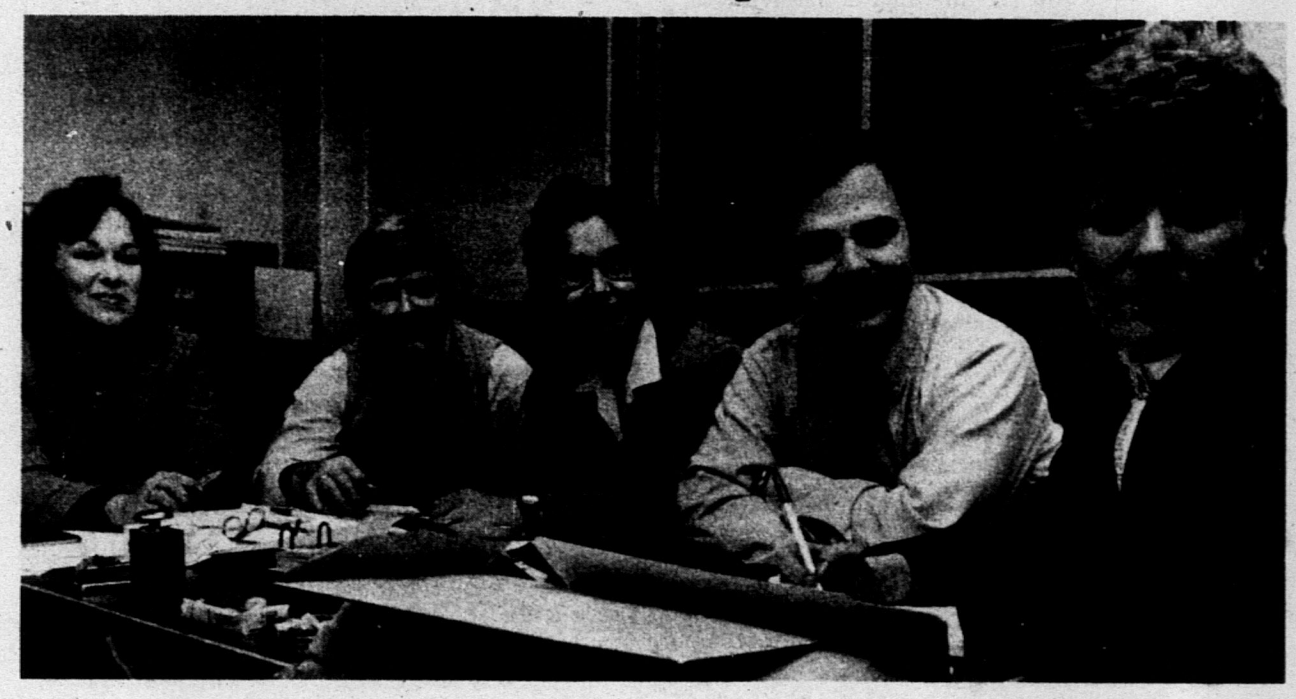
The GUILD REPORTER

Official publication of The Newspaper Guild (AFL-CIO, CLC)

Vol. 51, No. 1 | Washington, D.C. | January 13, 1984

Cincinnati Enquirer union votes affiliation



JACK KLUMPE/Cincinnati Guild

OFFICERS OF NEW ENQUIRER UNIT CINCINNATI GUILD CONFER

Carol Sanger, unit secretary; Harry McCormick, TNG representative; Kay Brookshire, local president; Paul Furiga, unit president; Sheila McLaughlin, unit treasurer.

Cincinnati — Editorial department employees of the Gannett chain's Cincinnati Enquirer voted by a margin of more than 18 to 1 on Dec. 17 to dissolve their unaffiliated union and transfer its representation and bargaining rights to the Cincinnati Guild.

In doing so, they became the fifth group of newspaper employees, totalling nearly 550 persons, to vote for Guild representation within a little less than three weeks.

At the same time they became the sixth newspaper employee group within six years to vote for Guild representation over continued representation by an unaffiliated organization.

Tally of the secret-ballot vote by employees represented by the Enquirer Editorial Employees Professional Assn. was 56 to 3. Before the affiliation vote, EEEPA members had amended its by-laws to permit voting by all employees in the bargaining unit, nonmembers as well as members, totalling more than 150.

The vote also instructed EEEPA's officers to take all necessary steps to finalize the affiliation action and two weeks later the Guild local petitioned the National Labor Relations Board for certification as the group's union. A little more than a week later, more than two-thirds of the eligible employees had signed Guild membership cards. A hearing on the Guild petition was set for Jan. 25.

EEEPA had represented the Enquirer's editorial employees since 1949 when they voted for it over the Guild by a wide margin.

In a letter urging an affirmative vote now on affiliaition, EEEPA officers cited the need for the expertise and financial resources available through an international union in the face of a petition by the Enquirer's Gannett management seeking to have the NLRB declare some 40 jobs and their occupants ineligible for union representation and contract coverage.

The Cincinnati Guild has a contract covering editorial employees of Scripps-Howard's Cincinnati & Kentucky Post, published under a joint operating agreement with the Enquirer.

EEEPA's contract with the Enquirer expires at the end of this February; the Guild's with the Post runs through next February.

Meanwhile, the Southern Ontario Guild reported that it was certified Dec. 12 as bargaining representative for 10 circulation

(Continued on Page 6)

New York unit strikes Consumers Union

Mt. Vernon, N.Y.—The New York Guild's 139-member Consumers Union unit struck the publisher of Consumer Reports magazine on Jan. 9 in quest of an equitable contract to replace the one that expired on New Year's Eve.

At the same time, the Guild charged before the National Labor Relations Board that the company was engaging in illegal "surface bargaining" by conditioning all talks on the Guild agreeing to permit the assignment of its members' work to employes exempt from Guild coverage.

The Guild also charged the company with unlawful refusal to bargain when it unilaterally declared that the talks had reached impasse and sought to implement its contract demands upon the contract's expiry.

The company's "precondition" demands also include one to lift restrictions on subcontracting Guild-covered employees' work to nonemployees. The only restriction the company would entertain would prohibit dismissing people directly after their work was taken away, the Guild reported.

After both agreed to meet again in the next few days, a federal mediator had suspended talks that had gone for 20 hours straight on New Year's weekend, the Guild reported.

When the company nonetheless launched the new year with its declaration of impasse, leaders of the Guild local and unit met to set the strike deadline.

A 15-hour bargaining session that began on Jan. 8 preceded the strike's beginning.

The company's wage proposal called for no increase in the first year of a three-year pact, a 3 percent "bonus" in the second year and a 3 percent raise in the third. Contractual minimums would not be increased in either instance.

After the strike started, TNG President Charles A. Perlik, Jr., called on all members of the Guild to cancel their subscriptions to all Consumers Union publications if the firm attempts to publish despite the strike.

He said material is being prepared to make the same sort of request of all union members in the country by asking the AFL-CIO to sanction a boycott of Consumers Union.

Guild vote clears Globe sale

St. Louis—The way apparently was cleared Jan. 12 for the purchase and continued publication of the St. Louis Globe-Democrat —completely separate from and competitive with the Post-Dispatch—when the Globe's employees overwhelmingly approved a full new Guild contract with the Globe's prospective purchaser.

That purchaser, Jeffrey M. Gluck, 30, publisher of several magazines, including Saturday Review, said after the Guild members' near unanimous vote that he hoped all of them would remain with the paper when he takes it over Feb. 25.

He also said the Globe-Democrat will be printed in a union shop in the St. Louis area.

A week before, the 200-member Guild unit had just as resoundingly twice rejected a demand that the Globe-Democrat's current owner, the Newhouse chain, be relieved of severance-pay and other obligations upon conclusion the Globe's sale to

(Continued on Page 4)

IEB units study expanded organizing

Washington—The Finance and Organizing Committees of TNG's International Executive Board will meet jointly in advance of the IEB's winter meeting to explore ways of expanding TNG's organizing program.

The committees will report any recommendations they agree upon to the full IEB for its consideration during the winter meeting, Jan. 23-26 at TNG headquarters.

The IEB during its fall meeting authorized a joint study by the committees of how TNG's organizing efforts might be enlarged and how such an effort could be funded.

It is anticipated that some of the proposals made to the board as a result of the joint study will also require action by the 1984 Convention.

New shield blocks VLF emissions

Hamilton, Ont. — Researchers at the Canadian Centre for Occupational Health and Safety have devised a new type of shield against Very Low Frequency radiation emissions from VDTs after tests that showed "relatively strong" emissions from some terminals.

The researchers reported that the emissions were virtually eliminated by a simple cardboard hood lined with copper foil fitted over the top, sides and back of the VDT.

The front is unprotected, but the center's tests showed that emissions from the front were "close to zero" at the operator's position.

On the other hand, readings exceeding the capacity of the researchers' measuring instrument —300 volts per meter—were recorded up to five inches from some VDTs on one side, near the VDTs' flyback transformers.

There are no Canadian or U.S. standards governing the VLF frequencies measured, in the range of from 15 to 125 kilohertz, but there is a U.S. Air Force standard of 435 volts per meter applicable to that range, and the U.S.S.R. and three other Eastern Bloc countries have standards of 50 volts per meter.

The shields and the tests are described in a draft report by Dr. Karel Marha, a noted researcher in the biological effects of radio-frequency radiation, and David Charron. Marha and other Canadian Centre scientists suggested last year that pulsed radiation in the VLF range conceivably could

(Continued on Page 4)

Page 2

Twin Cities' Nelson joins TNG's staff as a representative — Page 3

What women feel about pregnancy and VDT work — Page 5

Boston's Maraghy winner of 1983-84 Leuchter scholarship — Page 8

Page 3

'Collected' Broun deserves reprinting

By Fred U. Ross and Jim Cesnik

AS THE Guild enters its 51st year, there should be another popularly priced edition of the "Collected Edition of Heywood Broun," selections from his newspaper columns and other works published in 1941 by a predecessor of the firm of Harcourt, Brace, Jovanovich, Inc.

The selections evoke the courage and vision of Broun, the columnist who was the Guild's founding president, qualities that are today more vital than ever to the world at large, to the labor movement and the Guild. They also show that Broun elevated newspaper columns to true literature.

Ross' own copy of the first edition scarcely holds together any more despite repeated applications of tape. At 82, he is nearly twice its age but in far better shape than it. He can't remember when he didn't turn to the book for help, humor, inspiration and superb writing.

In total, the 561-page book contains 189 works—columns and excerpts from other pieces—by Broun. The earliest is a fable published in the Harvard Advocate of March 5, 1909. The latest is Broun's final column, published in the New York Post of Dec. 15, 1939, three days before his death of pneumonia at the age of 51.

The "Collected Edition . . ." was compiled by Broun's only son, Heywood Hale (Woodie) Broun, currently critic-at-large for CBS Sunday Morning TV, who indexed the selections by subject matter into 20 classifications, plus "miscellaneous." The 20 range from "art and artists" to "war and peace" from "censorship," "Christmas pieces" and "democracy" through "journalism," "justice" and "labor." Included, of course, is the column that is credited with launching the Guild.

Much of the content of the "Collected Edition . . ." has a startlingly contemporary ring. While excerpts are hardly adequate, consider the following:

FREE SPEECH is about as good a cause as the world has ever known. But, like the poor, it is always with us and gets shoved aside in favor of things which seem at some given moment more vital. They never are more vital. Not when you look back at them from a distance. When the necessity of free speech is most important we shut it off. Everybody favors free speech in the slack moments when no axes are being ground.

It would have been better for America to have lost the war [World War I] than to lose free speech. I think so, but I imagine it is a minority opinion. However, a majority right now can be drummed up to support the contention that it was wrong to put Debs in prison. That won't keep the country from sending some other Debs to jail in some other day when panic psychology prevails. . . .

The Debs idea will not die. To be sure, it was not his first at all. He carried on an older tradition. It will come to pass. There can be a brotherhood of man. . . ."

—New York World, Oct. 23, 1926, on the death of Eugene V. Debs, founder of the American Railway Union and leader of the Socialist Party in the United States.

Debs had served three years of a 10-year jail sentence, for speaking against U.S. involvement in World War I, before being pardoned in 1921 by President Warren G. Harding.

THESE GRAYBEARDS employ a tight and tenuous definition of news. They mean no more than the report of the thing which has happened. They feel that it is the part of newspapermen to behave like members of the Light Brigade and refuse to reason why. . . .

Yet news must be a deeper and more significant thing than a mere recital of names, addresses and the doctor's diagnosis. Causes, however far beneath the surface they may lie, are distinctly within the province of journalism.

—New York Telegram, June 5, 1930.

THERE IS logic in the fact that the same women who fought for the vote are now defending their sex against job discrimination. And I think that Carrie Chapman Catt was quite correct in her assertion that any move to make the home compulsory would be a step toward Fascism. The notion that unemployment would be largely removed by eliminating all married women from work is a fallacy in the first place. In a vast majority of cases the combined salary of husband and wife is just about enough to provide a decent home. Barriers of any kind against the wife in business would actually constitute an effort to lower the living standards of our country. . . .

—New York World-Telegram, July 13, 1939.

WE THE GRANDSONS and the great-grandsons of slavers . . . have not forgiven the Negro. It is less difficult to forgive your enemies, but the persecution of the Negro continues because we have wronged him so vastly and so vitally. We are bound to the wheel of our damnation and try to stave it off with silly postures and cruel antics. Fear grips us, and we sheer off even from an act of simple justice. . . .

The South imposes rather more lynching, legal and otherwise; New York and Chicago take it out in tuberculosis. . . .

—April 10, 1933, World-Telegram.

MUCH HAS BEEN said about the American standard of living and and the necessity of its preservation. That standard has been rather rudely battered about in the last few years, but where it still exists the credit must go to the unions, which have kept wages up and hours down. The nonunion man is a person who reaps where he has not sown. He comes at the eleventh hour and receives his penny. He is willing to profit by the aggressive efforts of others to whom he has given no support. Worse, he stands ready to stab in the back the very people who have made it possible for him to command a competence. . . .

—World-Telegram, July 9, 1934.

A NEWSPAPER IS, among other things, a business. And, even so, it must be more than that. . . .

A newspaper is a rule unto itself.

It has a soul for salvation or damnation. . . . The intangibles of a newspaper are the men and women who make it. . . .

A newspaper can neither rise nor fall beyond or below its staff. . . .

I've always had the feeling that newspapers most of all were fit subjects for some sort of socialization. I've never known even the most obscure reporter who didn't think he knew more about running a paper than the man who owned it. I've always felt that way myself. And once I was right.

—World Telegram, Feb. 28, 1931.

IT WAS THE habit of my friend when he was troubled by doubts to reach for the Book, and he did so now. He smiled and said, "Will you assist me in a little experiment? . . . You read me the text that I blindly select." . . .

And I read, "And He took the cup and gave thanks and gave it to them, saying, 'Drink ye all of it.'"

"Mark that," cried the old man exultantly. "Not even to Judas, the betrayer, was the wine of life denied. I can preach my Christmas sermon now, and my text will be 'Drink ye all of it.' Good-will toward men means good-will to every last son of God. Peace on earth to Pilate, peace to the thieves on the cross, and peace to poor Iscariot. . . ."

—World-Telegram, Dec. 24, 1938, Even to Judas, the Broun Christmas column read to the nation by President Franklin D. Roosevelt that year as his "fireside chat" for the holidays.

JOURNALISM at its best is current history, and in the long run history is compounded out of things which may seem trivial at the moment. There ought to be an eye for acorns as well as oaks. . . .

I would like to know much more about the pigeons of Manhattan and of all small creatures in the streams and ponds which lie within the greater city. A newspaper at its best chronicles life, and life is deeper and more varied than murder, mass attack or any sort of death in the afternoon.

—World-Telegram, Nov. 8, 1939.

AT 51 I have more faith than I ever had before. People are better than I thought they were going to be—myself included. . . .

But at 51 I'm a better fighter than at 21. Things which once were just a sort of sentimental solace are now realities. Brotherhood is not just a Bible world. Out of comradeship can come and will come the happy life for all. The underdog can and will lick his weight in the wildcats of the world.

—Broun's Nutmeg, Dec. 9, 1939.

The "Collected Edition of Heywood Broun" deserves wider recognition as American literature. Today's news workers and the citizenry at large deserve a chance to be exposed through it to Heywood Campbell Broun and to the excellence of form and expression he employed in espousing freedom of speech, the brotherhood of mankind, and other themes.

As John L. Lewis, founding president of the CIO put it at the memorial service for Broun: "This country of ours and every man and woman in it are better off because Heywood Broun lived, because he had the temerity and the strength to tear aside the veil of deceit and hypocrisy which sometimes obscures public vision on a public question. . . ."

Every Guild member should have a copy of the "Collected Edition . . .", for Heywood has a message for the Guild and the labor movement today.

Every journalism school should have several copies for use as supplemental texts.

A new printing of the "Collected Edition . . ." in paperback would put it within the price range of the greatest number of persons.

If enough Guild members and other persons said they would buy one, a publisher might respond.

CLIP & MAIL

Broun Book
c/o Guild Reporter
1125 15th St., NW.
Washington, D.C. 20005

I probably would buy a copy of the "Collected Edition of Heywood Broun" if it were published again at a popular price, perhaps as a paperback.

(Name) _____

(Address) _____

(City & State/Province) _____

CLIP & MAIL

Ross, a longtime Guild member living now in semi-retirement in Long Beach, helped organize the Harrisburg Guild and is a former assistant editor of the CIO News, the AFL-CIO American Federationist and other union publications. Cesnik is editor of the Guild Reporter.

Key tops up $129, to $711, in San Mateo, Santa Rosa

San Francisco—San Francisco-Oakland Guild members at the San Mateo Times & News Leader and the Santa Rosa Press Democrat have ratified new 42-month agreements with the suburban dailies patterned on settlements with the San Francisco and San Jose dailies concluded last fall.

Parity between key minimums at the suburbans and the metropolitan dailies is maintained, with key top minimums raised by $129.57, to $711.85 a week at each suburban, over the term of the agreements.

The $129.57 increase—for reporters, photographers and outside advertising salespersons in San Mateo and for reporters and photographers covered by the Santa Rosa pact—comes in the same increments and on the same dates as those in the earlier agreements.

The first increment, $31.87 a week, is retroactive to Jan. 3, 1983, and the second, $12.74, takes the key top minimum to $626.89 a week from June 27, 1983.

Subsequent increments are: $19.24, to $646.43 a week, this Jan. 2; $12.74, to $659.17 a week, on July 2; $16.57, to $675.74 a week, on Dec. 31; $16.57, to $692.31 a week, on July 1, 1985; and, finally, $19.54, to $711.85 a week, on Dec. 30, 1985.

The agreements expire on June 30, 1986.

Settlement in San Mateo came 15 hours short of a strike deadline set by the Guild and the four other unions representing the paper's employees. The unions had been sitting in on each others' bargaining after the company refused to meet with them jointly.

It was not until after the unions had taken strike votes and set a Dec. 7 deadline that the company moved off of demands for four-year wage freezes.

The Guild's agreement in San Mateo also calls for the company's payment toward pensions to be raised by up to $10 a week, with a $5 increase in the company's payment effective Dec. 31, 1984, and another $5 available at the Guild's option from a $12.50 fringe benefit package. The agreement also calls for increases in the company payment to the health and welfare fund of $5 on Jan. 2, 1984, and $2.50 on Dec. 31, 1984.

In Santa Rosa, the company payment toward the cost of pensions is raised by up to $17.50 a week.

An employee's anniversary of employment is added as a holiday in both contracts, bringing the total number each year to nine.

A weekly guarantee for employees regularly using their vehicles on company business is raised by $5, to $40 in both contracts, while a mileage rate adjusted for changes in the Private Transportation Index component of the Consumer Price Index is maintained.

Maximum severance pay based on an accrual rate of one week's pay for each six months of service is raised by six weeks, to 40 weeks, under the Santa Rosa agreement.

An upgrading for intermediate clerks in San Mateo brings their minimums closer to those covering their counterparts working on the metropolitan dailies and takes their top minimum up by $94.77, to $430.34 a week, in increments of $19.47, $7.86, $12.06, $7.86, $10.23, $15.23 and $22.06.

The top minimum for classified telephone salespersons in San Mateo is also boosted by more than the general increase—up $111.24, to $493.96 a week, in increments of $22.44, $8.97, $13.76, $8.97, $11.67, $21.67 and $23.76.

A new job of editorial assistant is added to the local's editorial-only Santa Rosa contract. Two copy clerks promoted into the job will receive a 72 percent increase in wages over the next three years, the local reported.

The top minimum for editorial assistants rises to $475.91 over the contract's term, while the starting minimum goes to $413.63. Employees in the job are to perform newsroom duties exclusive of editing or creating news copy, including compilation of statistical material, calendar listings and television logs. Editorial assistants may also conduct "minor" telephone interviews.

Other increases and resulting new top minimums under the San Mateo contract covering editorial and commercial department employees include:

Library employees — Up by $82.84, to $430.03 a week, in increments of $20.36, $8.16, $12.49, $8.16, $10.59, $10.59 and $12.49.

Advertising makeup employees—Up by $106.05, to $508.92 a week, in increments of $23.63, $9.44, $19.49, $9.44, $17.28, $12.28 and $14.49.

Computer operators, senior clerks—Up by $88.19, to $458.05 a week, in increments of $21.69, $8.67, $13.30, $8.67, $11.28, $11.28 and $13.30.

Copy persons, office persons, messengers—Up by $65.99, to $342.74 a week, in increments of $16.34, $6.49, $9.95, $6.49, $8.44, $8.44 and $9.95.

Salaries of employees paid over the top minimum for their classification are raised under a general increase formula by as much as $129.57 a week.

BILL BURKE/Washington-Baltimore Guild

NLRB draws seasonal pickets

Editorial and composing room employees fired by Allbritton Communications' Paterson (N.J.) News and Union City Dispatch during a 1981 strike and organizing campaign picket the National Labor Relations Board's Washington headquarters urging the board to act without further delay on law judge's ruling directing the company to reinstate the employees and bargain with the Typographical Union local that represents them. The administrative law judge's November 1982 ruling is on appeal to the full board. In a press release issued simultaneously with the Dec. 19 picketing, the NLRB described the case as an "extremely complex" one and said that it has been making "every effort to render a sound, expeditious decision."

Election board orders rerun for ITU president

Colorado Springs—A rerun of the International Typographical Union's membership-wide presidential election has been ordered by the union's International Canvassing Board, which also ruled Dec. 21 that incumbent ITU President Joe Bingel should remain in office until a winner of the second election is certified.

The five-member election board ordered the rerun by four to one after considering protests to the conduct of the election campaign lodged by both Bingel and his challenger, ITU 1st Vice President Robert S. McMichen.

The board's own tally of votes cast in the Nov. 16 election showed McMichen defeating Bingel, who was seeking a third term as ITU president, by 4,920 votes—26,855 to 21,935.

At the same time, the board certified that Thomas W. Kopeck had been re-elected ITU secretary-treasurer and that Allan J. Heritage had been re-elected an ITU vice president.

Heritage had been unopposed in his bid for re-election to the vice presidency reserved for a mailer.

A protest to the re-election of Kopeck filed by his challenger, Robert E. Petersen of Washington, D.C., was dismissed by the board as unsubstantiated. Kopeck outpolled Petersen by 30,387 to 17,815.

The board, however, postponed certifying the winners of the union's two other vice presidencies, allowing McMichen additional time to attempt to substantiate charges of improprieties in the conduct of these campaigns.

The ranking of the three vice presidents is based on the number of votes cast for each, with the highest vote-getter designated 1st vice president.

Heritage appeared to have won the 1st vice presidency by netting 32,448 votes.

Pending resolution of McMichen's objections, Robert L. Wartinger appeared to have won re-election to the 2nd vice presidency, defeating Billie Joe Austin of Denver by 25,345 to 19,933, and ITU Representative Ray Brown appeared to have narrowly beaten Bill Boarman of Washington for the 3rd vice presidency, 23,724 to 21,644, a difference of 2,080 votes.

Protests to the election filed by the various candidates involved allegations that the use of union funds and facilities in support of candidates had violated federal law governing the conduct of union elections.

The board ruled on the challenges with advise from W. Willard Wirtz, a former Secretary of Labor who currently chairs the Steelworkers' Election Advisory Committee.

Central among Bingel's objections was a protest over statements supporting McMichen published in several local union publications. Among the locals cited were Typographical Union locals in New York, Philadelphia, Detroit, Cleveland and Phoenix.

In response to contentions that Bingel's supporters engaged "in the same, if not worse" conduct during the campaign, Wirtz noted in an opinion issued Dec. 19 that the "same-if-not-worse" argument "constitutes no defense and tends more to impeach the election than to validate it."

Adopting Wirtz's recommendation that a "reasonable period" should pass before a rerun of the election is conducted, thereby providing "maximum practicable neutralization of the activities that flawed the November election," the board ordered that the second vote take place shortly after March 31, 1984, on a date to be set by the ITU Executive Council.

The board rejected a challenge filed by Austin against campaigning in support of Wartinger on grounds that any potentially tainted votes were insufficient in number to have affected the outcome of the Wartinger-Austin contest.

News top to $456 at Jersey Journal

Jersey City, N.J.—The reporter top minimum is raised by $25, to $456.03 a week, in a new one-year agreement between the Hudson County Guild and Newhouse's Jersey Journal.

The increase, 5.8 percent, is retroactive to June 10.

A flat minimum for copy readers is increased by $26.21, to $476.96 a week. The top minimum for copy clerk is raised by $13.01, to $237.40 a week.

Employees paid above the top minimum for their classification will maintain their dollar differential above the top minimum.

The Guild Reporter (ISSN: 0017-5404) is issued semimonthly, except monthly in July and December, at 1125 15th St. NW., Washington, D.C. 20005. $15 a year. Second-class postage paid in Washington, D.C. and additional mailing offices. Printed in U.S.A.

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

Nelson of Twin Cities joins staff

St. Paul—Bruce R. Nelson, president of the Twin Cities Guild for the past five years, joined TNG's field staff of international representatives on Jan. 9.

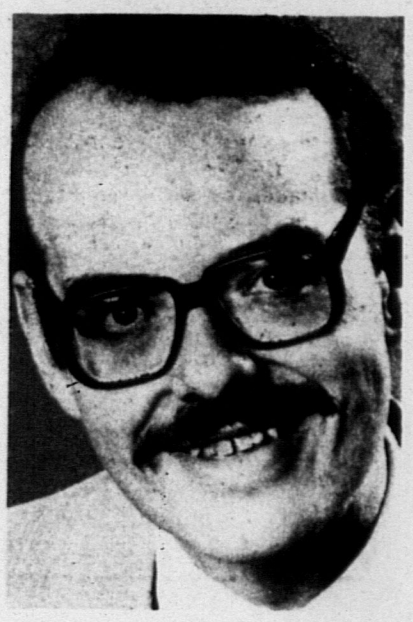
Nelson, 34, has been on leave of absence from Knight-Ridder's St. Paul Dispatch and Pioneer Press since May of 1982 while serving as the local's assistant administrative officer.

An award winning reporter, he completed a bachellor's degree in personnel management-labor relations and communications last year and was named Metropolitan State University's outstanding graduate of 1983.

A member of the local's executive board since 1973, Nelson has had extensive experience bargaining and administering contracts and has been involved in the development and administration of the local's worker participation and quality-of-work-life programs, most recently at the St. Paul dailies.

He joined the Dispatch and Pioneer Press reporting staff in 1971 after working as a reporter for the St. Cloud (Minn.) Daily Times.

Nelson has been replaced as local president, under the local's by-laws, by its two vice presidents—Maureen McCarthy and Dick Hyllestad—pending annual elections in March.



Cardboard shield blocks emissions

(Continued from Page 1)

be responsible for some birth abnormalities in some children born to some VDT operators.

Marha and Charron's tests were conducted on the center's own VDTs—13 Hewlett-Packard units and 25 Wang terminals. But high emissions were found only on the Hewlett-Packard models; the Wang models all already had thin metallic linings inside their plastic cases, which served to block out the radiation, the pair are reporting.

A Hewlett-Packard representative told the newsletter Microwave News that newer H-P models now contain metal linings, installed to meet new U.S. Federal Communications Commission standards against radiofrequency interference.

The center's test results are similar to a number of others in recent years that have shown high emissions from VDTs in the VLF radiation band. But the shield Marha and Charron have designed is radically different.

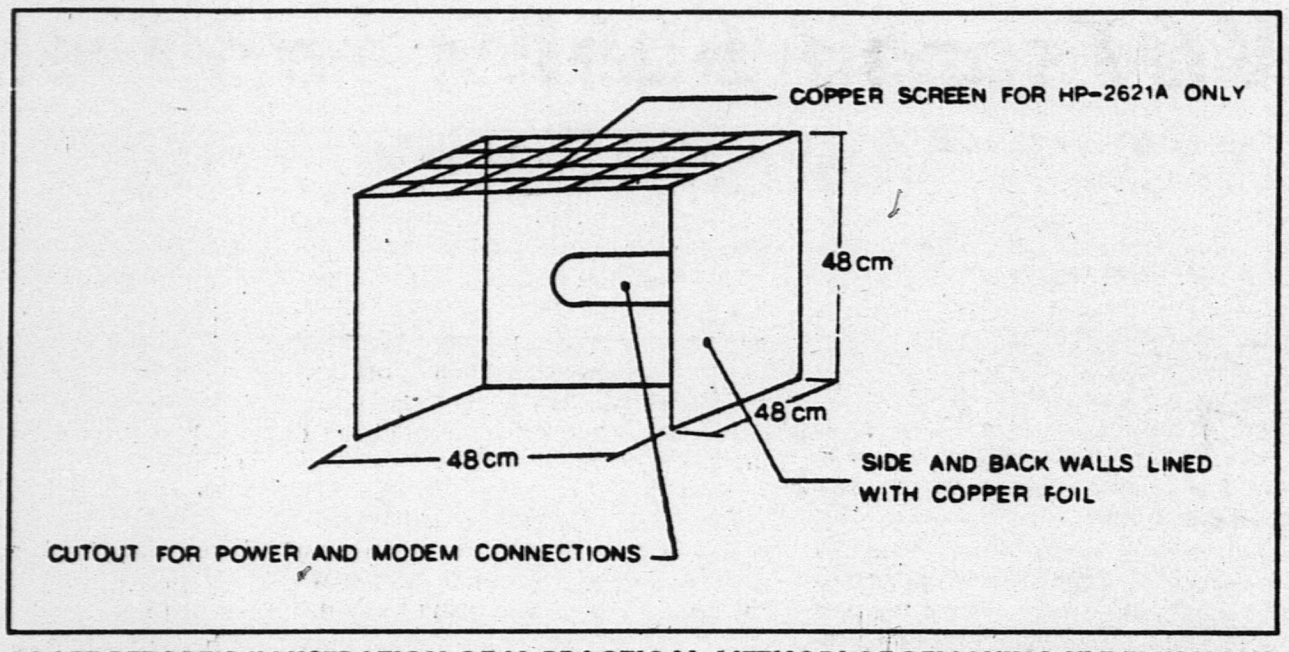
Most shielding to date has been limited to the flyback transformer, the principal but not the sole source of VLF radiation in VDTs. The center's hood masks most of the VDT, providing for copper screening on top in the case of one model, to keep ventilation ducts open, and a cutout for cable connections in the rear. It must be grounded.

A center representative noted to Microwave News that the test findings should be taken into consideration in placing VDTs in the office. No one should sit near the side of an unshielded VDT containing the flyback transformer, he said, since that is where the emissions from an unshielded machine are highest.

Lead aprons no protection

Hamilton, Ont.—The use of lead aprons by some VDT operators in the belief that they will provide protection against radiation emissions is futile, according to the researchers who devised the cardboard/foil emissions shield.

They tested an apron and it "provided no protection against VLF electric-field emissions," their draft report says.



DRAFT REPORT'S ILLUSTRATION OF 'A PRACTICAL METHOD' OF REMOVING VLF EMISSIONS

ELECTRONIC 'PUBLISHING'

Withholding data ruled as 'unfair'

New York—A National Labor Relations Board administrative law judge has upheld New York Guild charges that the New York Times violated federal labor law in refusing to supply the Guild information about the company's electronic publishing ventures.

In upholding the Guild's unfair labor practice charges, administrative law judge Howard Edelman in a Dec. 13 ruling ordered to company to furnish the data requested.

The Guild is seeking information about who performs rewriting, editing and formatting of copy destined for electronic publication to attempt to assure that they are covered by the Guild-Times contract. It also is seeking data on the revenue generated through the electronic "publication" ventures since the contract requires "reuse" payments to Times employees.

The electronic publishing ventures involved include the Times arrangement with the Columbus, Ohio-based Compuserve, the Times' own subsidiary that distributes the New York Times Information Bank and a joint venture between the Times, AT&T and CBS to provide a videotex service to subscribers in southern New Jersey.

The Guild began seeking information on the operations as long ago as early 1981, it reported. Hearings on the charges were held last spring and fall.

Edelman also ordered the Times to furnish the Guild with an employee's performance evaluation it had sought in order to determine whether a grievance was warranted over the company's having denied a shop steward's request for promotion.

The Times has said it will appeal Edelman's rulings.

Guild vote clears sale of Globe

(Continued from Page 1)

Gluck, who lives in Columbia, Mo.

At the same time, the Guild membership had approved other modifications in a new, one-year Guild-Globe contract, including a temporary 6 percent pay cut and deferral of a pair of increases totalling 9 percent scheduled for later this year.

Newhouse had announced on Nov. 7 that it would close the Globe-Democrat at the end of 1983 because of substantial losses over several years. Newhouse, however, would remain a partner in the financial performance of Pulitzer's St. Louis-Dispatch. The two papers have been jointly produced and their combined financial results shared equally for many years through a joint publishing operation under which only the editorial department of each is separate and independent.

The Justice Dept.'s antitrust division announced, however, that in its opinion Newhouse was under a legal obligation to seek a purchaser to continue the Globe-Democrat's publication and that it—the antitrust division—would put in touch with Newhouse through Nov. 22 any qualified potential purchasers who expressed an interest.

Newhouse ended up talking to four referred by the Justice Dept. In mid-December Newhouse said it would continue publication of the Globe-Democrat through mid-January and just before Christmas an agreement for the paper's sale to Gluck was completed, contingent on Gluck's reaching agreement with the St. Louis Guild.

On Jan. 5, the Globe-Democrat Guild unit membership approved contract modifications for the daily under Gluck, but demanded more information about other circumstances of the paper's purchase.

Besides the temporary wage cuts and increase deferrals, the pact also provides that the Guild will represent employees in the new advertising, circulation and business offices that will have to be set up for the Globe-Democrat.

The next day, the membership rejected a request that it grant Newhouse relief from obligations for severance pay, among other things, following Gluck's purchase. Gluck said the purchase was off and accused Newhouse of attempting to torpedo continuation of the 113-year-old daily.

'The first time we talked to them, they told us to go to hell," Gluck said. "They did everything but shoot us."

The Justice Dept., which had announced on Dec. 23 that it was closing its investigation of the plan to close the Globe-Democrat, called Newhouse representatives to a meeting in Washington, announcing afterwards that the paper would not be closed before Jan. 16.

Talks about the sale to Gluck were resumed and, as St. Louis Guild Executive Secretary Robert A. Steinke put it, "the hang-ups" were resolved.

Gluck had told the Guild unit's Jan. 5 meeting that part of the financing for his prospective purchase of the Globe-Democrat is backed up by a "major downtown St. Louis bank" but refused to elaborate. The purchase price also is not public.

Gluck's other properties include Missouri Life magazine, purchased in 1981, the Family Journal, purchased last July and the Saturday Review, bought about a year ago.

Maximum amount of the temporary wage cut approved by the Globe-Democrat Guild unit is $36.32 a week. Current top minimum for reporters and photographers at the paper is $605.37 a week, the same as at the Post-Dispatch. The 6 percent cut is to be reinstated in three equal installments on Sept. 1, 1985, March 1 and Sept. 1, 1986.

A 7 percent increase due this March 1 and a 2 percent increase due this Sept. 1 are deferred until Feb. 1, 1985.

Meanwhile, late in December, just after the Gluck-Newhouse purchase-sale was first announced, the Justice Dept. told the Post-Dispatch that it views its actions in the Globe-Democrat's planned closure as setting a precedent for future closings or mergers that threaten daily competition.

Alan Marx of the antitrust division pointed out that "historically newspapers have been sold through a small group of brokers whose clients are the big newspaper companies."

The Justice Dept. said it would investigate whether there was a buyer for the Globe-Democrat because it was "our sense" that those brokers' clients "were not the kind of people who were going to be interested in the Globe."

N.Y. members okay changes in titles, o'seas dues, more

New York—New York Guild members in a local-wide referendum have approved a change in title for two of the local's top officers, along with a series of other by-law changes endorsed by the local administration.

By a vote of 1,423 to 580, the members approved changing the title of executive vice president to president and that of president to local chairperson. With the title change, the position of president becomes a full-time paid office, as that of executive vice president had been, while the office of local chairperson is one filled by a rank-and-file member, as the office of president had been.

Executive Vice President Edwin R. Egan and President Peter E. McLaughlin will assume the new titles.

Members also approved by a vote of 1,475 to 499 a by-laws change making the positions of chair and vice chair of the representative assembly subject to local-wide election; these positions have been filled by a vote of representative assembly delegates.

A by-law change requiring that future local elections be conducted by mail among members of units in the United States and by in-plant balloting among members in shops outside the United States was approved 1,397 to 606.

A similar change governing unit elections was approved 1,362 to 614.

The members also approved a 25 percent dues reduction for members working for Radio Free Europe/Radio Liberty in Munich, Germany. The vote on the dues cut was 1,381 to 580.

TNG auditor gets call

Richmond, Calif.—TNG's auditor is scheduled to examine the books of the Contra Costa Independent and Berkeley Gazette on behalf of the San Francisco-Oakland Guild and the six other unions representing the paper's employees.

With a $7 million loan outstanding, the papers' creditor, Barclays American Business Credit, has said it is not willing to cover any further losses after Jan. 31.

Several months before their contracts expired with the papers on Dec. 31, 1982, the unions had recommended that the agreements be reopened and concessions bargained. Subsequently they had reached agreement on noneconomic concessions and the unions were prepared to agree to proposals for a year's wage freeze, the Guild local reported.

The company's wage-freeze proposal later was extended to 18 months and it currently is seeking a 35 percent wage cut and further concessions including major reductions in pension and health and welfare payments.

Staff cuts at the papers since 1981, when the Ingersoll chain took over management under an agreement with the Brown Publishing Co., have reduced the Guild's editorial-only unit at the paper from 34, to 17. Staff cuts in the other unions' jurisdictions have been similar.

Rhode Island gets bill on VDT safety

Providence, R.I.—A bill that aims to safeguard employees working on video display terminals has been introduced in the Rhode Island legislature.

The bill, introduced by Representative Henry Boeniger (D-Westerly) who heads the House Labor Committee, is fashioned from a model bill TNG drafted and distributed to locals last year.

It would regulate the design and arrangement of terminals and require adjustments in room lighting to eliminate glare. It also would mandate regular eye examinations for VDT operators and periodic rest breaks from VDT work.

The proposed legislation has been endorsed by the Rhode Island AFL-CIO, the Rhode Island Committee on Safety and Health, Rhode Island Working Women, and by locals of the Service Employees' International Union and the International Brotherhood of Electrical Workers.

VDTs and babies—apprehensions persist

By Judith C. Myrick

This article first was published, in a somewhat different form, in the Dec. 26 issue of Pub.ishers' Auxiliary, publication of the National Newspaper Assn.

Myrick, an assistant professor of journalism at Ohio's Kent State University, wrote it to report on "what women are feeling about the official reports and surveys published to date" on the possibility of hazards in working on VDTs during pregnancy. [Emphasis hers.]

SEVERAL MONTHS of sitting in front of or near a VDT can add up to a lot of anxious moments for a pregnant reporter, copy editor or classified ad salesperson.

The big questions: How much radiation accumulation does it add up to? Is it enough to cause harm to either the mother or the embryo?

And the big problem: There seem to be as many different answers as there are people to ask.

Management, when asked, generally will point to the many "reassuring" studies that have emerged over the past several years by private or public research agencies and institutes.

And although the findings for the most part would indicate that x-radiation from VDTs either is so low as to be undetectable by the usual devices, or else is many times lower than accepted safety standards in industry, many women employees apparently believe such studies are inconclusive and it's too early to know.

They were among the most numerous of 6,000 VDT operators who called a VDT hotline operated from May through October last year by 9 to 5, the National Association of Working Women. The callers, according to Janice Blood, public information officer based in Boston, have asked for information on studies, on guidelines recommended for work conditions, or simply have reported perceived medical problems linked with operating the flickering "tubes."

Some reporters, according to an informal telephone survey, report their employers have been willing to negotiate a transfer in work assignment during pregnancy for those who request it. Others have been less than co-operative, unwilling to make even simple accommodations.

Jan O'Brien, who has worked for eight years for the Vancouver Province, was covering the city hall beat when she became pregnant. Since her doctor could not "in all conscience recommend that working on the VDT would not be harmful," O'Brien reported that she approached management with four "reasonable options."

"I was treated very unfairly," she said. "They told me they didn't want to do anything special for pregnant women." She said the offers were refused, even though they included staying on the same beat while phoning in or typing stories, using a non-radiating terminal (with liquid-crystal display), or using a VDT with special shielding against Very Low Frequency radiation.

'I was demoted to researching a lot of bullshit stories . . .'

Instead, according to O'Brien, "I was demoted to the position of researching a lot of bullshit stories, which is giving me no sense of personal satisfaction." The "demotion" was in assignment, not salary, benefits or seniority, she pointed out.

THE VANCOUVER-New Westminster Guild is taking the dispute to arbitration—hopefully before O'Brien's due date in May, she said.

Another woman reporter on the Province, Suzanne Fournier, gave birth to a normal, healthy daughter, Naomi Francoise, early in November. Fournier also was transferred off her regular beat to become a researcher.

In describing the policy of the Province, Dona Harve, managing editor, said it had been worked out in consultation with the Guild. "If a person does not wish to work on a VDT during pregnancy, she may be transferred to another job—such as a features assistant or a research assistant—and/or wear a lead apron," she said. "We certainly allow them to not work on a VDT." Harve said there were "ongoing discussions" between the Guild and the management on the issue.

Kay Miller, a reporter for the Minneapolis Star & Tribune, admitted she "felt anxious prior to giving birth, especially during the first three months when the baby's limbs were being formed."

SHE SAID management was "very accommodating in letting me call the shots on how long I worked on the VDT. I spend about one-third of my time at the machine—the rest of the time I'm out on assignment." She was one of the few pregnant VDT operators ever to work at the paper, she added.

Marissa Miller was born at 6 lb. 11½ oz. in a normal delivery and her mother returned to work in September.

Barbara Schechter, an editorial writer and education specialist at the Akron Beacon Journal, recalled reading reports on the hazards of VDTs published by the Guild and by various groups in Canada and, "when I became pregnant, thinking about them got me nervous," she said, adding: "I was driving home one day and heard an NPR [National Public Radio] story on my radio about the latest reports, and when I pulled into the driveway, I was a nervous wreck."

The working conditions at the Beacon were an improvement over those she had experienced as a reporter for the St. Louis Globe-Democrat, she said. In St. Louis the lighting and postural conditions forced by the equipment and furniture were poorer.

"But in the BJ's [Beacon Journal's] editorial department, the VDTs were by my side all the time—I couldn't escape them." A healthy Ellen Hannah Smith was born as an early Christmas present (Dec. 19, 1982) and Schechter returned to work the following spring.

A colleague in the newsroom, Nancy Peacock, said that as a pregnant reporter she was not overly concerned, "but if I had been a copy editor working in front of a VDT all day I would have been very worried."

Peacock, who delivered a healthy boy and returned to work in May, said her father was a physicist who "dealt with the effects of radiation all his life and put the fear of God into all of us."

She pondered why, of three pregnancies in the newsroom in 1983, "two had rough deliveries" (unplanned Caesarians), and over a longer period four out of five pregnancies had been difficult.

"I would think long and hard about being assigned to a copy-desk rotation," she said, referring to the BJ's reporter-to-copydesk rotation plan. "I haven't seen anything really conclusive, but I'm hoping someone is studying the problem, even if the results will be long-term."

An increasing number of employers are agreeing—either voluntarily or under pressure—to include in contracts a clause that mandates free annual eye exams for VDT operators. Others are installing better lighting fixtures and adjustable chairs, glare hoods and filters on the machines, and agreeing to regular breaks at intervals. Some of these improvements also are being incorporated into VDT health and safety legislation being introduced in a growing number of states.

So far there are no proposals being considered in Congress. Under the Occupational Safety and Health Act of 1970, the Occupational Safety and Health Administration of the U.S. Department of Labor (OSHA) has the responsibility to set worker safety and health standards and to require employers to comply with these standards. However, since there are no government standards in the low-frequency radio-frequency range where high VDT emissions have been recorded, an employee would appear to have little chance of securing a citation against an employer.

For the same reason, it would be hard for an employee to refuse to work because of imminent danger under the National Labor Relations Act, since no studies to date have found definitely that VDTs could cause serious injury or death. The FDA cleared VDTs with respect to radiation hazards in 1981.

OSHA looks to the National Institute for Occupational Safety and Health (NIOSH) as the technical resource on which it bases many of its health regulations. NIOSH, which is part of the U.S. Department of Health and Human Services, has conducted several studies of VDT radiation and all have concluded that the levels are insignificant.

One planned NIOSH study will monitor childbirths to 3,000-plus women

However, several current studies are underway, in reproduction and other areas. A University of Wisconsin study has been submitted to NIOSH which may find that it is not the terminal itself that causes problems, but rather the job demands and other stress factors involved.

Another looks at the connection between furniture and musculoskeletal problems and productivity. (It should be noted the survey did not include reporters.)

Another NIOSH study will address the possible connection between birth abnormalities and VDTs. The agency will monitor childbirths to more than 3,000 female office employees, half VDT operators and half not, in an attempt to ascertain whether there is any significant difference in the number of birth defects and miscarriages.

NIOSH is also studying some of the psychological effects of VDTs.

Some, like O'Brien, use terms like "big whitewash" and "bill of goods" in discussing radiation studies published to date.

Many of the tests have been administered by apparently neutral bodies, such as university personnel who specialize in industrial hygiene and safety. In one such case, the Bellingham (Wash.) Herald arranged for a University of Washington test of its VDTs. The test showed less ultra-violet radiation from the terminals than from light coming through a window or the artificial overhead lighting. X-radiation was not above "background" readings.

Chet Young, Herald personnel manager, reported that three babies had been delivered since the Herald study, "all normal children as far as I know." All the women had worked in varying degrees on terminals.

PAUL CONRAD, executive director of Allied Daily Newspapers, in Tacoma, reported that through its membership bulletin, member papers were asked to inform the executive office of the number of babies born to female employees who had worked at VDTs—those who were healthy or unhealthy.

"At last count, 31 healthy babies" had been reported, Conrad said, and the only instance of abnormality was an infant born with a "turned-out foot," later corrected with a leg brace. The mother had worked at the Columbian, in Vancouver, Wash., where Sara Brown is vice president of human resources.

Although Brown declined to supply the mother's name, she said VDT radiation "had not been a topic of worry or concern here, and has not been raised as an issue at employee rap sessions."

When some initial concerns were expressed at the time of the system installation several years ago, she said, a number of improvements were made, including better light fixtures and placement of VDTs in relation to windows.

The debate over radiation hazards continues, however, largely because of the cluster of babies born with defects in several places. Four out of seven infants born to a group of VDT operators at the Toronto Star in 1979-80 had defects. Seven out of 13 Air Canada employees in Montreal miscarried during two years. Three cases of birth defects and seven miscarriages out of 15 pregnancies occurred at a defense contracting office near Atlanta over one year. Eight of 12 pregnancies had adverse outcomes at a Sears Roebuck office in Dallas in a 14-month period.

CHANCE IS the only explanation offered for these cases. The Centers for Disease Control explained that clusters will occur simply because so many women work on VDTs.

Several unions find this reasoning difficult to accept.

Among the proponents of better work environments for pregnant VDT operators is Betsy Wade, an editor on the New York Times' national desk and a former president of the New York Guild and TNG vice president.

"At a bare minimum, I would favor that the woman intending to get pregnant have a machine with a detachable keyboard so that she can work without facing into the terminal all the time," Wade said.

"She should certainly not be at a work station that backs up to another terminal, because the leakage that was found in the Telerams at the Times was found at the top left rear of the machines," she added.

Currently vice chairperson of the Guild's unit at the Times, Wade also emphasized that the hazards "are not as great for the reporters, who are often out on assignment several hours each day, as they are for workers who put in a full shift on the machines—especially in the classified ad department, which is usually almost entirely female."

Being provided with alternate work during pregnancy is the best prevention, Wade said. While seeking to become pregnant, however, a woman should insist that the VDT be subjected to reliable and regular testing.

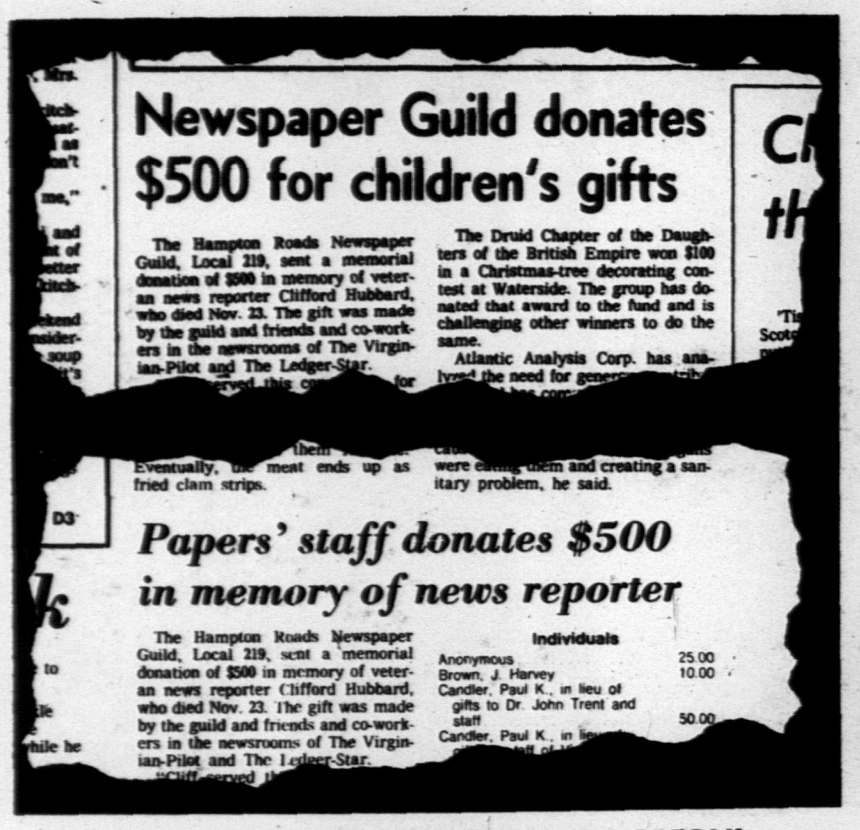
On this score, some Canadian workers were denied the right to alternative work when the Canada Labor Relations Board in September upheld the right of employers under federal jurisdiction to refuse to exempt pregnant employees from working at VDT's.

Lead apron both heavy and uncomfortable at two pounds a square foot

Shelley Fralic, unlike her colleague at the Vancouver Province, has decided she would prefer to wear a lead apron as a matter of caution. She asked her employer, the co-published Vancouver Sun, to provide an apron and "it was granted with no problem."

She admitted the apron was both heavy and uncomfortable, weighing about two pounds per square foot.

The goals of workers and union leaders include, briefly, assuring that the design of the machines and workstations minimize the discomfort of the workers; frequent rest breaks during continuous use, and/or substitution of non-VDT work; the right to transfer work assignments during pregnancy with no loss in pay, benefits or seniority; and regular eye exams and inspections of the machines.



Newspaper Guild donates $500 for children's gifts

The Hampton Roads Newspaper Guild, Local 219, sent a memorial donation of $500 in memory of veteran news reporter Clifford Hubbard, who died Nov. 23. The gift was made by the guild and friends and co-workers in the newsrooms of The Virginian-Pilot and The Ledger-Star.

The Druid Chapter of the Daughters of the British Empire won $100 in a Christmas-tree decorating contest at Waterside. The group has donated that award to the fund and is challenging other winners to do the same.

Atlantic Analysis Corp. has ana-

Eventually, the meat ends up as fried clam strips.

were eating them and creating a sanitary problem, he said.

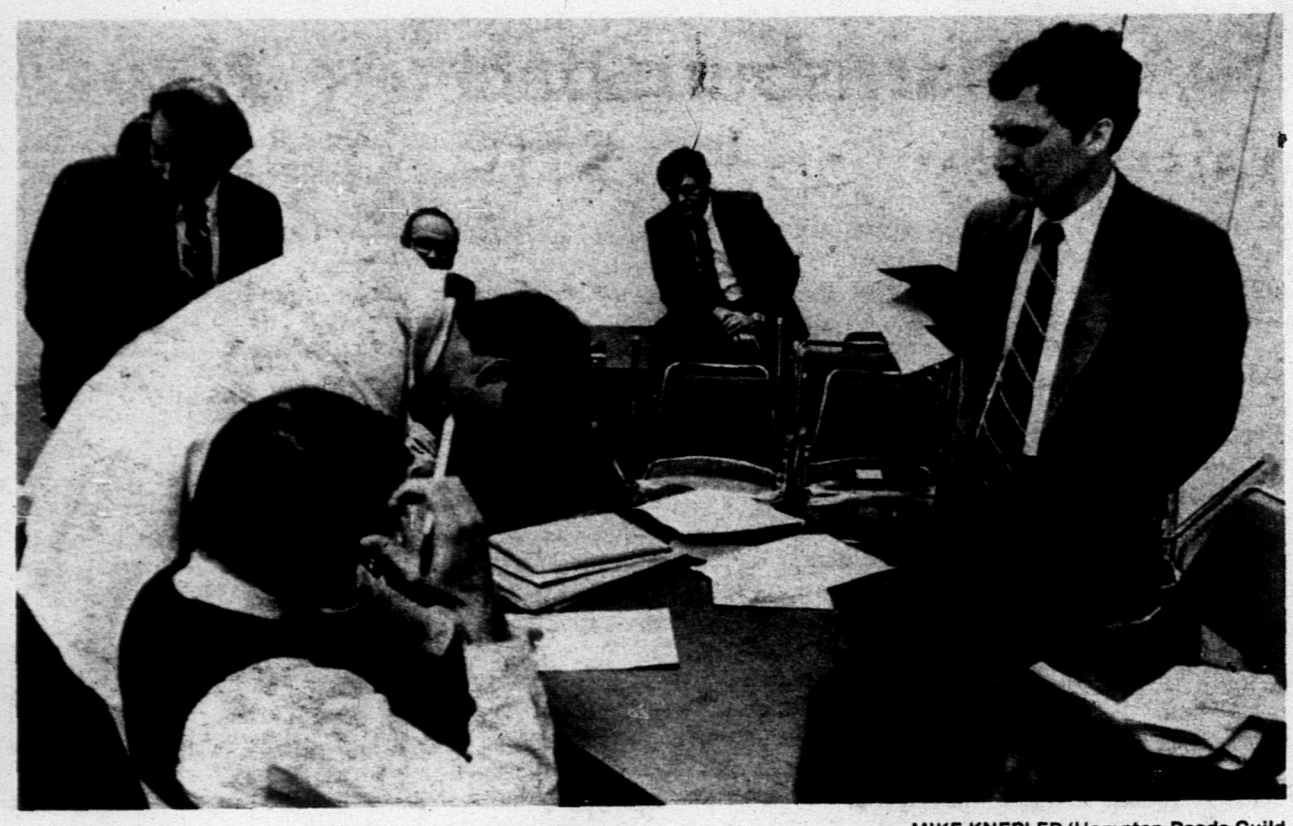
Papers' staff donates $500 in memory of news reporter

The Hampton Roads Newspaper Guild, Local 219, sent a memorial donation of $500 in memory of veteran news reporter Clifford Hubbard, who died Nov. 23. The gift was made by the guild and friends and co-workers in the newsrooms of The Virginian-Pilot and The Ledger-Star.

Individuals	
Anonymous	25.00
Brown, J. Harvey	10.00
Candler, Paul K., in lieu of gifts to Dr. John Trent and staff	50.00
Candler, Paul K., in lieu	

'HEADING' TO THE ELECTION IN NORFOLK

Headline at the top appeared over "Christmas fund" story in early edition of the Norfolk Virginian-Pilot on Dec. 12, two days before Guild representation vote. An editor ordered it changed.



MIKE KNEPLER/Hampton Roads Guild

GUILD, COMPANY REPRESENTATIVES SIGN NORFOLK VOTE TALLY

Hampton Roads Guild President Robin Scott signs National Labor Relations Board agent's tally of votes cast in Dec. 14 election. Observers include management attorney C. Lash Harrison.

Cincinnati Enquirer unit oks affiliation

(Continued from Page 1)

employees of the Southam chain's Brantford Expositor.

Certification by the Ontario Labour Relations Board came upon a showing that more than 55 percent of the group had applied for Guild representation.

It marks the third time the Guild has been certified for the same group since 1959.

The local also represents the paper's editorial and mailroom employees. Its contract covering those groups expired on Jan. 11.

Earlier, on Nov. 29-30 the advertising, circulation, editorial and mail-room employees of the Bellvue (Wash.) Journal-American voted by 101 to 25 to be represented by the Pacific Northwest Guild in an NLRB-supervised election.

(The Guild Reporter of Dec. 16 incorrectly reported that employees of the comomnly owned Mercer Island Reporter also participated in the vote and were included in the overall Bellvue group. While the Mercer Island employees had been included in the Guild's representation petition, the Guild acquiesced to a company demand that they be excluded in a pre-election conference.

(The company meanwhile has challenged the election's outcome, alleging that the Guild acted improperly in waiving initiation fees for membership applicants at the Journal-American. The NLRB held a hearing on the challenge Jan. 4. The Guild is preparing its contract proposals.)

A Dec. 14 NLRB election among editorial employees of the Landmark chain's Norfolk Virginian Pilot & Ledger Star saw them vote by 105 to 88 to reaffirm the Hampton Roads Guild as their bargaining agent [Guild Reporter, Dec. 16]. The company had said it believed a majority no longer wanted the Guild.

And on Dec. 15, the advertising employees of Knight-Ridder's Gary Post-Tribune voted by 33 to 15 in another NLRB election for bargaining representation by the Gary Guild, which already represented the paper's editorial and maintenance employees.

JAMES McGILL/Gary Guild

GARY POST-TRIBUNE ADVERTISING EMPLOYEES SIGNAL VICTORY

Unit voted 33 to 15 for representation by the Gary Guild in Dec. 15 election

LOCAL ELECTIONS

Albany

Thomas LaPoint, president; **Ralph Ockenholt,** 1st vice president; **Glenda Wallace,** 2nd vice president; **Al Gontko,** secretary; **Timothy Schick,** treasurer.

Buffalo

Richard Christian, president; **Lynn Kerwin,** vice president; **Robert J. Brennan,** treasurer; **Kim Lukasiak,** secretary.

Central California

Mary Sanchez, president; **Gene Turner,** vice president; **Mary Crystal Cage,** treasurer; **Mary Ellen Driscoll,** secretary.

Los Angeles

Don Chorpenning, president; **Bobbie Jenkins,** vice president; **Mike Shannon,** secretary; **Leroy Montoya,** treasurer.

IT SEEMS TO US

VP points to pioneer role of pre-1948 locals in B.C.

VICTORIA, B.C.

Editor:

Congratulations are in order for the Guild Reporter's 50th anniversary edition. But it was disappointing that the pioneer role in Canada of the independent Guilds in British Columbia, which began in the late 1930s, was overlooked.

The fact is that the trade union organization of white-collar newspaper workers into functioning locals with collective agreements with the major daily newspapers in Vancouver, New Westminster and Victoria was achieved in British Columbia well before the official entry into Canada of the American Newspaper Guild (now The Newspaper Guild) in 1948-1949, in Toronto.

Our Guilds were directly chartered locals of the Canadian Labour Congress, and its predecessor congresses, before deciding in the 1950s to affiliate with the international union.

ROGER L. STONEBANKS
TNG Vice President
Western Canada

By TNG convention action, letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue. Deadline, Friday before publication.

Letters relating to elections or referenda to appear in the issue immediately preceding distribution of ballots and subsequent issues preceding the voting shall contain no new charges.

Objectivity issue called 'the hoariest of chestnuts'

NEW YORK, N.Y.

Editor:

Timothy J. Innes objected [Guild Reporter, Oct. 14] to the endorsement of Walter Mondale on the ground that such action compromises the objectivity of reporters and editors who are Guild members. Surely this is the hoariest of chestnuts. It used to be used by publishers when the editorial side was being organized. Even they have stopped; with good reason. In almost half a century of membership, I do not know of a single proven instance of a Guild member who distorted a story because of a public position taken by the Guild. Guild members have strong feelings and opinions about a host of matters, some of which they write about. Brother Innes must have a low regard for their integrity to suggest that these opinions will mar their work.

More important, there are some things we cannot get at the bargaining table. If we are to have a national health plan, a widening of educational opportunities, better treatment of workers' pensions, safety in the working place, forward looking legislation for the elderly, we must have a president and Congress who are sensitive to these issues and willing to do something about them.

How does Brother Innes suggest we change it if not by political action.

THOMAS LASK
Former president
New York Guild

Meeting dissociates local from endorsement action

CLEVELAND, OHIO

Editor:

A majority of [those attending] a membership meeting of this local voted for the following resolution:

Cleveland Local One dissociates itself from the endorsement of Walter Mondale for president because the union leadership failed to poll the Guild membership.

J. STEPHEN HATCH
Executive secretary
Cleveland Guild

N.Y. unit disassociates from endorsement vote

NEW YORK, N.Y.

Editor:

The New York Post unit on Dec. 8 unanimously passed the following resolution:

"The New York Post Guild unit, firmly believing that a union of newspaper workers should not engage in any activity that could compromise the independence of its members on the job, formally disassociates itself from the presidential endorsement voted by TNG leadership at the AFL-CIO Convention Oct. 3, 1983.

"We object to TNG President Charles Perlik casting all of the Guild's votes in favor of endorsing Walter Mondale without making any effort to poll or consult the union's members. He acted after taking only a mail poll of the International Executive Board. Barbara Yuncker, then vice president for New York, opposed the endorsement.

"We are offended by the later assertion by Local 3 Executive Vice President Ed Egan that Perlik spoke for us all in the endorsement vote."

JOY COOK, Chairperson
N.Y. Post unit
New York Guild

5-year Harrisburg pact raises key top by $119

Harrisburg, Pa. — Harrisburg Guild members have unanimously ratified a new five-year contract with the Patriot and News to cap a struggle of more than a year for a new agreement with the Newhouse paper.

Retroactive to July, 1982, the agreement raises the key top minimum for reporters, copyreaders and artists over its term by $119.50, to $559.50 a week. The settlement is improved in several areas from demands the company had made before declaring bargaining at an "impasse" in July 1982 and unilaterally posting work rules.

A year later, in July of 1983, an arbitrator found the company's declaration of impasse to be faulty and ordered it to rescind the work rules for at least four months.

While the company did so, it also withdrew increases it had unilaterally implemented in July of both 1982 and 1983.

The settlement was ratified on Dec. 18, just over seven weeks after the Harrisburg dailies' editorial employees rejected by a vote of 58 to 25 a move to decertify the Guild as their bargaining representative.

The $119.50 increase in the key top minimums comes in increments of $32, $22.50, $20, $25 and $20 on July 1 each year from 1982 through 1986.

The top minimum for telephone operators and editorial clerks is raised by $63.28, to $296.14 a week, in increments of $16.95, $11.91, $10.60, $13.23 and $10.59.

A weekly differential for desk employees responsible for the final processing of copy is raised by $2, to $15 a week.

The maximum monthly pension benefit for an employee retiring after 25 years of service is raised by $220 over the contract's term, to $460.

Beginning in 1984, the service required for a fourth week of vacation is reduced by three years, to 12, and that needed for a fifth week is reduced by one year, to 18.

A personal holiday is added for a total of 11 holidays annually.

Also added is a provision guaranteeing employees the right to use sick leave, vacation, personal holidays or accrued compensatory time in the event of a family emergency and another affirming the right of an employee to refuse temporary assignment to an position excluded from contract coverage.

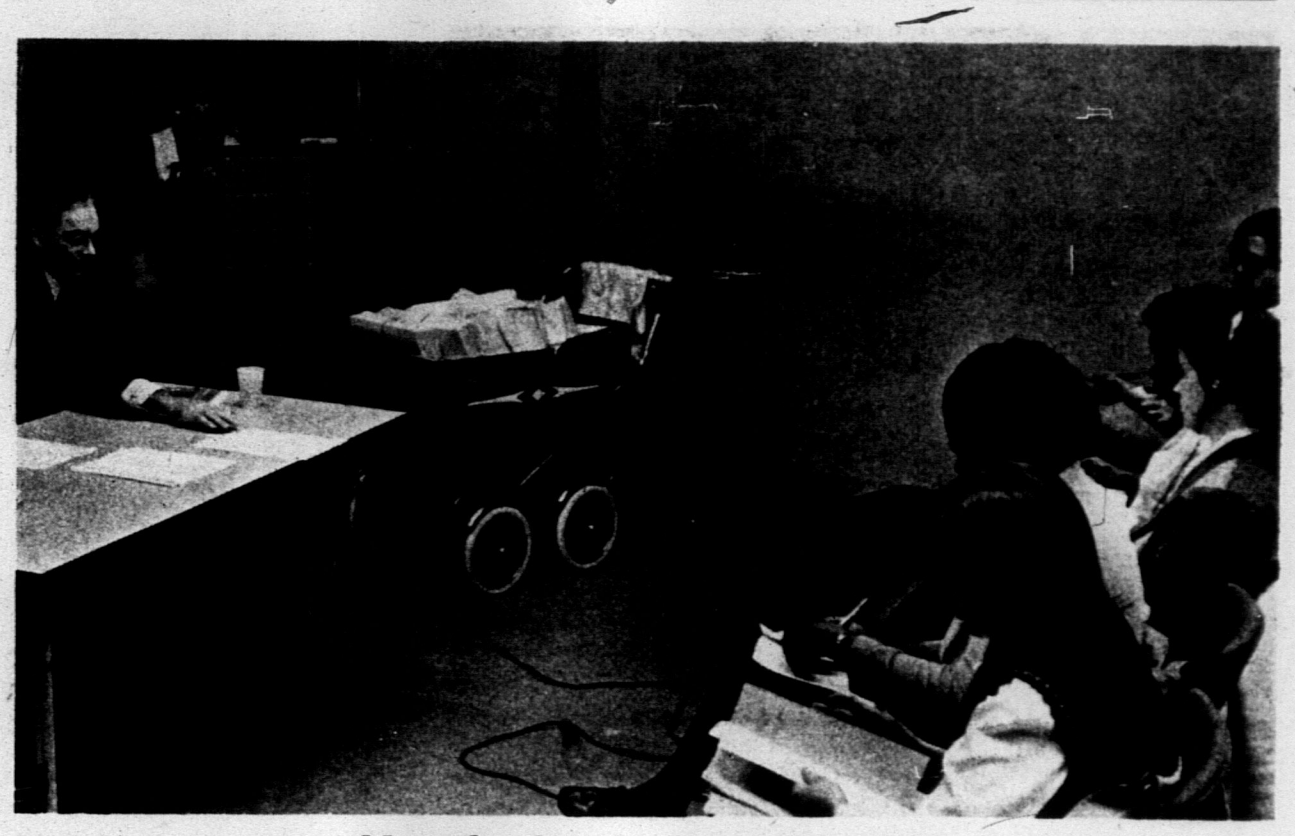
While a requirement that at least 80 percent of new employees join the Guild is eliminated in the new agreement, a provision requiring members to maintain their membership continues, with 15-day resignation periods in 1984 and 1987. The company had sought to eliminate all membership requirements.

A newly added lifetime job guarantee is conditioned on adherence to a no-strike clause which is also an addition to the contract.

The job of librarian is upgraded, with the top minimum raised by $172.76 a week, to $447.68, with $102.71 of the increase from July 1, 1982, and additional increases of $18.01, $16.02, $20.01 and $16.01.

A new job of library clerk has a top minimum of $262.30, rising to $310.96 a week over the contract's term.

A flat minimum for a variety of editors and the assistant city editor is raised by $131.28, to $614.28 a week.



Nestle boycott message

TNG Human Rights Co-ordinator Anna Padia describes one of the final demands of the International Nestle Boycott Committee during a Dec. 15 press conference. The boycott of Nestle products is aimed at assuring that the company brings its techniques for marketing and distributing infant formula in Third World countries into compliance with the code adopted by the World Health Organization. Petitions to Nestle fill the baby carriage.

Bias bans found in 94% of Guild accords

Washington—Just under 94 percent, or 192, of the 205 Guild contracts in effect in the United States, Canada and Puerto Rico on Dec. 1 contained some form of fair-employment practices provision, according to an updated compilation by TNG's Collective Bargaining Dept.

All of the 192 contracts with anti-bias provisions specifically ban discrimination based on sex, while approximately 98 percent of them prohibit discrimination because of race, creed, religion or national origin.

Age discrimination is banned in 177 or more than 92 percent of the contracts.

Prohibitions against discrimination because of marital status were found in 80 of the contracts and 64 of them forbid discrimination because of parental status.

Bans on discrimination because of irrelevant handicaps were found in 44 of the agreements, up from 35 a year ago, while the number of contracts forbidding discrimination due to sexual preference rose by five, to 23.

Other areas of discrimination banned by Guild contracts included family relationship, seven contracts, politicial activities or beliefs, 40 contracts, and Vietnam-Era veterans, four contracts.

Organizing seminars set for councils

Washington—TNG will present organizing seminars at the winter meetings of four district councils of Guild locals.

The Saturday seminars will be held at meetings of the Middle-Atlantic council Feb. 4-5 in Philadelphia, the Midwest council Feb. 11-12 in Chicago, the Great Lakes council March 3-4 in Erie, and the Southern council March 17-18 in San Antonio.

The session will be conducted by Director of Field Operations J. William Blatz and Director of Administrative Operations Ellis T. Baker. Additional organizing seminars are planned for the spring.

Streckfuss of Philadelphia, at 77

Philadelphia — William V. Streckfuss, a former president of the Philadelphia Guild and a member of the local since 1934, died Nov. 13 at the age of 77.

Streckfuss worked as a news artist for the Philadelphia Inquirer from 1937 until he retired in 1972. He continued his art work after his retirement, learning to draw with his left hand after being partially paralyzed by a stroke three years ago.

When he joined the Guild he was working as an artist at the old Public Ledger.

Streckfuss was president of the Philadelphia Guild in 1956-58 and a delegate to more than a dozen Guild conventions during the 1950s and 1960s.

He is survived by his wife, Ruth Diemand Streckfuss, a daughter, Regina Kollhoff, and three grandchildren.

Average starting minimum for reporters nears $325

AVERAGE STARTING minimum for reporters and photographers on daily newspapers and major wire services under Guild contracts in the United States, Canada and Puerto Rico was $324.65 a week on Dec. 1, according to data from TNG's Collective Bargaining Dept.

The average is $16.70 a week higher than it was a year before.

It was computed from the starting minimums — weekly wages guaranteed persons who go to work as reporters or photographers with no creditable previous experience —at 139 daily newspapers and six major wire services.

A starting minimum of $350 a week or more is found in 44, or 35 percent, of the contracts. In 72, or 58 percent, the starting minimum is $300 a week or more, while a starting minimum of $250 a week or more is included in 107, or 86 percent, of the contracts.

New York Times	$737.97
New York News	656.14
New York Post	562.25
Reuters	[1]488.24
Honolulu Advertiser	473.00
Honolulu Star-Bulletin	473.00
Chicago Sun-Times	463.90
Montreal Gazette	457.00
Vancouver Sun and Province	435.14
Seattle Post-Intelligencer	426.50
Seattle Times	426.50
Hilo: Hawaii Tribune-Herald	423.25
Victoria Times-Colonist	420.65
Ottawa Citizen	413.38
Royal Oak Tribune	410.50
Eugene Register-Guard	409.75
Canadian Press	396.08
Reuters of Canada	389.51
San Francisco Chronicle and Examiner	387.26
Toronto Star	383.38
Sacramento Bee	382.31
Maui News	375.40
Mt. Clemens: Macomb Daily	375.33
San Jose Mercury- News	375.22
Pittsburgh Post-Gazette	373.00
New Westminster Columbian	372.59
Sacramento Union	372.57
Fresno Bee	370.59
Denver Post	369.00
Denver Rocky Mountain News	369.00
St. Louis Post-Dispatch	368.14
Modesto Bee	364.00
Manchester Union Leader	363.75
Richmond Independent and Berkeley Gazette	363.38
Philadelphia Inquirer and Daily News	362.35
Detroit News	361.84
Detroit Free Press	360.14
Oakland Tribune	358.38
San Mateo Times & News Leader	358.38
Santa Rosa Press Democrat	358.38
St. Louis Globe-Democrat	358.14
Tacoma News Tribune	357.10
Providence Journal and Bulletin	353.50
Toledo Blade	353.14
Malden News, Medford Mercury and Melrose News	348.37
United Press Canada	346.00
Stockton Record	340.06
Minneapolis Star & Tribune	340.00
Portland Press Herald and Express	337.65
Cleveland Plain Dealer	337.63
St. Paul Dispatch and Pioneer Press	337.13
Akron Beacon Journal	336.00
Sheboygan Press	327.80
Monterey Peninsula Herald	327.00
Washington Post	327.00
Associated Press	326.30
Woodbridge News Tribune	323.43
Toronto Globe & Mail	319.01
United Press Interational	314.30
Memphis Commercial Appeal	312.35
Salem (Mass.) News	312.25
Long Beach Press-Telegram	311.17
Yakima Herald-Republic	310.75
Fall River Herald-News	310.17
San Diego Union and Tribune	310.01
Gary Post-Tribune	309.76
York Dispatch	309.51
San Juan Star	309.00
Kenosha News	308.00
Waukegan News-Sun	302.97
Joliet Herald-News	302.19
Brantford Expositor	300.30
Lynn Item	295.79
New Brunswick Home News	295.50
Cincinnati and Kentucky Post	295.48
Youngstown Vindicator	291.50
Indianapolis Star and News	290.15
Jersey City: Jersey Journal	289.93
York Daily Record	289.05
Bakersfield Californian	287.53
Tonawanda News	285.86
San Juan: El Vocero	285.00
Waterbury Republican and American	284.27
Great Falls Tribune	283.00
Buffalo Evening News	282.72
Sioux City Journal	281.76
Baltimore Sun and Evening Sun	280.00
Pawtucket Times	279.97
Allentown Call	278.60
Canton Repository	277.19
Delaware County Times	274.65
Erie News and Times	273.86
Rockford Register Star	273.04
Waltham News-Tribune	272.10
Knoxville News-Sentinel	271.70
Albany Times-Union and Knickerbocker News	270.75
Lowell Sun	267.88
Oshawa Times	266.89
Pottstown Mercury	266.78
Harrisburg Patriot and News	264.00
Kingston Daily Freeman	263.60
Peoria Journal Star	261.00
Lexington Herald-Leader	260.00
Sudbury Star	258.01
San Juan: El Mundo	257.00
Duluth News-Tribune & Herald	253.00
Rochester Democrat & Chronicle and Times-Union	250.00
Lansing State Journal	248.34
Brockton Enterprise	247.27
Columbus Citizen-Journal	246.20
Woonsocket Call	242.73
Norristown Herald	238.50
Hazleton Standard-Speaker	234.04
Scranton Tribune	226.79
Scranton Times	224.38
Massillon Independent	220.84
San Antonio Light	218.69
Pueblo Chieftain and Star-Journal	208.00
Monessen Valley Independent	207.50
Norfolk Virginian-Pilot	200.00
Terre Haute Tribune	197.54
Utica Press and Observer-Dispatch	197.50
Chattanooga Times	191.27
Morgantown Dominion-Post	184.46
Battle Creek Enquirer & News	184.00

[1] Lower of two reporter starting minimums. Higher of the two is $593.58.

Panel of judges named for 1983 Broun Award

Washington—Susan Stamberg, co-host of National Public Radio's "All Things Considered" news program, Maxwell McCrohon, editor-in-chief of United Press International, and Richard T. Stout, director of American University's graduate program in journalism and public affairs, will judge entries in TNG's 1983 Heywood Broun Award competition.

The judging will take place Jan. 21 and the winner will be announced Jan. 23, the opening day of the winter meeting of TNG's International Executive Board.

The award is presented annually for journalistic achievement in the spirit of Heywood Broun, the Guild's founding president. It carries a $1,000 prize and a citation.

Employees of newspapers, news magazines, news services and broadcasting stations in the United States, Canada and Puerto Rico are eligible to enter, regardless of whether they are Guild members or work under a Guild contract. Deadline is Jan. 13.

Stamberg has worked in public radio for more than 20 years and has co-hosted NPR's award-winning nightly news magazine since 1971.

In 1980 she received the Corporation for Public Broadcasting's Edward R. Murrow Award as "the individual most responsible for increasing the image . . . and listenership of public radio."

McCrohon, who joined UPI as editor-in-chief last year, had served as editor and managing editor of the Chicago Tribune. While he was managing editor, 1972-1979, the paper won four Pulitzer prizes for reporting.

Stout, an award winning reporter, was a Washington correspondent for the old Chicago Daily News and is a former member of the Chicago Guild.

He has served as a consulting editor of Congressional Quarterly's Weekly Report and worked as a reporter for the City News Bureau of Chicago and the Dayton (Ohio) Journal Herald.

A contributor to many publications, Stout held the Kiplinger Chair in Public Affairs Reporting at Ohio State University from 1977 through 1979.

He was press adviser to John B. Anderson and Morris K. Udall in their presidential campaigns.

Susan Stamberg

Maxwell McCrohon

Richard T. Stout

Perlik signs on in Amnesty petition drive

Washington — TNG President Charles A. Perlik, Jr., is one of a number of union presidents who have added their signatures to petitions circulated by Amnesty International as part of its Universal Appeal for Amnesty for All Prisoners of Conscience.

Other union presidents who have signed include Owen Bieber of the United Automobile Workers, Glenn E. Watts of the Communications Workers of America, Albert Shanker of the American Federation of Teachers, Cesar Chavez of the Farm Workers and Sol Chaikin of the International Ladies Garment Workers Union.

The worldwide appeal for the hundreds of thousands of persons imprisoned for their religious or political beliefs, racial or ethnic origins, was initiated at the suggestion of Soviet dissident Andrei Sakharov, himself a prisoner of conscience.

Petitions bearing the first million signatures collected were presented to the United Nations Dec. 8, others were to be distributed to embassies of countries holding prisoners.

A copy of the petition was reproduced in the Sept. 23 Guild Reporter in a format suitable for clipping and signing.

Maraghy wins Harvard scholarship

Washington—Gerald M. Maraghy, administrative secretary of the Boston Guild and director of the New England Servicing-Organizing Program, has been selected the winner of the 1983-84 Irving Leuchter Memorial Scholarship to the Harvard University Trade Union Program.

The program is a 12-week residential course in union administration and related subjects. The scholarship is $4,500 toward the cost of tuition, books and room and board, plus travel expenses.

Maraghy is attending the spring session of the program which began Jan. 11.

The scholarship, named for the Guild's long-time general counsel, is financed by annual contributions from Harvard, TNG and Guild locals. Selection of the winner is made by Harvard.

Top local officers and staff and international officers and staff are eligible for the scholarship. Other considerations being equal, preference is given to full-time officers and staff.

Maraghy has been director of the servicing-organizing program for participating New England Guild locals and administrative secretary of the Boston Guild since 1980.

Before taking on full-time Guild work, he worked as a wire editor and, earlier as a reporter for the Portland (Me.) Press Herald and Express. He held several offices in the Portland Guild, including president, vice president and executive committee member.

Maraghy holds a bachellor's degree in journalism and a master's in education.

Maraghy said that while the practical experience he has gained through Guild work has "stood me in good stead, there remains a roughness in need of polishing, a parochialism in need of tempering and a less than firm foundation of labor history . . . in need or shoring."

Gerald M. Maraghy
1983-84 Leuchter scholar

TNG office move set for Feb. 1-6

Washington—Leaders and members of Guild locals are being asked to fortify themselves with an extra dose of patience if they need advice or assistance from TNG headquarters during the first days of February.

That's when TNG's offices will be moved from the eighth to the fifth floor of the IBEW Building at 1125 15th St. NW here.

"Despite staff's best efforts, the move is bound to result in disruption of headquarters' normal functioning, at best," TNG's top officers cautioned.

The new quarters—leased effective Feb. 1—will be somewhat larger than the space currently occupied by TNG.

TNG's telephone numbers will remain the same.

Grenada press curbs condemned

New York—The representative assembly of the New York Guild has condemned restrictions the Reagan administration placed on coverage of the U.S. military invasion of Grenada.

On a voice vote Nov. 2, the body directed that a message be sent to Reagan "strongly" protesting the curbs and restrictions placed on the press.

"The decision to ban American journalists from the island for more than 48 hours . . . and to restrict the movements of reporters who were later allowed on Grenada is in direct contradiction to those democratic ideals you have used in justifying this invasion," the local said in a Mailgram to Reagan.

Citizens cannot exercise their rights and responsibilities "if they are kept ignorant of events or forced to reply on official government accounts," the message said, warning that the restrictions could establish "a disturbing and dangerous precedent."

No action was taken on a subsequent motion calling on the representative assembly to condemn the invasion itself. A vote on that motion was blocked by the lack of a quorum. The motion came late in the Nov. 2 meeting after many delegates had left, the local's publication, "frontpage," reported.

International Executive Board, winter meeting, Jan. 23-26, TNG headquarters, Washington.

Western District Council, winter meeting, Jan. 28-29, Sacramento.

Middle-Atlantic District Council, winter meeting, Feb. 4-5, Philadelphia.

Midwest District Council, winter meeting, Feb. 11-12, Chicago.

TNG residential seminar for new local officers, Feb. 17-20, George Meany Center for Labor Studies, Silver Spring, Md. (Suburban Washington.)

New England District Council, winter meeting, Feb. 25-26.

Great Lakes District Council, winter meeting, March 3-4, Erie, Pa.

Southern District Council, winter meeting, March 17-18, San Antonio.

International Executive Board, spring meeting, April 16-20, TNG headquarters, Washington.

Western District Council, spring meeting, April 21-22, San Diego.

Great Lakes, Midwest and Southern District Councils, joint spring meeting, May 5-6, Bel Air Hilton hotel, St. Louis.

51st Annual Convention, June 18-22, Caribe Hilton, San Juan, Puerto Rico.

Jobless benefits are extended

Washington—Congress has extended the Federal Supplemental (unemployment) Compensation program through March 31 and long-term jobless workers who may have exhausted regular or extended benefits may be eligible for new payments under the extension, the AFL-CIO advises.

They should contact their unemployment insurance offices and inquire about "reachbook" benefits.

The Guild Reporter

CALM ACPS

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

INTERNATIONAL LABOR PRESS AFL-CIO CLC ASSOCIATION

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

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

POSTMASTER!—'Notice to Publisher Form 3579' should be se
The Guild Reporter, 1125 15th St. N.W., #
Washington, D.C. 20005. Publication #231

ISSN: 0017-5404

Vol. 51, No. 1 January 1:

The Newspaper Guild

1125 Fifteenth St. N.W., Washington, D.C. 20
Area Code 202—296-2990

INTERNATIONAL CHAIRPERSON: HARRY S. CULVE
PRESIDENT: CHARLES A. PERLIK, JR.
SECRETARY-TREASURER: CHARLES DALE

AT-LARGE VICE PRESIDENTS: William T. Davis, 4950 Cherry Av San Jose, Calif. 95118; Robert C. Holt, Jr., 433 Dickens Ave., Mo. 63122; Carol D. McGarvey, 325 Green Lane, Philadelphia, P David M. Mulcahy, c/o Standard & Poor's Corp., 25 Broadway, N N.Y. 10004; Marie Shellock, 208 Broadway, #6, Youngstown, Oh Stanley Souza, 45-430 Lupo St., Kaneohe, Hawaii 96744.

REGIONAL VICE PRESIDENTS: Region 1—Thomas R. Hiltz, 181 L St., Malden, Mass. 02148; Region 2—Faye McCracken, 3059 Kingsle Memphis, Tenn. 38127; Region 3—Richard M. Peery, 2886 Chadbour Shaker Heights, Ohio 44120; Region 4—Larry D. Hatfield, 16 Jew San Rafael, Calif. 94901; Region 5—Peter E. McLaughlin, 3 Norlen New City, N.Y. 10956; Canadian Region: East—Lee C. Clifford, P.(3032, South Postal Station, Halifax, Nova Scotia B3J 3G6; West— Stonebanks, 5050 Lochside Dr., Victoria, B.C. V8Y 2E9.

DIRECTOR OF FIELD OPERATIONS: J. William Blatz.
DIRECTOR OF ADMINISTRATIVE OPERATIONS: Ellis T. Baker.
EXECUTIVE SECRETARY, CONTRACTS COMMITTEE: Richard J. Ramsey.
CANADIAN DIRECTOR: William H. McLeman
1755 Courtwood Crescent, Suite 202-B
Ottawa, Ont. K2C 3J2.
DIRECTOR OF RESEARCH & INFORMATION: David J. Eisen.
HUMAN RIGHTS CO-ORDINATOR: Anna M. Padia.
INTERNATIONAL REPRESENTATIES: Janet David, Leo J. Ducharme, Willard Hatch, Harry L. McCormick, Luis Montanez Jr., Bruce R. Nelson, G. Richard Pattison, Hannah Jo Rayl, Marshall W. Schiewe, Frederica Wilson.

XEROX UNIV MICROFILM 300 N ZEEB ROAD ANN ARBOR MI 48106 91000246 7