

Mt. Sinai-TNG VDT study uncovers higher sick-leave rate among users

Washington—Work time lost to health problems associated with working at video display terminals may be causing serious financial losses to the U.S. and Canadian economies, a VDT researcher has reported to a sub-committee of the House of Representatives.

Unveiling the results of the first part of an extensive study of VDT workers by the Mt. Sinai School of Medicine and TNG, Dr. Arthur L. Frank called the

difference in lost work time between VDT users and non-users uncovered in the study statistically significant.

In testimony before the House subcommittee on Health & Safety on Oct. 18, Frank called for additional investigation of the lost-time problem since "multiplied by the millions of workers involved, the dollar cost . . . is quite large."

Frank now is head of the Dept. of Preventive Medicine &

Perlik testifies about need to remedy VDT problems . . . 3

Environmental Health at the University Kentucky's College of Medicine.

He was reporting on results of a health-effects survey conducted by Mt. Sinai and TNG among members in six Guild locals—Hawaii, Memphis, St. Louis, Southern Ontario, Vancouver-

New Westminster and Wire Service (in New York City).

He was with Mt. Sinai in New York for most of the 2½-years of the study and was in charge of it. A report on its second phase—based on ophthalmological examinations and related information from five of the locals—is expected early in 1984. Like earlier investigations by others, the study's first phase also found significantly more headaches, eyestrain, dete-

riorated vision, low back pain, neck pain and shoulder pain among VDT users than among non-users.

Also, VDT workers reported being more irritable, having more trouble sleeping and awakening and feeling over worked, while non-users reported having more energy, Frank reported. (The full text of the findings and recommendations made by Frank to the

(Continued on Page 3)

Guild strikes Toronto Star

Toronto—The 1,400-member Toronto Star Guild unit struck the paper — largest circulation daily in Canada—at 7:05 p.m. on Oct. 26 after 13th-hour bargaining failed to produce an acceptable company proposal for a new contract.

Southern Ontario Guild bargainers had stopped the clock on a 6 p.m. strike deadline for an hour, then for an additional five minutes before calling the strike under authority voted by unit members by a 97 percent majority three days before.

Star Guild members—advertising, business, inside and outside circulation, including delivery, editorial and other employees—had been working for nearly three months under terms of a contract that expired July 31.

Strike issues included wage and other benefit improvements plus company demands for serious retrogressions in longstanding contract protections. One would make reductions in force management's "sole discretionary right" while others would cap and then reduce the dollar amount of night differential and eliminate remaining premium pay for Sunday work.

The company's giveback demands were reflected by one

striker carrying a life-size figure of Tarzan wearing only a loin cloth and a sign reading: "What more do they want to take away?"

Other picket signs read: "Star is #1/Why not us?" Minimums at the paper have fallen behind those at several smaller Canadian dailies, with the current reporter top minimum of \$596.54 a week ranking fifth in Canada.

Late the strike's first night the Star got out an estimated 50,000 to 70,000 copies utilizing non-union employees, contract drivers and Pressmen, who were passed through the picket line to prevent the company's carrying out a threat to replace them with strikebreakers. Normal overnight production is 250,000 copies. The first-day's paper contained only 48 of a scheduled 108 pages, however.

Strikers were joined on the picket lines by members of TNG's International Executive Board, who held their regular fall meeting here Oct. 24-27.

At the conclusion of its meeting, the IEB voted TNG's officers standby authority to institute higher Defense Fund dues if it appears imminent that strike benefits will put the TNG's Defense Fund below the constitutional higher-dues trigger of \$4.5 million.

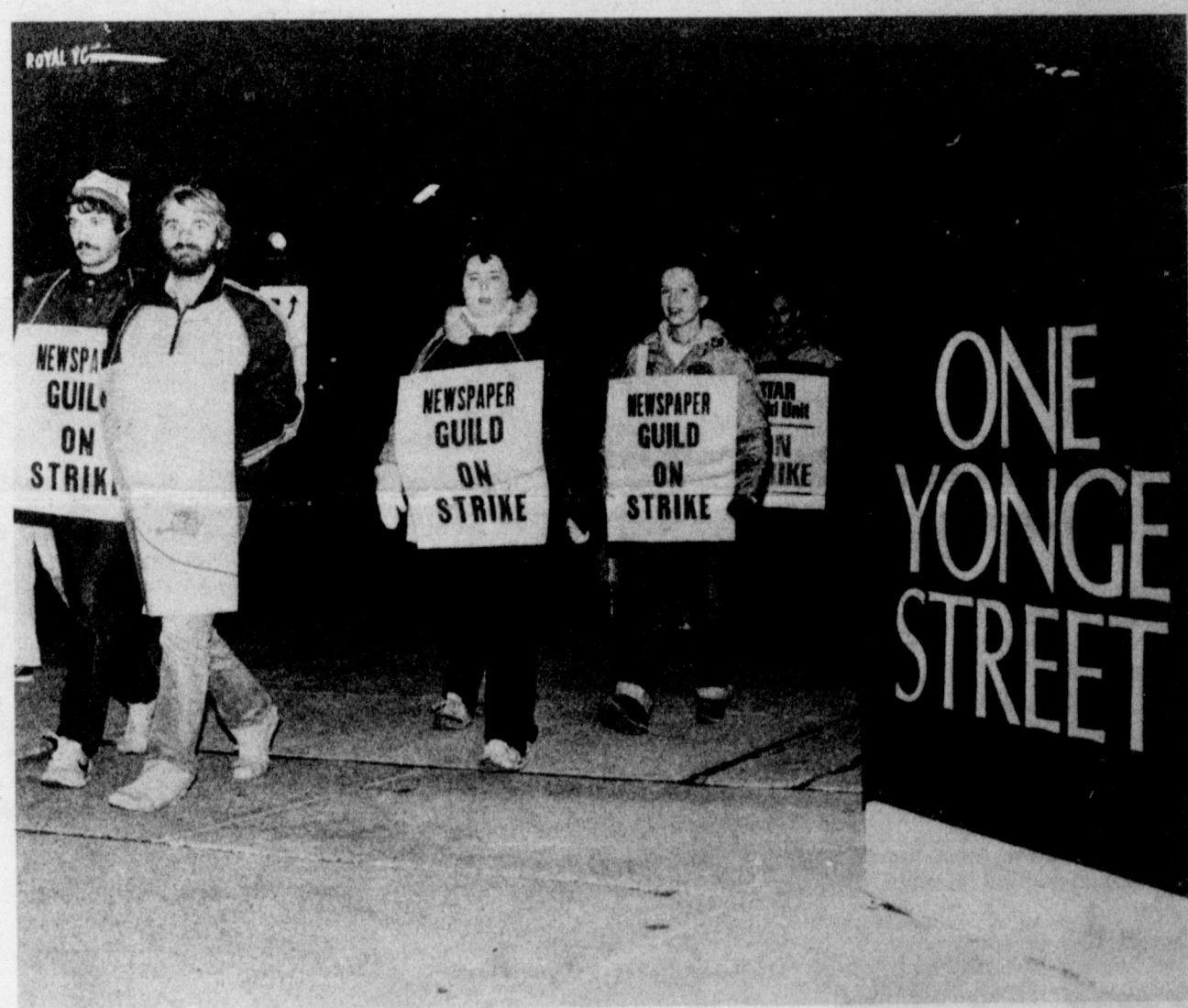
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GLOBE AND MAIL/Thomas Szlukovenyi

GUILD MEMBERS LAUNCH STRIKE AT THE TORONTO STAR

1,400-member unit walked out of plant at "One Yonge Street" at 7:05 p.m. on Oct. 26.

Initial pact brings end to strike at Maclean's

Toronto—Agreement on an initial contract covering 55 editorial department employees of Maclean's magazine brought an end to a 14-day-old strike by members of the Southern Ontario Guild unit against the magazine, owned by Maclean Hunter, Ltd.

The local had been seeking a contract with the magazine for more than a year when the strike began Oct. 5.

The agreement which runs through the end of 1984 represents a \$35,000 improvement over the company's prestrike economic offer.

While the company had been demanding a 40-hour week, the agreement includes provision for a 36½-hour week with overtime pay at time and a half for much of the unit.

The top minimum for staff writers, \$490.38 a week effective Oct. 18, is increased by \$19.58 a week from the prestrike offer. The top minimum for associate

editors, \$519.23 a week from the same date, is increased by \$9.63 a week from the company's offer prior to the strike.

Salaries are to be raised by 2 to 5 percent on Jan. 1. Other top and flat minimums effective on that date include:

Photographers — \$673.08 a week.

Librarians—\$480.87 a week.

Library assistants—\$298.08 a week.

Senior writers — \$653.85 a week.

Researchers, reporters—\$346.15 a week.

Department editors, entertainment editors—\$673.08 a week.

Sports editors — \$576.92 a week.

The agreement provides for 10 holidays annually and vacation of three weeks after one year, four weeks after 10 years and five weeks after 25 years of service.

(Continued on Page 7)

IEB reviews merger developments; views enhanced organizing program

Toronto—In the wake of the failure of the proposal for merger of TNG and the International Typographical Union, TNG's International Executive Board has moved toward launching a considerably enlarged Guild organizing effort.

The IEB did so during its meeting here Oct. 24-27 by unanimously approving a motion that its Finance and Organizing Committees undertake a joint study of how the effort will be funded.

The committees are to report their recommendations to the full IEB at its winter meeting, Jan. 23-26 in Washington. It is anticipated that at least some of the proposals also will require action by the 1984 Guild Convention.

The IEB action came at the conclusion of a lengthy review and discussion of merger-related events involving all the major publishing-industry unions since the ITU convention in August rejected endorsement of the proposal for merger of the ITU and TNG.

During the discussion, which also involved non-IEB members from the Southern Ontario, Canadian Wire Service, Buffalo and Vancouver-New Westminster Guilds, TNG President Charles A. Perlik, Jr., reported that TNG already has initiated steps to fill authorized field-staff positions that had been vacant in anticipation of the ITU merger.

Even a full complement of international representatives under existing authorizations and fiscal restraints, however, will free up

only minimal additional staff time to assist new groups to organize because of servicing required for existing locals and units, Perlik said.

He also reported at the outset of the discussion that the leadership of the ITU was more amenable to two-way merger discussions—involving the ITU and the Graphic Communications International Union—than it was to three-way discussions—which also would have involved TNG.

That assessment emerged from a meeting Oct. 25 of representatives of all three of the unions with AFL-CIO President Lane Kirkland and Secretary-Treasurer Thomas R. Donahue.

The proposal for three-way talks had been the product of an Oct. 4 meeting of the officers (Continued on Page 2)

Guild's 'kind of work' ordered back into unit in Columbus . . . 6

Findings from Mt. Sinai VDT research

THE QUESTIONS asked covered several major areas. There were: (1) effects on eyes, (2) musculo-skeletal effects, (3) reproductive effects, (4) characteristics of the workplace, (5) stress and other personal feelings. There were also questions about skin rashes, a variety of routine medical problems, smoking history, educational level, and questions about VDT and microwave oven use.

Data was analyzed using Chi-square statistics. This allows for comparisons between groups, in this case VDT users and non-users.

A positive finding means that something was noted more among VDT users than non-users, and this difference, when tested statistically, was "significant." This means that such a finding would not be expected to occur by chance more than one in twenty times. Known as $P=0.05$, this is the standard for most scientific studies. The term P refers to the probability of such a finding.

When all available questionnaires were analyzed, positive findings were noted for some eye problems, musculo-skeletal disorders, characterization of the workplace, and in the area of stress and personal feelings. The data were inconclusive with regard to reproductive effects. In addition, there was an interesting finding with regard to time lost from work.

Complaints of eye problems from VDT operators were found to be generally consistent across the various subgroups. VDT users suffered more from deteriorated vision, eye strain, eye irritation, red eyes, and blurred vision than non-users. This was in contrast to questions about other senses such as taste or smell where no differences were found.

As a group, the vast majority of individuals, among both users and non-users, wore eyeglasses. Most respondents had at least one prescription change in the period covered by the questionnaire and there were no significant differences in the number of prescription changes.

Likewise, questions were asked about both cataracts and pre-cataract conditions.

The number of respondents precluded making any firm conclusions about the development of cataracts since the problem is uncommon, and tends to occur in older individuals. Sixteen VDT users reported having cataracts. Six of the sixteen had developed cataracts within the previous five years. Of note, five of these six were from one local, St. Louis. At another location, a cataract developed at age 26, one year after the individual started employment at their most recent job which included VDT use.

The frequency of other eye problems, not reported as related to VDT use, showed no difference in frequency between user and non-user groups.

The questionnaire evaluated certain musculo-skeletal problems.

VDT users, more than non-users, suffered from neck pain, shoulder pain, and low back pain. These

This is the full text of the findings-and-recommendations portion of the statement by Dr. Arthur L. Frank on Oct. 18 to the House of Representatives' subcommittee on Health & Safety.

findings were statistically significant, that is, could not be explained by chance.

Headaches were significantly more frequent among VDT users when compared to non-users.

Reproductive questions were asked about at some length. Since the population needed to be subdivided by sex, age, and marital status, few individuals were left for appropriate statistical analysis in any one category. Therefore, no conclusions can be drawn with regard to reproductive effects and VDT exposure since the number of birth defects and miscarriages were insufficient in this size population. Of some interest, however, was that although males represented a minority of the study population, they reported more birth defects among their offspring than did the working women.

There was no evidence of premature birth, infant mortality, or effect upon the menstrual cycle with VDT use.

VDT workers reported being more irritable, having trouble sleeping, having trouble getting up and feeling overworked. Neither group commented on problems related to excessive supervision or monotony. In one instance, non-users reported a finding more frequently, but this question had a positive rather than negative connotation. This question was about "having more energy." This finding helps one feel confident about the validity of this study.

IN ADDITION to VDT users reporting on stress and physical difficulties, they also reported more often on problems of physical design at the workplace. VDT users noted more often than non-users problems with reflections, improper brightness, how one sits, and poor equipment.

There were no differences reported with regard to skin rashes, although this has been reported elsewhere.

Another finding of some interest was that while there were no differences between users and non-users with regard to frequency of seeing a physician, or for hospitalizations, VDT users lost more time from work than did non-users. Statistically significantly, more VDT users were absent from work three or more times in the preceding two year period than non-users. For those reporting on total days lost from work over that two year period VDT users were absent more than one-half day longer on average than non-users. While a small difference, if this is multiplied by the millions of workers involved, the dollar cost each year in lost time wages is quite large.

Although there were some methodological prob-

lems with this study, the findings are consistent with earlier reports from NIOSH and other investigators. Problems with vision and ergonomic difficulties have been noted elsewhere.

In addition, the recently released National Research Council report on video displays and their effects on vision commented on the need for further investigation. Hopefully, our yet to be reported data on physical examination of the eyes will shed additional light on this subject.

Of some concern to this investigator, with regard to the NRC report, was the statement on page 14, where, when discussing our study, it stated "we were unable to obtain sufficient detail about the study design to evaluate it adequately." The reason this statement concerns me, and gives me pause about the whole report, is that at no time was I, as the investigator, contacted about any details of this study.

AS AN OUTCOME of this study, we have made several conclusions and would offer several recommendations.

✓ First, working with VDTs clearly produces problems with vision, with musculo-skeletal disorders, and produces stress related findings. By way of corroborating evidence, there are complaints about the physical aspects of the workplace.

✓ Secondly, questions with regard to the development of cataracts remains unsettled. It might be that insufficient time has elapsed since the widespread use of VDTs at the workplace has occurred to allow for proper evaluation of this problem. Clearly, however, it is an area that requires additional research.

✓ Thirdly, the question of reproductive effects remains unsettled. NIOSH has suggested that an appropriate study, among women of reproductive age, be undertaken. While this is not yet a reality, we would strongly endorse such an investigation.

IN LIGHT OF OUR FINDINGS we would recommend:

- (1) additional research with regard to health effects of VDT use be supported;
- (2) an interim standard of work breaks be instituted while
- (3) studies are undertaken to develop the optimal schedule for such work breaks;
- (4) that workers using VDTs receive regular eye examinations, and;
- (5) that there be further investigation of the question of lost time from work related to VDT use.

This last point could be relatively easily studied and would be well worth such an investigation because of the financial implications. We may be faced with a situation of proving cost effectiveness in making the VDT workplace more humane.

As the use of VDTs becomes more and more a part of the working environment, our home environment, and even the school environment, additional efforts at looking at the question of health related to such exposure appeared to be clearly warranted.

IEB studies organizing program; reviews merger

(Continued from Page 1)

of all three AFL-CIO affiliates called by Kirkland during the AFL-CIO convention [Guild Reporter, Oct. 14].

The ITU was represented at the Oct. 25 meeting, at AFL-CIO headquarters in Washington, by President Joe Bingel and Secretary-Treasurer Thomas W. Ko-

peck; the GCIU, by President Kenneth J. Brown and President Emeritus Sol Fishko; TNG, by Director of Field Operations J. William Blatz. It was reported that Bingel and Kopeck said the ITU would enter two-way talks with the GCIU if the other three members of the ITU Executive Council also approved.

TNG leaders concurred in the move to two-way talks.

Meanwhile, the ITU was continuing talks with the International Brotherhood of Teamsters that had begun after the ITU convention heard Teamster President Jackie Presser invite the ITU to merge with his union instead of TNG.

Just before the AFL-CIO convention, Bingel called a press conference to announce that the ITU and the Teamsters were beginning "substantive merger discussions." Kirkland said that such a merger would "compel the immediate separation of the ITU from the AFL-CIO" and there later were indications that the same would be true of the Canadian Labour Congress.

In mid-October, the ITU Executive Council by a 4-to-1 vote approved a recommendation by Bingel that "in the event a satisfactory formal" Teamster-ITU merger proposal "results from the . . . negotiations" between the two unions' attorneys, a special

week-end convention be convened shortly after Jan. 1, 1984, to consider that document."

ITU 1st Vice President Robert S. McMichen cast the sole "no."

At a subsequent meeting of the Eastern Conference of Typographical and Mailers Unions,

Oct. 15-16 in Chicago, the Executive Council's report of that action was given a highly favorable reception. The conference was told that approval of a Teamster-ITU merger by the "mini-convention" would lead to a referendum about a month later.

Full report text going to locals

Single copies of the Guild/Mount Sinai VDT report are being sent to all Guild locals by TNG's Research and Information Department.

The report, entitled "Health Effects Following Occupational Exposure to Video Display Terminals," is distinct from the statement by its author, Dr. Arthur L. Frank, to the House Subcommittee on Health and Safety at its Oct. 18 hearing, although it covers the same terrain.

Court okays termination of bias accord

Norfolk, Va.—A federal district court here Oct. 13 approved the termination of a consent decree between the Equal Employment Opportunity Commission and the Newport News Daily Press and Times Herald.

The consent decree had been reached in January 1980 in settlement of EEOC charges that the papers were discriminating against blacks in their employment practices.

The Peninsula Guild, bargaining representative for the papers' 90 editorial department employees, asked the court to block the company's move to terminate the decree arguing that it had failed to properly post notices of job

openings and to counsel black employees about career goals as required in the agreement.

The judge dismissed the Guild's objections, however, on grounds that it lacked "standing" since it was not a party to the 1980 agreement. The judge also rejected arguments from the local chapter of the NAACP on the same grounds.

Four other unions who had signed the consent decree raised no objection to its termination.

The publisher agreed to a motion submitted by the EEOC calling for the the continuation of a scholarship and internship program that had been part of the agreement.

The company moved to terminate the consent decree under provision in the agreement that permitted its termination when nine out of the ten hiring goals it set had been reached.

The hiring goal the papers had yet to reach was one calling for increased employment of blacks in the newsrooms.

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

VDT study results unveiled before House safety unit

(Continued from Page 1)

subcommittee is reprinted on Page 2).

The survey's results were inconclusive, however, in two other areas on which attention has been focused: birth abnormalities and cataracts, Frank also reported.

He strongly endorsed a proposed study of birth abnormalities by the National Institute for Occupational Safety & Health and said the question of cataracts also "requires additional research."

Cataracts and other eye problems will be addressed in the report on the study's second phase.

Frank also recommended additional studies of other VDT health effects, particularly to determine the optimal schedule for work breaks. He called for establishment of an interim standard on rest breaks in the meantime, as well as regular eye examinations for VDT users.

Frank's report was based on 1,047 "useful questionnaires" filled out by as many members in the six locals, which he called "one of the largest bodies of such data available."

Seventy-four percent of the completed sixteen-page questionnaires were from VDT users and 26 percent were from non-users. There were 542 female respondents while 505 were males. The average age was 38.

The group, Frank said in his full report, which also was submitted to the subcommittee, consisted of reporters, copy editors, advertising staffers and clerical employees and "appears to accurately reflect" newspaper-industry desk-workers represented by the Guild.

In his summary to the subcommittee, Frank reported that "statistically significantly, more VDT users were absent from work three or more times in the preceding two-year period than non-users."

In addition, he said, "for those reporting on total days lost from work over the two-year period, VDT users were absent more than one-half day longer on average than non-users," which becomes significant when multiplied by the millions of employees using the machines.

VDT operators' complaints of eye problems—deteriorated vision, strain, irritation, red eyes and blurred vision—were "generally consistent" among respondents, he said.

The vast majority of both VDT users and non-users wore glasses and there were "no significant differences" in the number of prescription changes during the two years covered by the questionnaires. Most had at least one.

While problems with the workplace—reflections, brightness, "the



RAYMOND CROWELL/Washington-Baltimore

REPORT ON MT. SINAI-TNG STUDY OF VDT WORKERS PRESENTED TO HOUSE PANEL

Dr. Arthur L. Frank, right, describes the surveys conducted among Guild members in six locals. Accompanying Frank is TNG Director of Research & Information David J. Eisen. Seated behind Frank, TNG President Charles A. Perlik, Jr.

way one sits," poor equipment and overwork—"were consistently reported by VDT users," those conditions "did not appear to affect non-users," Frank noted. There were no differences between the groups' responses to questions about excessive supervision and monotony.

Frank said the number of respondents was too small for any "firm conclusions" about cataracts. He noted, however, that six of 16 VDT users who reported having cataracts had developed them in the previous five years, with five of the six in St. Louis.

"It appeared that many had developed prior to exposure of these individuals to VDTs," however, Frank said in his full report.

The number and makeup of the respondents also precluded conclusions "with regard to reproductive effects and VDT exposure," Frank said.

"Of some interest, however, was that although males represented a minority of the study population, they reported more birth defects among their offspring than did the working women," he said.

He suggested there might be further investigation of "the possibility that spermatogenesis might be affected" by VDT work.

The survey results do not support "either the view of a harmful or of no harmful effect on pregnant women," Frank pointed out in his full report.

Overall, Frank said in his full report, the findings of the survey

make it clear that "all-inclusive statements that there are no problems with VDT use cannot be justified."

He expressed concern at the statement in the recent report by the National Research Council that it was "unable to obtain sufficient detail" about the design of the Mt. Sinai/TNG study "to evaluate it adequately."

"The reason this statement concerns me and gives me pause about the whole report," Frank told the subcommittee, "is that at no time was I, as the investigator, contacted about any details of this study."

In contrast, Frank expressed his thanks for assistance in carrying out this study to the leadership of the locals involved and particularly to David J. Eisen, TNG director of research and information. "It was clear that he had educated himself well with regard to the issues at hand," Frank told the subcommittee.

No question of need to remedy VDT problems, Perlik testifies

Washington—"There no longer is any question about the need for action to remedy [the] problems" encountered in working with VDTs that are confirmed by the first phase of the Mt. Sinai/TNG study, TNG President Charles A. Perlik, Jr., told the House subcommittee on Health & Safety Oct. 18.

Further research that may be necessary "in the murky areas of reproductive and cataract problems" should not prevent action to seek to assure properly designed machines, work practices

and work places, Perlik said.

The remedy is suggested by the 1981 recommendations by the National Institute for Occupational Safety & Health and by TNG's model VDT health and safety bill, he added, submitting copies of both for the subcommittee's record.

NIOSH's recommendations are based upon research it conducted at daily newspapers in San Francisco and Oakland and at Blue Shield offices in San Francisco as well as on research by others elsewhere, Perlik pointed out.

TNG supports amicus brief in OSHA access rule case

Washington—TNG is one of 20 unions that have joined in support of a friends-of-the-court brief by the AFL-CIO's Industrial Union Dept., in defense of the Occupational Safety and Health Administration's rule guaranteeing employees and their unions access to medical and hazard-exposure records maintained by employers.

A challenge of the rule, issued in 1980 under the Carter administration, by the Louisiana Chemical Assn. is before the 5th U.S. Court of Appeals in New Orleans.

The case is an appeal from a U.S. District Court ruling last November upholding the access rule.

Countering the issues raised by the employer group the IUD's amicus brief asserts that issuing records was within the authority

granted the Secretary of Labor by the Occupational Safety and Health Act and that the rule does not infringe upon the jurisdiction of the National Labor Relations Board.

Neither does it violate the Trade Secrets Act, the constitutional right to privacy nor the Fourth Amendment to the Constitution, the brief argues.

The access rule, which took effect in August of 1980, does not impose additional record-keeping requirements on employers, but requires that employees have access to medical and toxic-exposure records that are maintained. The rule also sets minimum periods for maintaining records and assures unions access to employer exposure records and to employee medical records with the employee's consent.

In a statement introducing the Mt. Sinai/TNG report, Perlik said the NIOSH recommendations are "the first step toward an occupational health standard for VDTs."

"Several countries in Europe have adopted similar regulations, or ones that go farther," he pointed out, at the same time he suggested that the subcommittee call other unions and occupational-health groups to testify on the effects VDTs have had on the people they represent, as well as experts from NIOSH and elsewhere.

"Finally," Perlik concluded, "I cannot emphasize too strongly the urgency of giving NIOSH sufficient funding to continue its research in a number of areas involving VDTs."

He pointed particularly toward a NIOSH study "of major importance to determine whether there is truly a higher-than-normal incidence of birth abnormalities" in children born to parents who are VDT operators.

That study, along with other VDT research by the agency, is "threatened by continuing draconian cuts" in NIOSH's budget by the Reagan administration, Perlik pointed out.

"The health and safety implications of a machine that will become the occupational tool of 40 million workers in the next decade cannot receive too much attention," he declared, expressing thanks that the subcommittee is helping assure that the VDT "is beginning to get the scrutiny it deserves."

Ohio assembly gets VDT bill

Columbus, Ohio — A bill has been introduced in the Ohio General Assembly to seek to assure the safety of VDT workers.

It would, among other things, require adjustable and flexible work stations, including measures to reduce glare and noise, eye examinations for operators, rest breaks and limits on the hours per day an individual could work at a terminal.

IEB calls for quick action on plant closing legislation

Toronto—A bill before the U.S. House of Representatives that would require advance notice of plant closings and major layoffs "is sorely needed in the suddenly shrinking U.S. newspaper industry," TNG's International Executive Board said during its fall meeting here.

Pointing to a decline in the number of U.S. dailies in the past two years from 1,745 to 1,711 and the displacement of thousands of employees as a result, the IEB urged the House committees considering the bill to "speed its approval."

The proposed National Employment Priorities Act would require advance notice of the closing of a plant employing 50 people or more or of a permanent

layoff affecting 15 percent or more of them. It calls for a year's notice where 100 or more employees are affected and six months' notice if fewer than 100 employees are involved.

It also requires severance payments, continuation of health and welfare benefits and gives transfer rights to affected employees. The bill would also provide for federal loan guarantees and technical assistance to help avoid a closure.

Noting that the bill would "substantially ease the impact that plant closings . . . have had on the primary victims," the displaced workers, the IEB said it "wholeheartedly endorses" the measure (H.R. 2847) sponsored by Reps. William Ford (D-Mich.) and William Clay (D-Mo.).

IRS opens Newhouse ledgers in tax case

Washington — In documents filed with the U.S. Tax Court in support of its claim that the estate of Samuel I. Newhouse owes the government an additional \$609.5 million in estate taxes and a \$304.8 million civil fraud penalty, the Internal Revenue Service offers a glimpse into the ledgers of the privately held publishing conglomerate.

Based on its appraisal of the Newhouse properties, the IRS has valued Advance Publications, Inc., the principal Newhouse firm, at \$1.5 billion as of Feb. 29, 1980, an appraisal date selected by the estate.

At that time, shortly after Newhouse's August 1979 death, the company's holdings included 29 daily newspapers, Parade magazine and Conde Nast magazines, including Vogue, House and Garden, Glamour and Gentleman's Quarterly. Newhouse also had a 49 percent interest in a newsprint company and Newhouse Broadcasting Corp. owned a group of radio and television stations.

The primary dispute between Newhouse heirs, sons Samuel I. Newhouse, Jr., and Donald E. Newhouse, and the IRS is over the value of the common stock in Advance Publications which was held exclusively by the senior Newhouse.

The IRS has valued Newhouse's stock in Advance Publications at \$1.23 billion, while the estate reported that the stock had a value of \$178.8 million. In assigning the higher value the IRS notes that Newhouse's stock included the 10 voting shares of class "A" common stock in which the "complete operational control" of the company was vested.

Charging that the estate "knowingly and fraudulently" un-

derstated the value of the stock "with an intent to evade tax," the IRS said that although the estate reported the class "A" stock as having a value of \$8.595 million, it "would not have sold" the controlling interest in Advance Publications "for ten times that amount."

Other stock in the company, 3,500 preferred shares, were owned by Newhouse's wife, his two sons and two brothers.

The IRS claims that taxes on the estate total \$658.2 million, compared to \$48.7 million that the estate reported as taxes due. The IRS places the taxable value of the estate at \$961.7 million, compared to \$90.9 million reported on the estate tax return.

Among the financial data the IRS turned over to the U.S. Tax Court in support of its appraisal of Advance Publications are reports of revenues and pre-tax profits for 1979 from the company's holdings, including the following from papers where Guild locals have contracts:

Cleveland Plain Dealer—Revenue totalling \$113 million and pre-tax profits of \$9.6 million. A pre-tax-profit-to-revenue margin of 8.5 percent.

Harrisburg Patriot and News—Pre-tax profits of \$5 million on revenues of \$26.1 million. A profit margin of 19.2 percent.

Jersey Journal—Revenues of \$9.5 million and pre-tax profits of \$647,000. A profit margin of 6.8 percent.

St. Louis Globe-Democrat—Revenues of \$10.2 million and a \$3.5 million loss for the year.

The company's after-tax profits for 1979 were \$96.3 million on revenues totalling \$1.04 billion. Its after-tax profit margin for the year was 9.3 percent.

In 1978 the company had af-

Form 4089 (Rev. January 1983)		Department of the Treasury — Internal Revenue Service		Symbols 436	
Notice of Deficiency-Waiver					
Name, SSN or EIN, and Address of Taxpayer(s) 120-01-2230V			Estate of Samuel I. Newhouse Samuel I. Newhouse, Jr. and Donald E. Newhouse, Co-Personal Representatives In Care of Steinhauer, Sheiman, Glickman and Company 360 Madison Avenue, New York, New York 10017		
Kind of Tax Estate			☒ Copy to Authorized Representative Steinhauer, Sheiman, Glickman and Company 360 Madison Avenue New York, New York 10017		
Tax Year Ended XXXXXXXXXXXX			Deficiency Addition to the Tax — IRC 1954		
Date of Death August 29, 1979			Penalties		
Increase in Tax \$609,519,855.00			Fraud Pen. Sec. 6653(b) \$305,759,927.00		
See the attached explanation for the above deficiencies					
I consent to the immediate assessment and collection of the deficiencies (increase in tax and penalties) shown above, plus any interest provided by law.					
Your Signature			(Date signed)		
Spouse's Signature, If A Joint Return Was Filed			(Date signed)		
Taxpayer's Representative					

INTERNAL REVENUE SERVICE NOTICE TO THE NEWHOUSE HEIRS

The notice advising the heirs of Samuel I. Newhouse that an additional \$609,519,855.00 in taxes are due on the estate, misstated the fraud penalty—50 percent of the additional tax—by \$1 million.

ter-tax profits of \$93.6 million on revenues of \$939.4 million, for a profit margin of 10 percent.

At the close of 1979, Advance Publications and its subsidiaries had current assets of \$367 million, including \$151 million in U.S. Treasury bills and \$44 million in cash, the IRS reported with the comment that "relative to its asset and revenue size, Advance had excess liquid assets."

Such a position was attributable to the company's practice of

paying only "nominal" dividends. This policy had provided the company with a "war-chest for cash acquisitions," the IRS noted.

Among the more recent acquisitions of Advance Publications, named for one of Newhouse's earlier acquisitions—the Staten Island Advance purchased in 1922—was Booth Newspapers Inc., including a chain of Michigan dailies and Parade magazine, at a cost of \$304.5 million. Advance acquired the Booth chain in 1976 after topping by \$7 a \$40-a-share offer by Times-Mirror.

In 1955, the company paid \$6.25 million for the St. Louis Globe-Democrat and "turned a quick profit of \$9 million" on the "sale of the Globe-Democrat building to the competing paper" and through a \$1 million life insurance policy that paid off on the death of the former owner, the IRS noted.

The acquisition of the Portland Oregonian for \$5.6 million in cash in 1950 was "then the largest cash transaction in American journalism," the IRS reported. The competing Journal was purchased by Newhouse for \$8.1 million 11 years later.

In 1967 the company acquired the Cleveland Plain Dealer for \$54.3 million, the IRS said.

The court denied a petition from Newhouse representatives asking that it seal all records related to the case.

Noting that Advance has "been

highly successful in outbidding competitors in the acquisition of new businesses," the estate argued that public disclosure of the financial data would deprive the company of "the edge that they have over their competitors."

An attorney for the estate described the IRS action as "an obvious and crude tactic" intended to "force a settlement . . . by intimidation."

While in its petition to the court the estate denies that any further taxes are due, the attorney in a separate statement said that the estate's financial advisors and counsel had been instructed "to continue every effort to negotiate a just settlement . . . short of any concession of civil tax fraud."

Other areas of dispute include the value of Newhouse's stock in Newhouse Broadcasting appraised at \$91.6 million by the IRS and reported at \$68.3 million by the estate, four works of art valued at \$110,000 by the estate and at \$230,000 by the IRS and two pieces of New Jersey residential property valued at \$525,000 and \$1 million by the estate, while the government puts their value at \$750,000 and \$1.05 million.

The IRS action, seeking a total of \$914 million in taxes and penalties, has been described as the largest of its kind. An IRS representative told the New York Times that the agency collected a total of \$750 million in all estate tax deficiency cases in 1982.

New Westminster daily put under receivership on creditors' motion

New Westminster, B.C.—The New Westminster Columbian, on the verge of bankruptcy, has been placed under interim receivership and was being published for at least through the first week in November under the direction of the receiver, Peat Marwick Ltd.

The 123-year-old daily was placed under temporary receivership at the request of its major creditors. The paper had exceeded its \$1.9 million line of credit with the Royal Bank of Canada.

This summer the paper had filed a plan under the Bankruptcy Act for restructuring payments to its creditors. Part of that plan included agreements with the five unions representing its employees, including the Vancouver-New Westminster Guild, on cost-saving measures [Guild Reporter, Aug. 26].

Under that agreement and earlier steps to reduce costs over

the past two years, employment in the Guild covered advertising, business, circulation, data processing, editorial and maintenance departments has been reduced by 35 to 40 jobs, leaving 80-Guild-covered employees.

Negotiated increases due last December have been deferred along with retroactivity from a new contract effective from April 1, 1982. In addition, some employees in Guild departments have been working four-day weeks for four days' pay and the hours and pay of some others have been cut to three days.

The four craft unions—Printers, Mailers, Pressmen and Engravers—have made similar concessions in an effort to save the nonchain paper from financial failure.

The fate of the paper and its employees at the end of the three-week period under receivership

was uncertain. Peat Marwick borrowed \$100,000 to keep the paper going into the first week in November, being assured of adequate advertising income during that period to repay the loan, but the company itself has heavy outstanding debts.

If the Columbian is closed as bankrupt, its employees would be considered among its "preferred creditors" only for the first \$500 owed each of them. A Guild representative estimated that the 80 Guild members are owed a total of \$350,000 to \$400,000 in severance and vacation pay and retroactivity, about \$5,000 each on average. For any amount due employees beyond the \$500, they will be considered "unsecured creditors" and estimates were that employees could expect no more than 15 cents on the dollar.

Hopes that the paper and some or all of its affiliated printing and other operations might be sold out of bankruptcy was accompanied by fears that a new owner might refuse to honor union contracts covering the employees.

While the Guild is prepared to contest that interpretation of existing law, a bill pending in the provincial legislature could permit such an act, the representative said.

Peat Marwick was contending that as the paper's receiver it has no obligations under the union pacts.

Harrisburg reaffirms Guild in decertification election

Harrisburg, Pa.—Editorial department employees of Newhouse's Harrisburg Patriot and News have rejected a move to decertify the Harrisburg Guild as their bargaining representative.

They did so by a vote of 58 to 25 in an Oct. 25 election supervised by the National Labor Relations Board.

The local has been seeking a renewal of its contract that expired June 30, 1982. The company declared an "impasse" and posted "work rules" the month after its expiration date.

The paper's editorial department employees have been covered by Guild contracts since 1942.

Newhouse finds Gourmet appealing

New York—The tax collector knocking on the door does not appear to have diminished the Newhouse appetite for acquisitions.

The recent purchase of Gourmet magazine by the Newhouse Conde Nast magazine group is "rumored" to have come at a cost of \$24 million with Newhouse outbidding the New York Times Magazine Group and Telepictures by \$2 million, the Media Industry Newsletter reports.

The sale, the newsletter observes, "provides an interesting look at the differences between private and public companies." While principals of the New York Times Magazine Group had to convince the board of directors who answer to the stockholders that a bid for the magazine was wise, "Si Newhouse had only to write a check and cross his fingers," the newsletter said.

Biography looks at what made \$ammy run

"Newspaperman: S. I. Newhouse and The Business of News," by Richard Meeker. Ticknor & Fields, New York, N.Y.; 320 pages; \$17.95.

By GENE KLARE

NAPOLEON-SIZED Sam Newhouse viewed newspapers in terms of cash registers and bottom lines, not presses and deadlines. He was, as A. J. Liebling labelled him, the rag-picker among chain publishers, never launching a successful paper, preferring instead to acquire established properties, often by preying upon disgruntled heirs or those disinterested in keeping family tradition alive.

As a young man in the early part of the century, Meeker recounts, Newhouse admired William Randolph Hearst, the premier publisher of his time, and Pearl Bergoff, described by Meeker as "the self-styled king of America's strikebreakers." In his poor-boy-up-from-the-slums career, Newhouse eventually succeeded in owning more papers than "The Chief," and imitated Bergoff by busting strikes and unions and breaking people, as the book makes plain.

"Newhouse put more newspaper people out of work than any other publisher in history," writes Meeker, referring to SIN's strikebreaking, purchases and mergers of once-competing newspapers and installation of labor-saving technology.

Guild founder Heywood Broun was one of Newhouse's chief hates. Meeker provides detailed accounts of their battles and of Newhouse's "vicious treatment of the Guild."

Newhouse succeeded in busting strikes and breaking people

"The way to attain mastery in labor relations," Newhouse learned, "was through smoke screens and indirection," Meeker reports. Newhouse also practiced those same techniques in his avid pursuit of newspaper monopolies.

"Newhouse was so blinded by his hatred of the paper's unions that he would stop at nothing to keep his employees' wages and benefits down," says Meeker in chronicling the history of one of the chain publisher's biggest failures, the Long Island Press, which Newhouse was forced to close in 1977 because it could no longer compete with Newsday, to which he had sold its first press 38 years earlier. Typical of publishers, he blamed the unions for the paper's demise instead of his own flawed management.

RUSES AND ruthlessness were weapons used by Newhouse in amassing what Meeker calls "the greatest newspaper publishing empire in American history." Disdaining the trappings of modern management, Newhouse ran that empire out of his head and a briefcase full of ledger sheets.

"SIN 1," as his license plate read, was a secretive, intensely private man, regarded by some as boring and colorless, who possessed, as Meeker puts it, "limited social skills." He lived the good life of a billionaire with a 14-room apartment on New York's Park Avenue as his principal residence. Like others of the ilk, one of his redeeming qualities was his love for his wife and family.

Although exuding a surface kindness to waiters and others who served him but were not on his payroll, Newhouse avoided praising those who worked for him lest they expect it all the time.

"Local autonomy" was an illusory idea invented by Newhouse. Translated, that meant he paid no attention to what his papers published, except for the ads. But the inhibiting, insidious other side of that coin was that his resident plantation managers were reined in by the realization that they should do nothing to rock the bottom line.

It has been said of Newhouse that he just as well might have run a string of shoe factories. It's amusing to contemplate that, given his antipathy toward unions, had he been a shoe manufacturer he probably would have concentrated on turning out hobnailed jackboots in size 14(b).

"Local autonomy" meant he paid no attention . . . except for the ads

Where did Newhouse get the millions for his pyramiding purchases? "They played every tax game there was," Meeker quotes a man "who once served as publisher for several Newhouse papers." SIN used his lawyer background to wizardly weave an intricate corporate structure, tightly held and family-owned, which artfully avoided tax liabilities by funneling profits into acquiring additional "gems to add to my crown."

A gem that eluded him was the Denver Post. Jewels he coveted in

Gene Klare is editor of the Oregon Labor Press, a weekly owned by 22 unions and union-councils in that state. He is a former president of the old Portland (Ore.) Guild, which along with the printing crafts unions lost bargaining rights at Newhouse's Oregonian and Journal during a protracted strike that began in late 1959. At the time, Klare was a reporter on the Oregonian, then for the unions' strike paper, the Portland Reporter.

vain included the New York Times and the Washington Post.

A GEM THAT tarnished in his grubby grasp was the Portland Oregonian, which Meeker tells us was the first "publication of real stature" in the Newhouse chain. He consummated the deal in 1950, acquiring what Meeker says "was widely regarded as the finest American newspaper west of the Rockies and north of San Francisco."

Within nine years there came a strike at the Oregonian and the then locally-owned Oregon Journal, a dispute the unions contended was provoked by Newhouse to bust them and to throw up a smoke screen behind which he could buy the Journal and achieve a monopoly.

Meeker comments: "Encouraged by his success at union busting in St. Louis, Newhouse had even higher hopes for Portland. He wanted to be in a position to make newspaper history by continuing to publish the Oregonian even if all of its unions walked out."

They did, he did and he also got the Journal. But the intangible price, although of no concern to bookkeeper Newhouse, was that the Oregonian was reduced from being a journalistic giant to just another of his profitable pygmies.

From the standpoint of quality, "the paper sank clear out of sight," Meeker quotes Wallace Turner of the New York Times saying of the post-strike Oregonian. Turner, for the past 21 years a Times reporter in San Francisco, had won a Pulitzer, two Heywood Brouns, a Nieman Fellowship and other encomiums in a brilliant pre-strike career at the Oregonian.

For all his wealth and power, however, Newhouse could not escape the inevitability of death and taxes. He died at age 84 in 1979 after what Meeker describes as a pathetic two-year period of senility following a stroke. Just after Meeker's book

From a journalistic giant to just another of his profitable pygmies

rolled off the press, the Internal Revenue Service filed suit in U.S. Tax Court in Washington, D.C., to collect, in the words of Cox News Service, "more than \$915 million in taxes and fraud penalties from the estate of newspaper publishing czar Samuel I. Newhouse." The estate's lawyers called the IRS claim "absolutely spurious."

BECAUSE THE scores of Newhouse publishing, broadcasting and cable systems are all in the family, there are no publicly issued annual reports and no SEC filings. However, IRS estimated the value of just the Newhouse newspapers at \$1.2 billion. The amount sought by IRS is three times the price Newhouse paid for his final acquisition, the eight Booth papers in Michigan and the nationally circulated Parade magazine, which Meeker says is "likely to remain the biggest American newspaper deal of the twentieth century."

It will be mockingly ironic if, to satisfy IRS, the Newhouse heirs find themselves forced to sell some of Sam's overcoats to a latter-day rag-picker.

Author Meeker, like Newhouse, is both a lawyer and a publisher. Now 34, he grew up in Washington, D.C.,

Newhouse could not escape the inevitability of death and taxes

and developed a curiosity about Newhouse after moving to Oregon to attend law school. He worked five years on a struggling Portland alternative newspaper, Willamette Week, before embarking upon a two-year project of exhuming Newhouse sans any co-operation from the family. He has since returned to Willamette Week as publisher and co-owner.

Although Meeker's unauthorized biography of the late press lord has a few factual blemishes, it provides an insightful look into what made \$ammy run and, in the process, help mightily to trample down the quality of American journalism and change the spelling of the word newspaper.



Arbiter: Guild's 'kind of work' is Guild's

Columbus—An arbitrator has ordered the Columbus Dispatch to reassign to Guild-covered employees some of the work performed by circulation district managers who were excluded as supervisory from coverage under the Columbus Guild's contract with the paper last January.

TNG counsel David S. Barr, whose associate David Cohen handled the arbitration for the Columbus Guild at TNG expense, called the decision "highly significant" in that it was the first time in TNG's experience that its long-standing concept of jurisdiction has been tested.

"It was tested, tested head on, and we won," Barr said.

The concept, embodied in TNG's bargaining program and in the Columbus Guild's contract with the Dispatch, holds that even though personnel may be adjudged to be supervisory, the nonsupervisory tasks they perform remain covered by a Guild contract and must be performed by contract-covered employees.

At the same time, however, Barr expressed disappointment at some of the arbitrator's conclusions about which of the district managers' tasks are supervisory and therefore not covered by the contract.

The Dispatch's district managers were excluded from Guild-contract coverage after the National Labor Relations Board upheld a petition from the company seeking their exclusion on supervisory grounds.

The Dispatch argued that the district managers, who made up about 40 percent of the Guild's circulation-only unit at the Dispatch, had acquired supervisory status following conversion of its carrier force to employee status.

Citing the "pure and simple" language of the jurisdiction clause of the Guild's contract with the paper, which requires that "the kind of work" performed in the Guild's unit be assigned to Guild-covered employees, arbitrator Fred Witney agreed with the Guild that nonsupervisory work performed by district managers should be returned to the bargaining unit.

If separating the supervisory and nonsupervisory tasks is inefficient and burdensome, that is "a risk the company assumed" when it moved to deprive the district managers of contract coverage, he said.

Witney diverged from the Guild's view, however, in identifying the supervisory functions the district managers perform.

The Guild argued that the hiring of carriers—a task it said consumes an average of 10 minutes per week—is the only work performed by district managers that meets the statutory definition of supervisory.

Witney, however, held that "district managers perform many functions which involve independent judgment and/or discretion" and ruled that such work could continue to be performed by the excluded district managers.

The National Labor Relations Act defines a supervisor as an employee who exercises supervisory authority "not of a merely routine or clerical nature," but requiring "the use of independent judgment."

The Guild had asserted that the district managers' functions, aside from hiring carriers, are prescribed, regulated and defined by the company and do not meet that test.

The company protested that any decision requiring it to reassign any nonsupervisory work to Guild-covered employees would result in its having to assign "one bargaining unit employee to follow each district manager," creating a "seriously inefficient and burdensome" situation.

Witney noted that "this was a risk which the company assumed when it petitioned the NLRB to eliminate district managers from the bargaining unit."

If assigning nonsupervisory district-manager functions to Guild-covered employees "burdens the employer, it is just as true that [the] company action . . . was also burdensome to the Guild," he pointed out.

Witney ruled that the daily sorting of messages and notices dropped off at district manager stations or zone offices is non-supervisory work that must be returned to the bargaining unit, but held that district managers could continue to do paper work directly related to supervisory functions, such as reports on collections, carrier performance and

route changes.

Also to be restored to the bargaining unit is the ordering and delivery of carrier supplies and the delivery of papers on "down" routes and on "district manager specials," routes not assigned to a carrier. The delivery of additional papers to a carrier when the carrier is 10 or fewer copies short also is to be performed by Guild-covered employees, the arbitrator ruled, noting that the delivery of more than 10 papers is performed by employees represented by the Teamsters union.

Witney gave the company 30 days from receipt of the Oct. 7 decision to comply with its terms.

The tasks the arbitrator held to be supervisory include the daily monitoring of carrier performance.

"District managers use discretion and independent judgment while monitoring the work of the carriers in the field," Witney said. "They must determine which carriers to monitor on a particular day," he observed, noting that "obviously there are too many to check each one on the same day."

The fact that carriers' duties are set forth in detail in company documents does not mean they will perform them properly, the arbitrator said.

In finding that district managers perform supervisory work in resolving customer complaints, Witney quoted the testimony of one district manager asked to cite an example of his use of independent judgment in resolving a complaint about carrier service.

"Well, the customer's paper is being stolen, I have talked to the customer and to resolve it we have decided it would be better if the carrier put the paper in the door. So now the carrier is putting it in [the door]. I followed it up, to see that the carrier is putting the paper in the door every day."

Another district manager, describing how he would resolve a complaint about a carrier walking across a customer's yard, testified:



Vision And The VDT Operator

Rx for VDT eyes?

The American Optometric Assn. has published a leaflet describing steps it recommends to alleviate vision problems that can accompany work at a video display terminal. Single copies are free from the Optometric Assn., 243 N. Lindbergh Blvd., St. Louis, Mo. 63141. A stamped self-addressed, business-sized envelope should be included with each request.

"I would talk to the carrier, get his side of the story, then I would go to Mrs. Jones, and if it was completely opposite, then . . . I would take the boy or girl over, say, 'Look, here is the path; the customer seen you take this path across her yard; she don't want you on the yard. Now stay off of it.' That would be right in front of the carrier and the customer."

Witney said that "this illustration demonstrates discretion and independent judgment" in selecting the method of settling a customer complaint.

District managers also use independent judgment in resolving carrier complaints about customer delinquencies, loose dogs and problems with their bills, the arbitrator said.

Although Dispatch carriers normally begin collecting from customers about the 20th of the month, the district manager may assert independent judgment and instruct a carrier to begin collections on the 10th of the month, the arbitrator noted.

He also cited the hiring and training, disciplining and discharge of carriers and the administration of award programs as supervisory functions, along with the assignment, transfer, splitting and consolidation of routes.

Hearings in the case consumed 20 days stretched over more than 10 months. More than four of the 20 days were taken up with arguments over arbitrability raised by the company.

Decertification vote set at Wayne Eagle

Wayne, Mich.—The National Labor Relations Board will supervise a Nov. 14 election to determine if employees of the weekly Wayne Eagle will retain the Detroit Guild as their bargaining representative.

The vote was set after a decertification petition was filed with the board. About 18 Guild-covered employees will be eligible to vote.

Minimum dues ceiling rises under automatic formula

Washington — Guild members making \$850 a week or more and who belong to locals with dues schedules equal to or approximating TNG's constitutional Minimum Dues Schedule began paying higher monthly dues in October.

The upper brackets of the constitutional dues schedule are extended automatically by \$50 each Oct. 1.

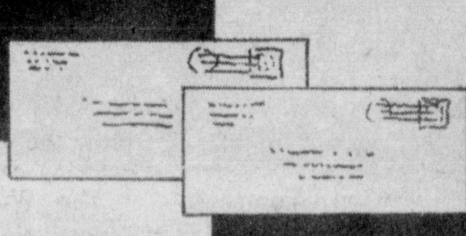
Secretary-Treasurer Charles Dale has reminded locals that the "ceiling" on the Minimum Dues Schedule was raised and extended

effective Oct. 1 to a top bracket of "\$895 and over" as follows:

Regular weekly Compensation	Monthly reduced dues	Monthly higher dues
\$850.00 to \$854.99	\$44.25	\$70.25
855.00 to 859.99	44.50	70.65
860.00 to 864.99	44.75	71.05
865.00 to 869.99	45.00	71.45
870.00 to 874.99	45.25	71.85
875.00 to 879.99	45.50	72.25
880.00 to 884.99	45.75	72.65
885.00 to 889.99	46.00	73.05
890.00 to 894.99	46.25	73.45
895.00 and over	46.50	73.85

Higher dues go into effect when TNG's Defense Fund contains less than \$4.5 million. When it exceeds \$5 million, as now, reduced dues are in effect.

IT SEEMS



TO US

VP Peery explains vote on AFL-CIO endorsement

CLEVELAND, OHIO

Editor:

As a member of the International Executive Board, I voted against authorizing President Charles Perlik to participate in the endorsement process at the AFL-CIO convention.

My reasons did not involve ethics, just practicality.

I think it is ridiculous for a labor union or any other group to endorse any candidate who does not advocate reducing military spending. Mondale, who was obviously going to get labor's nod, is in favor of increasing the military budget by an annual rate of 4 percent above inflation.

RICHARD M. PEERY
TNG Vice President
Region 3 (Midwest)

We are working people, Local 1 member writes

CLEVELAND, OHIO

Editor:

We are first and foremost working men and women. We should never forget that. I see

nothing wrong with supporting a candidate whose policies will improve economic conditions not only for Guild members but for the less fortunate who toil for nonunion papers.

I find it a somewhat peculiar position that, because our union endorses a candidate with a progressive labor record, we will somehow compromise our roles as journalists. I don't remember this refrain when newspapers endorse the likes of Richard Nixon and Ronald Reagan whose economic policies threw people out of work and made the rich richer and the poor poorer.

Why do those who see conflict in this endorsement find no problem with writing or editing stories about candidates who are the subjects of papers' endorsements?

Some worry about what the public thinks when it learns that our union endorsed a candidate. What does the public think when newspapers endorse candidates?

If we who labor for newspapers are able to separate our conduct on our beats from their editorial positions, we should be

able to separate our union's endorsement from how we act as journalists.

Should newspapers stop endorsing candidates? Of course not. Neither should unions.

JACK HAGEN
Plain Dealer unit
Cleveland Guild

Professor/editor seeking book reviews for journal

MEMPHIS, TENN.

Editor:

As a supplementary service to its readers, the Newspaper Research Journal—edited here in MSU journalism for the newspaper division of the Association for Education in Journalism/Mass Communication—publishes reviews of books of special interest to newspaper executives, pro-

fessors of journalism having special interests in newspapers, etc.

Since the members of your organization possess definite expertise in the field of newspapers, I would like to hear from any of them able to do a book review, from time to time, for our Journal.

JOHN DeMOTT
Book review editor
Newspaper Research Journal
c/o Memphis State Uni.
(Memphis 38152)

Post unit chair cites vote repudiating endorsement

WASHINGTON, D.C.

Editor:

At a meeting of the Washington Post unit of The Newspaper Guild on October 20, 1983, those present voted unanimously to accept the following motion:

"We repudiate the action of President Perlik in endorsing the candidacy of any political candidate without consultation with the membership."

WARREN BROWN
Post unit chair
Washington-Baltimore Guild

CLC's McDermott swears new IEB

Toronto—Workers and their unions in Canada, the United States and Great Britain are all threatened by the same political and economic disease, the president of the Canadian Labour Congress told TNG's new International Executive Board at its first meeting Oct. 24-27.

In the United States it is called Reaganism, in Canada, Trudeauism, and in Britain, Thatcherism, but it "all boils down to Milton Friedmanism," said Dennis McDermott in remarks to the IEB after swearing its members into office.

The economic crises that have resulted in high unemployment in each of the nations are "planned recessions . . . not accidental at all," McDermott charged.

The answer for workers and their unions, he noted, was contained in the message on the banner behind the podium at the CLC's most recent convention: "The problems are economic and social, the solution is political."

The CLC and Canada's New Democratic Party believe that means more than just freedom of assembly, McDermott continued. It means extending democratic concepts to include the right to jobs, to collective ownership of national resources, a proper share of the gross national product and the right to social democracy, including decent education and

other essential social services, particularly medical care.

None of that will happen, however, as long as governments remain "in the hands of the elitists" who believe that uncontrolled monopolistic conglomerates somehow are going to benefit the vast majority of their nation's populations, he added.

"The nationality of a monopolist is of no consequence," McDermott said. "They really recognize no national boundaries, only currencies, and it makes no difference to them if they are British pounds, German marks, francs or U.S. or Canadian dollars."

The new IEB is made up of six newly elected vice presidents and ten re-elected incumbent officers and vice presidents.

Newly elected are: Carol D. McGarvey of Philadelphia, Marie Shellock of Youngstown and Stan Souza of Hawaii, all elected at-large, plus Faye McCracken of Memphis from Region 2 (the South), Peter E. McLaughlin of New York from Region 5 (New York City) and Lee D. Clifford of the Canadian Wire Service from Eastern Canada.

McCracken returns for a second term on the board, having held the Region 2 seat in 1978-79.

Returned incumbents are: TNG President Charles A. Perlik, Jr.,



CLC PRESIDENT DENNIS McDERMOTT SWEARS IN TNG'S NEW EXECUTIVE BOARD
From left: Vice President David M. Mulcahy, TNG President Charles A. Perlik, Jr., McDermott, International Chairperson Harry S. Culver, TNG Secretary-Treasurer Charles Dale and Vice President Marie Shellock.

Secretary-Treasurer Charles Dale, International Chairperson Harry S. Culver of the Wire Service, plus three vice presidents elected at-large—William T. Davis of San Jose, Robert C. Holt, Jr., of St. Louis and David M. Mulcahy of New York—and four regional vice presidents—Thomas R. Hiltz of Boston from Region 1 (the Northeast), Richard M. Peery of Cleveland from Region 3 (the Midwest), Larry D. Hatfield of San Francisco-Oakland from Region 4 (the West) and Roger L. Stonebanks of Victoria from Western Canada.

All 16 officers were elected by acclamation during TNG's 1983 Convention.

The new board adopted a reso-

lution of appreciation of the services of six outgoing vice presidents and directed that they be given gold Guild membership pins. They are:

Dianna Martino of Manchester, Joyce M. Walker-Tyson of Detroit and Richard J. Roth of Buffalo who had served at-large; plus Charlie Ramis of Puerto Rico from Region 2; Barbara Yuncker of New York from Region 5; and John M. Lowe of Southern Ontario from Eastern Canada.

Roth had resigned last spring when he took an exempt job with the Terre Haute Tribune.

The new IEB also apportioned assignments to its standing committee as follows:

Contracts: Perlik, chairperson; Dale; Ellis T. Baker, TNG administrative operations director; J. William Blatz, TNG field operations director; and Richard J. Ramsey, committee executive secretary.

Finance: Dale, chairperson; Mulcahy; and Hiltz.

Bargaining: Davis, chairperson; Clifford; Stonebanks; McGarvey; Souza; and McCracken.

Human Rights: McGarvey, chairperson; Davis; Clifford; Stonebanks; Souza; and McCracken.

Organizing: Holt, chairperson; Davis; McLaughlin; Stonebanks; Shellock.

Constitution: Mulcahy, chairperson; Hatfield; Clifford; Peery; McCracken.

Guild Reporter: Peery, chairperson; Hatfield; Holt; Shellock; Souza; McLaughlin; Hiltz.

Research & Information: Hiltz, chairperson; Hatfield; Holt; Peery; Shellock; McLaughlin; and Souza.

Appeals: Mulcahy, chairperson; Davis; and McGarvey.

All members of the IEB, except Stonebanks, attended the new board's first meeting. He was unable to do so because he was serving a four-month sentence for his involvement in an automobile accident in which two people lost their lives.

First pact ends Maclean's strike

(Continued from Page 1)

A grievance and arbitration procedure is included and dismissals of nonprobationary employees for other than just cause are banned.

Health and safety provisions of the contract require that on request a pregnant employee be assigned to work away from a video display terminal.

Terminals are to be regularly tested to ensure that they meet recognized safety standards and also inspected for clarity of display.

The company is to pay half of the cost of any new or replacement lenses necessary because of VDT work.

The agreement also calls for

meetings to discuss safety matters to be held on company time.

Provisions for medical, dental and life insurance are included; the company is to pay 60 percent of the premium for the provincial health insurance plan.

Half the cost of educational courses to improve an employee's skills or train an employee for promotion to another job will be paid by the company on prior approval.

Moving expenses for an employee who agrees to move include reimbursement of up to \$1,000 in legal expenses.

Photographers who use their own equipment are to be paid a monthly "rental fee" of \$84 and reimbursed for the cost of insur-

ance and maintenance of the equipment.

Employees arriving or leaving between 9 p.m. and 7 a.m. will be reimbursed for taxi fare.

A fair employment practices clause forbids discrimination because of race, ancestry, ethnic origin, citizenship, creed, sex, age, record of offenses, marital or family status, handicaps or sexual preference.

The agreement calls for the checkoff of Guild dues each pay period and guarantees consecutive days off on either Saturday and Sunday or Sunday and Monday.

Employees exempt from overtime are to be given compensatory time off, with a minimum of five consecutive compensatory days each year.

The agreement also includes provision covering rights to removal of bylines, provision for consultation about substantive changes in copy and protections for employees refusing to disclose confidential sources.

The U.S. price elevator

The table below records the ascent of the Consumer Price Index in the United States over a 24-month period following a 1.3-point increase in the index in September to 300.8, up 8.0 points from September 1982, and 21.7 points from September 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 September 1981. The Urban Wage-Earners' and Clerical Workers' Index (CPI-W) is the source.

	Index*	Percentage over	
		Same month prior year	September 1981†
October, 1982	293.6	5.0	5.2
November	293.2	4.6	5.1
December	292.0	3.9	4.6
January, 1983	292.1	3.5	4.7
February	292.3	3.3	4.7
March	293.0	3.7	5.0
April	294.9	3.9	5.7
May	296.3	3.4	6.2
June	297.2	2.4	6.5
July	298.2	2.2	6.8
August	299.5	2.4	7.3
September	300.8	2.7	7.8

*1967 = 100

†Index = 279.1

Owners of Toronto Sun set to buy Houston Post

Toronto — The Toronto Sun Publishing Corp., owners of the Toronto Sun and papers in Edmonton and Calgary, has announced that it will buy the Houston Post for \$100 million, plus the value of the paper's working capital.

The Wall Street Journal reports that the working capital is estimated to be worth about \$30 million.

Purchase of the Post from H&C Communications is expected to be completed by late November. H&C, owned by the family of the late William P. Hobby, will retain the printing plant, which will be leased to the Post,

and its radio and television stations.

Maclean Hunter Ltd. purchased a 49 percent interest in the Toronto Sun Co. last year enhancing the company's financial base.

The Toronto Sun had been considering making a bid for the Chicago Sun-Times and came "very" close to doing so, Sun publisher Douglas Creighton told the Wall Street Journal. He said the move into Houston will be the company's only U.S. acquisition "for a while."

H&C put the Post up for sale in July citing "tax considerations and the changing interests of shareholders."

Action on chain-limiting law urged

Toronto—TNG's International Executive Board meeting here Oct. 24-27 called the Canadian government's decision not to introduce the proposed Daily Newspaper Act during the current parliamentary session "unfortunate" and urged the government to reconsider and "move vigorously" to win its passage.

With the exception of objections to provision for the establishment of a national press council to investigate complaints against daily newspapers, the "hue and cry" of publishers about the proposed legislation is without "justification," the board said.

The recent establishment of regional press councils through-

out Canada, the IEB said, "makes a government-sponsored council at best superfluous and at worst an intrusion by government into the news dissemination process."

The proposal is a "minimal step" to curb the concentration of newspaper ownership "that threatens to put Canada's press into a straitjacket of monopoly," the IEB declared.

It would not require any divestiture, even by the giant Thomson and Southam chains that between them control nearly 50 percent of national daily circulation, but would "only prevent future acquisitions by these chains," the board said, noting that both the Kent Commission,

which provided the impetus for the proposed legislation, and TNG had advocated divestiture.

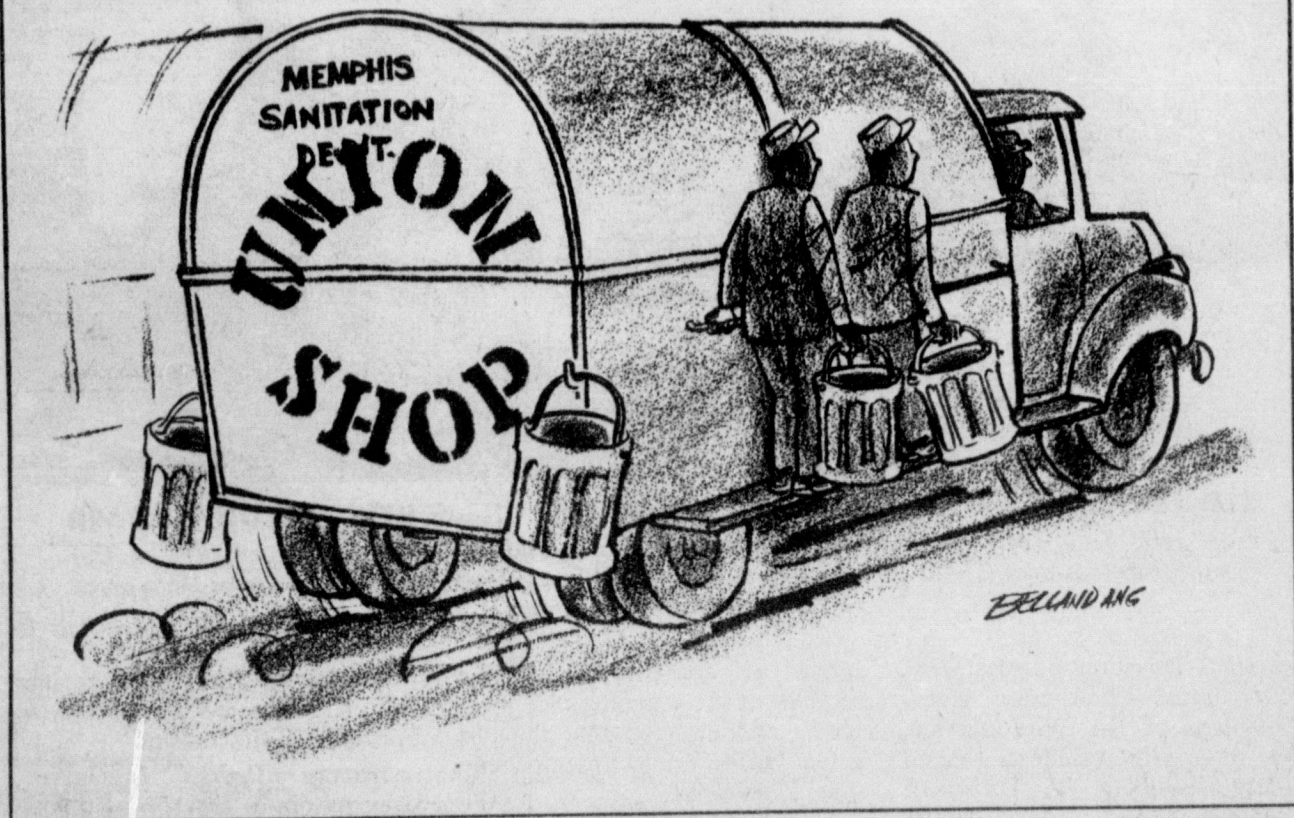
"A press controlled nationally by two or three conglomerates cannot be truly a free and diverse press," the IEB said.

It also pointed to provision in the bill authorizing the Restrictive Trade Practices Commission to investigate the entry of a non-media corporation into the newspaper industry, saying that such action could protect the nation's sources of news from the control of "conglomerate behemoths."

Another provision calls for government grants of up to \$150,000 each to aide newspapers in establishing bureaus.

His last dream

Reprinted from the April 12, 1968, Guild Reporter



LABOR REACHES BEYOND DUES PAYERS

Statistics from the house of labor dispute the dying-union thesis

By Murray Seeger
AFL-CIO Information Director

OVER THE LAST several weeks reporters of both the electronic and print persuasion have repeated a similar set of dubious and dismal statistics. The short version is that organized labor now represents "only 20 percent of the work force" and is therefore in some sort of crisis.

Few reporters have asked us for our figures, so we are volunteering some in the hope of raising the quality of the debate. They show that unions have organized closer to a third than a fifth of their potential membership.

Total membership in all unions and employee associations grew from 21,248,000 in 1970 to 22,366,000 in 1980, according to the Bureau of Labor Statistics. The BLS, under the Reagan administration program of reduced

This report was prepared by Murray Seeger, AFL-CIO Information Director, for the information of reporters who covered the AFL-CIO's convention Oct. 2-4 and the General Board meeting that preceded the convention. Seeger is a member of the Washington-Baltimore Guild.

information processing, no longer dispenses such figures.

THE BLS reports that U.S. membership in AFL-CIO unions grew from 14,023,000 in 1960 to 15,387,000 in 1980, when it stopped keeping track.

AFL-CIO figures—smaller because they reflect only actively employed members on whose behalf their unions pay per-capita tax to the federation, excluding those on layoff, sick leave or between jobs but otherwise in good standing—show total average monthly membership of 12,553,000 for the 24 months preceding the 1961 convention. At the General Board meeting October 1, 1983, 14.5 million votes will be cast, representing the average monthly per capita reported at the 1981 convention plus most members of the United Auto Workers, which was affiliated for only a part of that year.

Membership as measured by average monthly per capita since the 1981 convention stands at 13.8 million. The decline is accounted for by massive layoffs during the Reagan recession, which began in mid-1981 and accelerated throughout 1982.

The numbers of workers whom

unions can realistically hope to organize is far smaller than the "total work force," which includes everyone who earns a living or would like to. From that gross figure one must subtract the unemployed, the self-employed, supervisors and other ineligible, plus domestic and casual workers, including most youngsters under age 18.

By that measure, unions and employee associations include about 30.5 percent of their potential membership—still low, no doubt, but 50 percent higher than they usually get credit for.

On the other hand, the union "reach" considerably exceeds the number of dues-paying members. Unions must—and do—represent all workers covered by the contracts they negotiate, union members or not. The number of "free riders" who still have a real stake in the union is hard to pin down, but it is estimated at 12 percent of the workers in private industry and as much as 33 percent in public employment.

IN ADDITION, retired unionists, spouses and members of the families of active ones also have to be numbered as integral constituents of the labor movement.

We don't deny that union members are a smaller part of the eligible work force than they were 10, 20 or 30 years ago. Union growth has not kept pace with the growth of the labor force as a whole, especially in the mushrooming new service and technical industries.

We do say that most of the "Gee Whiz, Unions Are Dying" stories are based on phony figures.



Great Lakes District Council, fall meeting, Nov. 5-6, Battle Creek, Mich.
Western District Council, fall meeting, Nov. 5-6, Bakersfield, Calif.
Southern District Council and Middle-Atlantic District Council, joint fall meeting, Nov. 5-6, Washington.
New England District Council, fall meeting, Nov. 12-13, Sheraton Wayfarer, Manchester, N.H.

International Executive Board, winter meeting, Jan. 23-26, TNG headquarters, Washington.
TNG residential seminar for new local officers, Feb. 17-20, George Meany Center for Labor Studies, Silver Spring, Md. (Suburban Washington.)
International Executive Board, spring meeting, April 16-20, TNG headquarters, Washington.

Editorial

Our debt to Dr. King

The United States' new national holiday—the "Birthday of Martin Luther King, Jr."—should remind us all of our debt to him, to what he did and to what he stood for. As union members particularly we owe a special obligation to him and to his memory, as this space noted on his death in 1968.

For one thing, he was killed while trying to help Memphis' sanitation workers obtain recognition for their union.

Even more importantly, during his life Dr. King fought not only for civil rights for blacks but also for the economic advancement of the oppressed and impoverished of all races, and he rightly demanded that the union movement be an effective agent in the achievement of both.

In 1958, in his first book, "Stride Toward Freedom," he wrote: "Labor unions can play a tremendous role in making economic justice a reality for the Negro. . . ."

"Only the combined religious institutions serving the Negro community can claim a greater membership of Negroes. The Negro, then, has the right to expect the resources of the American trade-union movement to be used in assuring him—like all the rest of its members—a proper place in American society. . . ."

"Both Negro and white workers are equally oppressed. For both, the living standards need to be raised to levels consistent with our national resources.

"Not logic but a hollow social distinction has separated the races. The economically depressed white accepts his poverty by telling himself that, if in no other respect, at least socially he is above the Negro. For this empty pride in a racial myth he has paid the crushing price of insecurity, hunger, ignorance and hopelessness for himself and his children.

"Strong ties must be made between those whites and Negroes who have problems in common. White and Negro workers have mutual aspirations for a fairer share of the products of industries and farms. Both seek job security, old-age security, health and welfare protection.

"The organized labor movement, which has contributed so much to the economic security and well-being of millions, must concentrate its powerful forces on bringing economic emancipation to white and Negro by organizing them together in social equality."

But today it is clear that organized labor, for all its efforts, must do more still to help bring black and white together in that social equality Dr. King called for 25 years ago. The Guild has not done enough. No one has done enough.

Organized labor, Dr. King wrote in 1958, "must use all of the powerful forces at its command to enforce the principles it has professed."

And labor leaders, he said, "must continue to recognize that labor has a great stake in the struggle for civil rights, if only because the forces that are anti-Negro are usually anti-labor, too."

True in 1958; true in 1968; still true.

The Guild Reporter

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JAMES M. CESNIK, Editor
BARBARA E. NELSON, Assistant Editor

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