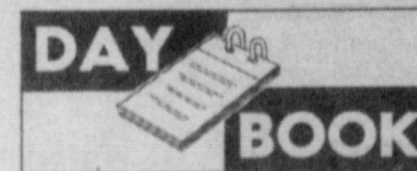
The staff also cited cases where ventilation systems did not circulate the air rapidly enough, leading to headaches and drowsiness among employees.

In many cases, employees were criticized for poor work performance with no consideration that poor ventilation was the culprit.

LOHP staffers also said that there are few standards for indoor air quality. Most chilling of all, they said that combinations of chemicals could be present at carcinogenic levels even if the concentrations of individual chemicals do not exceed state or federal standards.

Both the San Francisco-Oakland and the San Jose Guild locals have conducted surveys of indoor air pollution issues among some of their members, with most of those surveyed indicating that they have on-the-job health problems which could be attributed to poor air quality.

Additional information about indoor air pollution issues is available through LOHP, 2521 Channing Way, Berkeley, Calif. 94720.



Knight-Ridder Council, Oct. 7-9, Chicago (site to be announced).
Midwest District Council, fall meeting, Oct. 22-23, Holiday Inn, Kenosha, Wis.
International Executive Board, fall meeting, Oct. 24-27, Toronto.
Great Lakes District Council, fall meeting, Nov. 5-6, Battle Creek, Mich.
Middle-Atlantic District Council, fall meeting, Nov. 5-6, New York.
Western District Council, fall meeting, Nov. 5-6, Bakersfield, Calif.
Southern District Council, fall meeting, Nov. 5-6, Washington.

'Come and get it!'



Seaman/AFL-CIO News

DATELINE: OTTAWA

Aftermath posing largest question in Mackasey 'influence' case

By HUGH WINSOR, Canadian Wire Service Guild



WHEN A FORMER cabinet minister—a colorful, controversial minister at that—was charged with influence peddling there was bound to be an intense public interest in the outcome.

But it is what happened after that charge was dismissed that poses an interesting question for Canadian journalists.

The former minister, Bryce Mackasey, was obviously pleased when Montreal Sessions Judge Benjamin Schecter said the preliminary hearing had not produced "a shred of evidence" to justify sending Mr. Mackasey on for further trial.

Declaring that he had been vindicated, Mr. Mackasey said it was time for the press to "rectify some of the damage it has done to my reputation."

Canadian journalists have an unquestioned responsibility to report fairly and accurately Mr. Mackasey's financial troubles, but

do they have any obligation to "rectify" damage to reputations?

The Mackasey affair involves much more than the preliminary hearing into the charge under the Criminal Code, which prohibits a public official from accepting money or "valuable consideration in respect of anything done by him in his official capacity."

Mr. Mackasey's name originally surfaced during the bankruptcy hearing of a small Montreal manufacturing company that had been seeking government contracts.

His convoluted financial dealings were then subject to a Parliamentary inquiry undertaken at his request, a process that was suspended when the criminal charge was laid. (Charges against two others involved have not been dropped and will go ahead in the fall.)

The Montreal Gazette started the whole affair when it reported (accurately) that one of the Mackasey associates had named Mr. Mackasey as a paid lobbyist (which statement, if proven true, would place Mackasey in contravention of the laws governing elected officials).

THAT ASSOCIATE, Montreal accountant and businessman Robert Harrison, originally denied he had named MacKasey but later had to change his story when the master tape of the bankruptcy proceeding was produced before the Parliamentary inquiry.

Other evidence at the Parliamentary inquiry showed that a holding company controlled by Mr. Harrison had paid Mr. Mackasey \$400,000 for a stock portfolio with a market value of \$178,000.

A currently serving cabinet minister admitted that he had visited the now bankrupt Montreal manufacturer at the request of his former cabinet colleague, Mackasey, to see if it qualified for government contracts.

But the prosecutor, in what judge Schecter described as a poorly prepared case, failed to offer any proof that the company

got any contracts or benefits from the lobbying on its behalf by Mr. Mackasey and the judge threw out the case.

Judge Schecter said it was inconceivable that a person should be put on trial on the basis of such "flimsy evidence," but he also wondered aloud whether Mr. Mackasey should have been charged with fraud and described him as a "helpless pawn, a puppet" who had been "exploited" by his old friend and business associate.

THESE COMMENTS by the judge, as well as the dismissal of the charge, were reported prominently in all of the Canadian media. But it is a matter of individual judgment whether those reports do much to "rectify" the Mackasey image.

Mr. Mackasey said he had logged 17 instances in the coverage which could be grounds for libel, but he has not decided to sue.

At no point, however, has he challenged the accuracy of the basic facts reported in the affair, including the original report of his being named in the bankruptcy testimony.

MAYBE HE WOULD BE better to pursue his legal remedies than to demand a form of special journalistic affirmative action on his behalf.

Riesel memorial garden grows

Washington—More than \$550 has been contributed by friends and colleagues for a memorial to the late Yetta Riesel, retired longtime TNG staff member who died March 8, through a program sponsored by the Jewish National Fund to plant trees in Israel.

The memorial effort will result in a Yetta Riesel Garden of more than 100 trees, at \$5 each, explained Diane S. Curry of the Railway and Airline Clerks union (#3 Research Pl., Rockville, Md. 20850), who is coordinating the project.

As they put it

Reclaiming Labor Day

For a dozen years before the Congress got around to declaring Labor Day a national holiday, it was the property of working people.

Workers themselves conceived it, proclaimed it and celebrated it—first in New York City in 1882, then all across the land—without waiting for official sanction.

If they had waited for their government, of its own volition, to notice and pay honor to the contributions that America's working men and women make to their country, chances are that the first Monday in September would still be just another working day.

Ever since Congress ratified our initiative in 1894 by extending the Labor Day holiday to all our fellow citizens, office holders from the president on down have marked the occasion by issuing public statements attesting to the dignity of labor and the social and economic contributions of those who work for a living.

These once-a-year statements of appreciation would be welcome if they were matched by some indications of concern on the other 364 days of the year.

This is the third year in a row that Labor Day statements from the White House have sounded empty and false to our ears. Therefore, this year we have taken back our holiday and renamed it Solidarity Day III, which workers are celebrating in their own way, in their own communities, from coast to coast.

Working people don't need to be told that their work is the foundation of the nation's economic, industrial and military strength, or that they themselves are the source of its moral strength and social stability, or that they have an important role to play in securing the future, in protecting human rights and in promoting the democratic ideals of equal rights, equal justice and equal opportunity here at home and throughout the world.

They know it. They have been fighting for these things not just one day a year, but every day for more than a century.

Through united, collective action at the bargaining table, in the legislatures and in the community, they have helped to break down the barriers of race, sex and age discrimination.

They have promoted quality health care and quality education for all citizens.

They have fought to secure decent housing, decent education, decent jobs for everyone able and willing to work, along with security and dignity for those who are no longer able to work.

Nobody pretends that we have succeeded in reaching all of our goals or fully succeeded in any, but we have made something more than a clearing in the wilderness. We do not intend to stop until we have created the healthiest, best educated, most creative and most productive society that it is possible for human beings to achieve. Until then, we won't quit. And that is the message of Solidarity Day.

—Excerpted from AFL-CIO President Lane Kirkland's 1983 Labor Day statement.

The Guild Reporter

CALM
ACPS

JAMES M. CESNIK, Editor

BARBARA E. NELSON, Assistant Editor

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