The GUILD REPORTER

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AFL-CIO Council backs Guild strike, endorses Consumers Union boycott

Bal Harbour, Fla.—Consumers Union, Inc., struck since Jan. 9 by its 140 employees who are represented by the New York Guild, has been put on the AFL-CIO's official, nationwide boycott list.

The action was taken by the AFL-CIO Executive Council on Feb. 24, during its winter meeting here, at the request of TNG. TNG's International Executive Board in late January also endorsed the boycott and called for like actions by the AFL-CIO and the Canadian Labour Congress [Guild Reporter, Jan. 27].

The AFL-CIO action calls upon "all union members to join in the fight for justice at Consumers Union by refusing to buy its magazines, books, annual reports and newsletter."

Nor should unions or union members give financial support to CU legal advocacy offices, the council declared.

Union-member subscribers to Home Box Office and local newspapers which carry CU services should draw attention to the firm's unfair actions by demanding that they drop the services, the council added. (A recent study by the ELRA Group showed that union-member households account for 22 percent of cable-TV subscribers.)

In the three months of talks that preceded the strike, the council noted, CU management refused to bargain on anything except its demands for unrestricted authority to create new contract-exempt positions and to assign Guild employees' work to subcontractors and exempt employees.

Those positions threatened the existence of the CU employees' union and forced them to strike, the council declared, noting that striking employees of Consumer Research magazine founded Consumers Union in a similar dispute 47 years ago.

The attitude of today's CU management is a "throwback," the council declared, pointing out that CU is seeking to continue to operate with strikebreakers from the ranks of its contract-exempt employees.

AFL-CIO endorsement of the boycott means that its Union Label and Service Trades Dept. will publicize the full-scope of the boycott through state and local union federations, through the labor press and "all other available means."

"The skill and dedication of a union workforce are integral to the respect and success enjoyed by the monthly magazine Consumer Reports and Consumer Reports' Annual Buying Guide," which are Consumers Union's central and most widely known products, the AFL-CIO council noted.

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Third group backs financing proposal for new organizing

Chicago — Delegates to the Midwest District Council of Guild locals winter meeting here Feb. 11-12 voted their support for the International Executive Board's proposal for a pair of special assessments to finance a vigorous new Guild organizing program. There was no dissent from the endorsement in the voice vote.

The Midwest was the third council of Guild locals to back the proposal, approved by the IEB during its Jan. 23-25 meeting as a recommendation to this summer's convention.

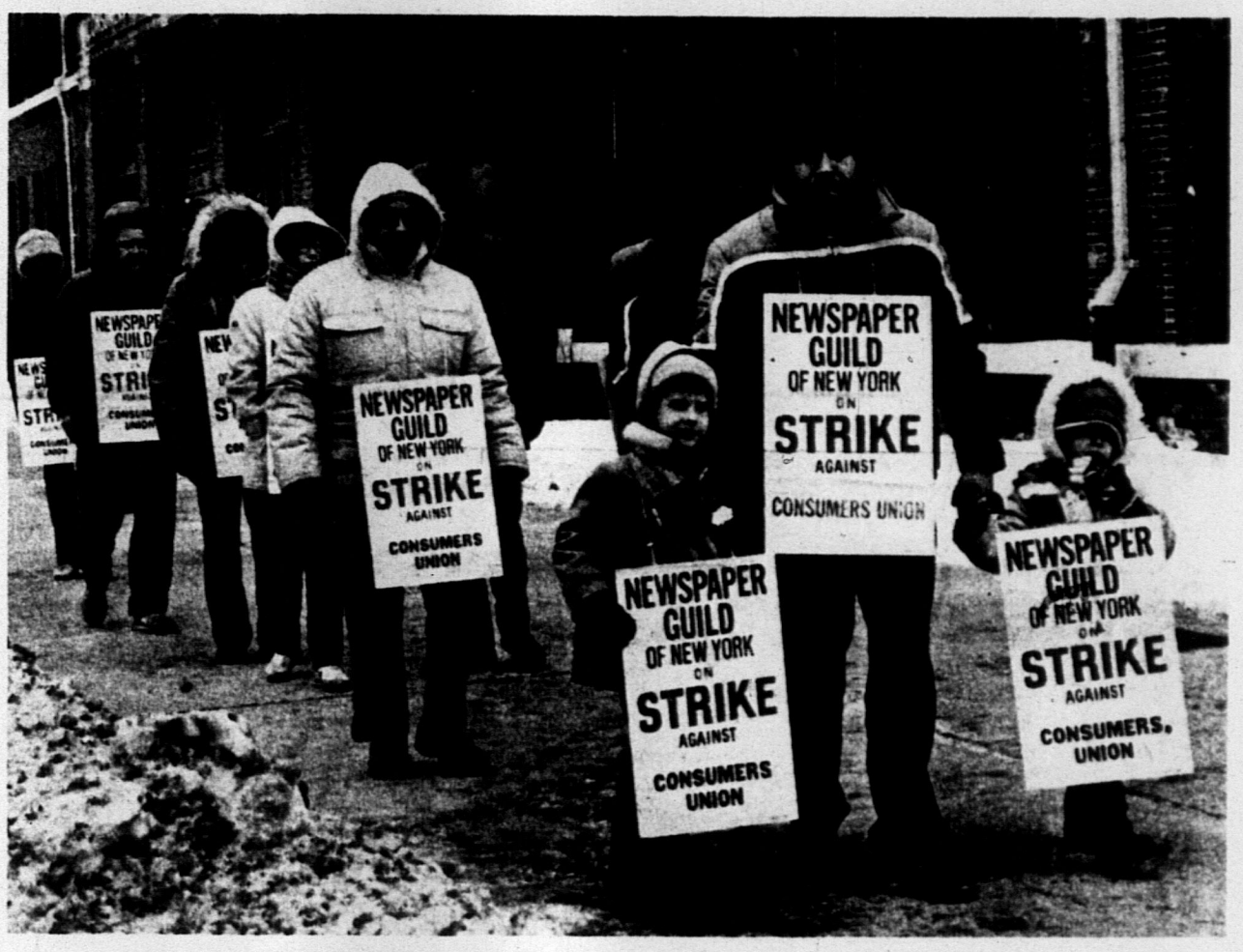
If approved by the convention, the plan calls for levying the assessments in August and September of this year to produce funds needed to hire additional staff to carry out the organizing program.

The assessments would be equivalent to higher Defense Fund dues, adding amounts ranging from $2 to $27.35 a month to members' dues under a constitutional formula that bases the amount on weekly compensation. To pay the higher amount, a member would have to be earning $895 a week or more.

Earlier, meetings of the Middle-Atlantic and Western District Councils endorsed the proposal. The other two councils, the Great Lakes and Southern, are scheduled to meet in March.

J. William Blatz, TNG's director of field operations, and Ellis T. Baker, TNG's director of administrative operations, conducted an organizing seminar for delegates to the Midwest council, as they had for Middle-Atlantic delegates.

Midwest delegates re-elected Victor Ciuccio of Denver, president, John Mitchell of Gary, secretary and Mike Roeder of Peoria, treasurer. Al Ostrowski of Kenosha was elected the council's vice president.



CONSUMERS UNION STRIKERS BOUYED BY AFL-CIO BOYCOTT ENDORSEMENT

In foreground, Kate and Martin Beauchamp join their father, Alex, and other strikers at CU plant.

New officers' seminar draws 43 from locals

Silver Spring, Md. — Forty-three leaders from 34 Guild locals in the United States and Canada participated in TNG's third annual residential seminar for new local officers at the AFL-CIO's George Meany Center for Labor Studies here Feb. 17-20.

Four of the 34 locals were represented at the seminar for the first time, bringing to 49 the number of locals to have had leaders participate in the seminar in its first three years.

That means, TNG President Charles A. Perlik, Jr., pointed out to this year's concluding session, that more than 82 percent of the smaller locals for which the seminar is especially intended have taken advantage of it.

Local presidents, vice presidents, secretaries and treasurers accounted for 60 percent of this year's participants. Others included executive, bargaining and human rights committee members and unit leaders.

Participants came from as far away as Bakersfield, Calif., and from such recently organized or affiliated groups as those in Windsor, Ont., Bristol, Conn., and at the Cincinnati Enquirer, as well as such long established locals as Buffalo, Hudson County (Jersey City) and Lake Superior (Duluth).

TNG Director of Administrative Operations Ellis T. Baker coordinated the seminar, opening it the first evening by outlining the

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Enforcement double standard aids union-busters, unions say

By David L. Perlman
Washington-Baltimore Guild

Washington—The Labor Dept. is not enforcing the reporting and disclosure requirements of the Landrum-Griffin Act against union-busting consultants and the employers who hire them, Congress has been informed.

In testimony before the House Subcommittee on Labor-Management Relations, union organizers and attorneys told of a pervasive pattern of government indifference to flagrant management violations of Landrum-Griffin reporting requirements.

The law requires reports from persons hired by employers to "persuade" workers on the issue of union representation or to supply an employer with information about union activities in the workplace. Under the Reagan administration, the requirement is rarely enforced, the subcommittee was told Feb. 7-8.

By contrast, the labor representatives testified, unions are being held to strict account and scofflaw management consultants regularly use detailed financial reports required of labor organizations as ammunition in organizing campaigns.

A report prepared by the subcommittee staff documented the massive switch in emphasis and resources after the change of administrations. It revealed a sharp dropoff in enforcement actions against management coupled with greatly expanded investigations and audits of unions. (See story, Page 6.)

Subcommittee Chair William L. Clay (D-Mo.) said the report clearly showed selective enforcement of federal labor law by the administration. He charged that the Labor Dept.'s enforcement policy undermines the "even-handed" approach intended by Congress.

Charles McDonald, who edits the AFL-CIO's periodic Report on Union-Busters, testified to the proliferation of management consultants who sell their expertise at defeating union organizing drives or getting unions decertified. Their activity has contributed to an "incredible increase" in illegal discharges of union supporters, he said.

A federation survey of 224 organizing campaigns in 1982-83 found that outside consultants were directing management strategy in 70 percent of the cases, McDonald said. He counted as consultants lawyers who serve as "architects" of anti-union campaigns but not those who function merely as legal advisers to employers in dealing with the

(Continued on Page 6)

Perlik labels NCPAC ads 'irresponsible . . . malicious'

Washington — Allegations that TNG's participation in the AFL-CIO's endorsement of Walter F. Mondale is causing reporters and editorial writers to favor him in covering this year's presidential campaign are "irresponsible and malicious," TNG President Charles A. Perlik, Jr., has said.

He was responding to statements made Feb. 14 by John T. (Terry) Dolan, chairman of the National Conservative Political Action Committee (NCPAC), as Dolan announced that his organization would launch a $2 million advertising campaign against Mondale's candidacy for the Democratic nomination.

To suggest that TNG representatives' favoring the AFL-CIO endorsement of Mondale has affected the way Guild members cover the campaign "is not only a slander on the integrity of every member of the media but an insult to the intelligence of the public," Perlik said.

How Guild members cover the news "is determined . . . by their own professional standards and the policies of their newspapers," Perlik pointed out. It is the newspaper publishers, not the Guild, "who determine what their editorial writers will say," he said. The public can see for itself on which side newspapers come down editorially, he added.

In announcing NCPAC's campaign against Mondale, to begin with radio, television and newspaper ads in New Hampshire, Dolan charged that "by virtue of the fact that The Newspaper Guild endorsed Mondale," it is in the best interest of reporters and editorial writers "to do everything they can to help him win the nomination and defeat Reagan in November," UPI reported.

NCPAC's radio and newspaper ads mention the Guild by name; its TV ads do not.

The ad campaign will "expose" Mondale's "regular and completely liberal record," Dolan said, alleging that it is not addressed in press reports "because thousands of reporters and editorial writers endorsed Walter Mondale for president," UPI reported.

That assertion by Dolan is "based on a falsehood," Perlik said, noting that TNG cast votes in favor of the Mondale endorsement "as part of the deliberative processes of the AFL-CIO."

TNG's representatives to the AFL-CIO's General Board meeting last fall and to the federation's convention which followed cast the Guild's votes in support of pre-primary endorsement of Mondale.

Several Guild locals and units subsequently dissociated themselves from the actions.

Dolan's NCPAC claimed major responsibility for the defeats in 1980 of six liberal Democratic senators who were the targets of negative ads by NCPAC.

In the 1982 House and Senate elections, however, all candidates who were the targets of similar ads were re-elected or elected.

Proposal seeks 'claws' with teeth

New York—The unaffiliated union that represents the Wall Street Journal's editorial employees isn't sure if its tentative new contract contains its proposed solution to the problem of mice in the paper's Manhattan offices or not.

The Independent Assn. of Publishers' Employees had proposed that "a cat, and maintenance thereof, shall be supplied for editorial rooms and any other rodent infested area."

"At one point in negotiations, one man for management told us we'd 'get it' when negotiations are over, but we're not sure 'it' meant claws," said Eric Frankland, IAPE president. "The language is being written."

Fairness rule bolsters freedom—AFL-CIO

Washington—In practice, the fairness doctrine for the broadcasting industry enhances rather than restricts free speech, the AFL-CIO has told a Senate committee considering a bill that would repeal both it and equal-time requirements.

Consequently, the union federation opposes the measures' repeal, said AFL-CIO Special Counsel Laurence Gold during hearings on a bill by Senate Commerce Committee Chairman Bob Packwood (R-Ore.).

Packwood's bill, backed by the broadcast industry and the American Newspaper Publishers Assn., many of whose members also have substantial broadcast holdings, would repeal requirements that competing candidates get an equal opportunity to present their views on television or radio and that persons or organizations criticized in broadcasts get a reasonable opportunity to reply.

The AFL-CIO's position is based "on hard, practical experience," Gold told the Commerce Committee.

Over the years, unions have found that the fairness doctrine, "though feeble, is the best hope of assuring that commercial television and radio stations air labor's side on controversial issues," especially bargaining disputes and those involving workers' rights, Gold said.

Without such a requirement, he saw nothing to justify the "pious belief" that labor's position will continue to be heard.

Gold challenged the free-speech issue raised by supporters of the Packwood bill, who contend that the "free speech" of the owners of broadcasting stations is restricted if they have to let the other side be heard.

The determining factor, he suggested, is that the government initially selects a broadcast licensee from among applicants competing for broadcast frequencies and then bars all but the chosen licensee from using the assigned frequency.

Meanwhile, the Justice Dept. in mid-January announced its support of a Federal Communications Commission proposal to eliminate the FCC rule that prohibits any person or firm from owning more than seven broadcasting stations.

The seven-station rule was designed to promote diversity of views among broadcast outlets and to prevent undue economic concentration.

In comments filed with the FCC Jan. 19, the Justice Dept. said elimination of the rule would pose no significant competitive risks, in its view.

As of Jan. 1, 1982, 42.6 percent of the VHF and 17.8 percent of the UHF television stations in the nation's top 100 markets were owned by companies that also published newspapers. Thirteen of the 25 largest TV station "groups" had financial interests in newspapers as well.

Ontario board orders payroll data

Windsor, Ont. — Southam's Windsor Star must furnish the Windsor Guild with a listing of the salary of each employee in the Guild's bargaining unit under an order issued by the Ontario Labour Relations Board.

The Dec. 20 ruling marks the first time that a Canadian labor board has ordered a newspaper to furnish payroll information to a Guild local.

Citing two previous rulings involving other industries, the board held that the union, as the bargaining representative of all the employees in the unit, needs to know the salary of each in order to formulate wage and classification proposals and to respond to proposals made by the company. Moreover, it will need the salary information in administering a contract that provides that employees paid above the minimum for their job will maintain their differential above the contractural minimum, the board noted.

The company had argued that informing the Guild of the salary of each employee would breach a confidence.

In one of the earlier rulings on which the board relied—its 1976 DeVilbiss decision—it called it "patently silly" to have a trade union 'in the dark' with respect to the fairness of an employer's offer because it has insufficient information to appreciate fully the offer's significance to those in the bargaining unit."

The Guild currently is in the final stages of bargaining for an initial contract covering the paper's 90-plus editorial department employees. It has entered joint bargaining with the three other unions at the Star on common issues and a conciliation session has been set for Feb. 27-28.

Meanwhile, the board has notified the local that it will be certified as the bargaining representative for the paper's 30-plus circulation department employees. [Guild Reporter, Jan. 27.]

N.Y. Times unit approves coverage pact on 4th vote

New York—New York Times Guild members have approved a negotiated settlement of a unit clarification petition filed by the company nearly six years ago. The vote—665 to 169—was the fourth on proposals to settle the question of continued contract coverage for more than 460 employees.

Under the settlement, the local reported, the jobs of 130 employees will be excluded from coverage by the Guild contract, while 23 others will be given the option of retaining contract coverage as long as they hold their present jobs. The status of another 31 jobs will be determined by the National Labor Relations Board.

The company had petitioned the NLRB to exclude all the disputed jobs as managerial, supervisory, confidential or otherwise exempt under labor board standards.

A May 1982 vote approving a nearly identical proposed settlement was set aside when an objection was raised to the ballot language. Later, in October of 1983, the unit rejected the proposal by a vote of 374 to 289.

Earlier, the unit had rejected another version of a proposed settlement.

AFL-CIO endorses boycott

(Continued from Page 1)

It also listed for boycott CU's children's magazine, Penny Power, its newsletter for consumer activists, Advance Alert, and two new CU books, "Love, Sex and Aging" and the "Consumer Reports Guide to Electronics in the Home."

In addition, the council pointed out, CU legal aid offices are open in a number of cities and a new "Dial Consumer Reports" telephone service is being tested in the Los Angeles area.

Meanwhile, leaders of the Consumers Union Guild Unit reported that management and the union have begun meeting weekly with a mediator from the Federal Mediation & Conciliation Service, but the talks have been fruitless.

Materials explaining the issues in the strike and coupons for CU subscription cancellations have been sent by TNG to all Guild locals for distribution to their members.

TNG President Charles A. Perlik, Jr., also has assigned Eric Geist of TNG's headquarters collective-bargaining staff to advise locals in their efforts to promote the boycott among members and friends of the Guild.

Remember, Please

IT'S ALSO OUR 1ST AMENDMENT!

". . . the right of the people peaceably to assemble. . ."

AFL-CIO

Department of Information
202-637-5010
Murray Seeger, Director
Rex Hardesty, Assistant Director

Recorded Message Service
1-800-368-5744

A reminder . . .

This is one of several ads on the same theme placed in such publications as the Columbia Journalism Review by the AFL-CIO as reminders that unions, too, base their freedom on a provision of the First Amendment to the U.S. Constitution.

CLIP & MAIL

BOYCOTT! **BOYCOTT!**

CONSUMERS UNION, INC.
Rhoda Karpatkin, Executive Director
256 Washington St.
Mount Vernon, N.Y. 10553

Employees of Consumers Union, Inc.—represented by the Newspaper Guild of New York, TNG Local #3, AFL-CIO, CLC—have found it necessary to strike in their quest for a fair and equitable new contract to govern the terms and conditions of their employment.

This gives Consumers Union's employee-relations practices a rating of **"not acceptable"** in my book.

Therefore, you hereby are directed to cancel immediately my subscription(s) to the following publications(s) [title(s) circled] and also to refund immediately to me the unused portion of my subscription payment(s):

Consumer Reports
Penny Power
Advance Alert

I will renew the subscription(s) after the Guild and Consumers Union have concluded a new contract and the Guild has ended its strike against Consumers Union.

Enclosed is one mailing label from each Consumers Union publication to which I have a subscription.

(Name)

(Address)

(City & State/Province)

CLIP & MAIL

Guild is appealing ruling on pensions in Wilkes-Barre

Harrisburg, Pa.—An appeal is being made from a U.S. District Court judge's ruling that approves drastic reduction of pension benefits for Wilkes-Barre Times Leader strikers.

In a Jan. 18 decision U.S. District Court Judge William W. Caldwell upheld the company's inclusion of strike time in computing the final five-year average salary on which the bulk of pension benefits are calculated under a pension plan set up under the Times Leader's former owner.

Acting on a suit filed by six Wilkes-Barre Guild and Typographical Union members who have retired since the strike against the Capital Cities' paper began Oct. 6, 1978, Caldwell dismissed claims that the company's method of computing benefits violated the U.S. Employee Retirement Income Security Act (ERISA).

Nor did the company act "arbitrarily or capriciously" in including unpaid strike time in determing the average salary, Caldwell said, finding that the benefits were calculated "in strict accordance" with the pension plan.

The plan calls for the greatest portion of the benefits to be based on the average of annual compensation in the five-year period "immediately prior" to the participant's 65th birthday or the termination of employment. For longterm employees, this has provided a benefit equivalent to one week's salary per month.

With the strike in its sixth year, under Caldwell's ruling a striker now claiming a pension wold be eligible for only a minimal $100-a-month benefit provided by the plan to all with vested coverage.

ERISA "ensures only a nonforfeitable claim to the benefit not to the benefit itself in any particular amount or to a particular method of calculation," the judge said.

Dismissing agruments of a past practice of excluding other nonpaid strike time from the five-year earnings period, Caldwell said that agreements to do so were part of negotiated settlements of previous strikes.



Presidential exchange

The new president of the Turkish Journalists' Union, Oktay Kurtboke, third from left, and the presidents of two other Turkish unions visit TNG President Charles A. Perlik, Jr., during a tour of the United States arranged by the AFL-CIO's Asian-American Free Labor Institute. Kurtboke, a reporter on his nation's largest daily, Hurriyet, was elected last fall shortly after the military government enacted a press law under which editors and writers can be jailed and publications closed temporarily for articles threatening to national security or offensive to public morality. With Kurtboke are, from left, Gural Ercakir, of the Wood Workers Union, and Ibrahim Ozturk, of the Civil Aviation Workers.

Eugene trims inside sales lag

Eugene, Ore.—The top minimum for classified telephone salespersons will rise to 80 percent of that for outside salespersons under a new agreement between the Eugene Guild and the Eugene Register-Guard. The inside rate had been 67 percent of the outside rate.

From the time of the settlement, early in December, the telephone salespersons' top minimum is raised by $32.40, to $403.40 a week, which is 71 percent of the $568.10-a-week top minimum for outside salespersons. The inside-sales top minimum will rise to 75 percent of that for outside sales on Nov. 4 this year and to 80 percent on Nov. 3, 1985, as the contract expires.

The outside sales top minimum of $568.10 is the product of an $11.10 increase in December under the agreement, which raises most minimums by about 2 percent then. The agreement, which will reopen for wage bargaining on Nov. 4 this year, replaces a contract that expired in October of 1982.

The top minimum for reporters and photographers was raised by $12.05, to $612.80 a week, on Dec. 4, while that for circulation district supervisors rose by $11.35, to $586.80 a week.

A third personal holiday is added, bringing the number of annual holidays to nine.

Night differential is raised to $2.75, from $1 a shift, for each shift beginning at noon or later, and the company's payment to TNG's International Pension Fund is raised to $6.50 a week, up 50 cents.

The settlement, concluded after more than a year of bargaining, reflects the company's adamant stance that wage increases be kept to a minimum given general economic conditions in the region and the high increases produced under the Guild's prior contract. That three-year agreement raised minimums and salaries by as much as $204.25 a week over its term under a 2 percent plus cost-of-living formula. It increased the key editorial top minimum by $195 a week.

Several additional jobs are exempted from contract coverage under the current agreement, and a "call back" guarantee is reduced from four hours, to two hours pay.

Other increases and new top minimums effective Dec. 4 include:

Librarians—Up by $10.35, to $525.60 a week.

Programmers/on-call operators—Up by $11.80, to $603.80 a week.

Clerk typists "A"—Up by $5.45, to $277.70 a week.

Classified counters sales employees—Up by $6.80, to $345.30 a week.

Retired publisher sues over health insurance

Wilkes-Barre, Pa.—A. DeWitt Smith, president of the company that publishes the Times Leader here from the time it was sold by his family to the Capital Cities chain in 1978 until last May, has charged in a law suit that CapCities has failed to pay his health insurance premiums since he retired.

The suit, filed in county court here, seeks an order to compel the publishing company and CapCities to arbitrate the dispute. Action on the suit has been postponed pending outcome of an effort by CapCities to move it to federal court.

The suit quotes a letter from CapCities' top executive stating the firm has "no obligation" for the insurance premiums and that their payment would not be a "proper course of action" for it.

McMichen appeals to Labor Dept.

Washington—Robert S. McMichen, who appeared to have unseated Joe Bingel from the presidency of the International Typographical Union in last fall's ITU elections until the ITU Canvassing Board invalidated the votes in their contest, has appealed to the U.S. Labor Dept. to overturn the board's action.

At the same time, McMichen, who sought the presidency after four terms as an ITU vice president, also asked the Labor Dept. to order him seated immediately as ITU president pending resolution of his first appeal. In doing so, he cited regulations calling for the apparent winner in union elections whose conduct is challenged to hold the office until the challenge is resolved.

According to the canvassing board's tally of the votes in the presidential race, McMichen outpolled two-term incumbent Bingel by 4,920 votes—26,855 to 21,935.

The canvassing board invalidated the election, however, on complaints from Bingel that some local unions had used local funds to aid McMichen's candidacy in violation of federal law. The board cited the ITU's Constitution in ruling that Bingel remain in office pending the outcome of a rerun presidential election. It ordered the ITU executive council to set one to be held "after March 31."

McMichen said he went to the Labor Dept. after the ITU Executive Council failed to act on his appeal to it to overturn the canvassing board's action. Final step for an election appeal under the ITU's laws is to its next convention, not scheduled until September, an unreasonably long time to wait, he asserted.

A Labor Dept. representative said the department has no power of its own to enforce laws governing union elections. If it determines there is validity to a challenge like McMichen's, it must seek an order from a federal court to rectify the situation. He said he could not remember an instance when an apparent winner has not been an incumbent and could not predict how the department might proceed on McMichen's seeking to be seated on the basis of the vote count.

Meanwhile, the entire ITU Executive Council, in its quest for a merger, met with the top officers of the Graphic Communications International Union on Valentine's Day and then met again with Teamsters President Jackie Presser.

In the Teamsters meeting, the latest of several since the ITU's 1983 Convention turned aside a proposal for an ITU-TNG merger, it was agreed that the ITU leaders would meet again with those of the GCIU before continuing to seek resolution of unresolved matters in a draft proposal that would make the ITU part of the Teamsters. Another GCIU-ITU meeting was to be held at ITU headquarters in Colorado Springs late in February or early in March.

AFL-CIO President Lane Kirkland, meanwhile, praised the discussions between the ITU and the GCIU and expressed the hope that more detailed talks will be forthcoming.

In a letter to GCIU President Kenneth J. Brown, Kirkland said a September deadline suggested by Brown is "reasonable and encouraging" since it would permit conventions of each union to act on a merger proposal this year.

Kirkland noted that the GCIU board unanimously has endorsed Kirkland's call for a single union in the publishing industry.

Zink leaving L.A. position

Los Angeles—Linda L. Zink, administrative officer of the Los Angeles Guild for more than six years, is resigning the post at the end of February to become a stock broker.

President of the local at the time she began serving in the administrative position "temporarily" in August of 1977, Zink was re-elected to the office of president in 1978, as well.

Zink was one of 12 members of TNG's Special Merger Committee that negotiated the details of proposed agreements for merger of TNG and the International Typographical Union over a six-year period. (The merger effort was aborted last summer when the ITU's convention refused to endorse the final proposal.)

Winner of TNG's Guild Service Award in 1977, Zink was an officer of the local's Long Beach Press-Telegram unit while working as a reporter for the paper and also served as the local's secretary and sergeant-at-arms.



Linda L. Zink

She will join the brokerage firm of Paine Webber in its Long Beach office March 1.

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New officers' seminar draws 43 participants from 34 Guild locals

(Continued from Page 1)

Guild's history, purposes and policies.

Subsequent sessions over the next two-and-a-half days were devoted to organizing, bargaining, contract enforcement, local administration, interunion co-operation and intra-union communication.

Session leaders included J. William Blatz, TNG director of field operations, Richard J. Ramsey, executive secretary of TNG's Contracts Committee, and Secretary-Treasurer Charles Dale, in addition to Baker.

The evening of the first full day saw sessions on workplace health and safety and on human rights, led respectively by David J. Eisen, TNG research and information director, and Anna M. Padia, TNG human rights co-ordinator.

The final evening, entertainment was provided by Joe Glazer, known as "labor's troubador," who sang and played several union and political songs, old and new, many of his own composition and some with lyrics adapted to the Guild.

Seminar participants were joined by members of TNG's field staff during the final sessions.

First approved by TNG's 1981 Convention, the seminar is designed primarily for new officers of locals without professional staff of their own. Its focus, as provided by the enabling legislation, is on providing the "basic tools" a new local officer most immediately needs to build and lead a strong local.

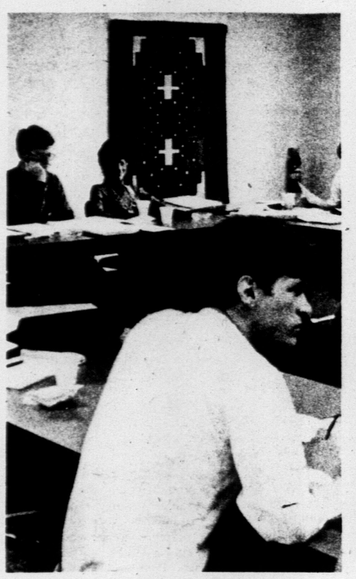
TNG subsidizes, in part, the room, board and travel expenses for one participant from each small local in attendance. This year seven locals sent more than one participant.



Louise K. Tucker, Gary.



Mark Bufkin, Duluth; Mike Hoelscher, Brockton.



Pete Tittl, Bakersfield; Terry Geer, Pueblo; Sandra K. Pearlman, Washington-Baltimore.

Roster of TNG seminarians

Participants in the seminar for new local officers included (alphabetically by Guild local):

Peter F. Tittl, president, Bakersfield.

Denis M. Wolcott, president, Battle Creek.

Walter Cherniak, bargaining committee member, Bristol.

Michael Hoelscher, vice president, Brockton.

Richard Klinczar, finance committee member, Buffalo.

Paul Furiga, Enquirer unit president, and Sheila McLaughlin, Enquirer unit treasurer, Cincinnati.

Martha Kerns, bargaining committee member, Eugene.

Louise K. Tucker, 2nd vice president, Gary.

Eugene Morris, human rights co-ordinator, Robin Scott, president, and Olga Wickerhauser, executive board member, Hampton Roads (Norfolk).

Dallas K. DeLuzio, vice president, Hazelton.

Robert Aronson, treasurer, Hudson County (Jersey City).

John Krerowicz, president, Kenosha.

Patrice Courtney, grievance committee member, Kingston.

Mark Bufkin, vice president, Lake Superior (Duluth).

John Albright, contract committee member, Lansing.

Rosa P. Salter, secretary, Lehigh Valley (Allentown).

Basim N. Shamiyeh, executive committee member, Lexington.

Leroy Montoya, treasurer, Los Angeles.

Stephen K. Krause, president, Lynn.

Patricia S. Hammond, executive board member, Manchester.

Dan Doyle, recording secretary, Memphis.

Evelyn Ryan, president, Mountaineer (Morgantown).

Tony Côté, president-elect, and John Kessel, secretary, Ottawa.

Linda Griffith, vice president, Peninsula (Newport News).

Elaine Hopkins, vice president, Peoria.

Terry Geer, secretary, Pueblo.

Laurie Bennett, executive committee member, Rochester.

Greg Patterson, vice president, and Diana Redmond, shop steward, Rockford.

Jo Stewart Lennox, executive board member, and Max W. Wininger, Jr., president, Salem.

Laura A. Lambeth, president, and Jim Steinberg, treasurer, San Antonio.

Sandra K. Pearlman, local representative, Washington-Baltimore.

Doug Firby, president, Windsor.

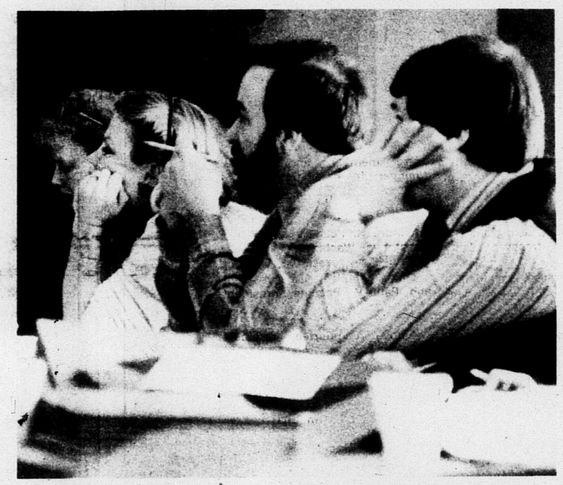
Linda Beaulieu, vice president, and Paul V. Palange, president, Woonsocket.

Sam Mirto and Jack Ralston, executive committee members, Youngstown.

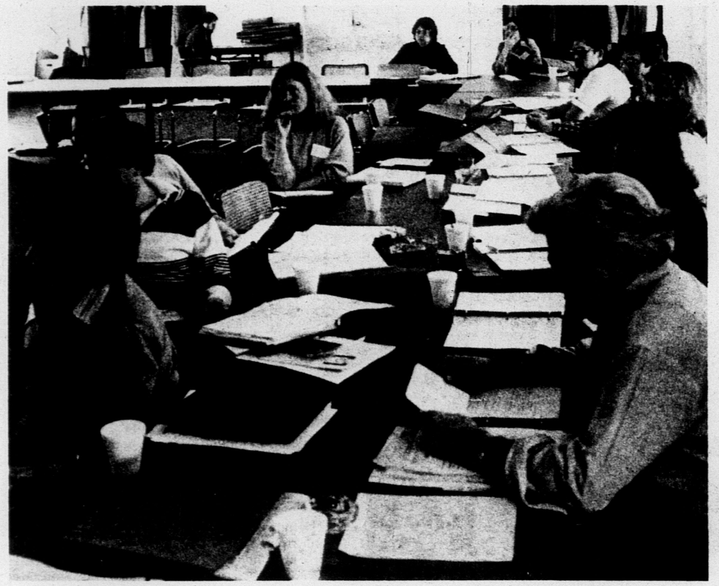
Photos by Jim Griffin, Federation of Guild Representatives.



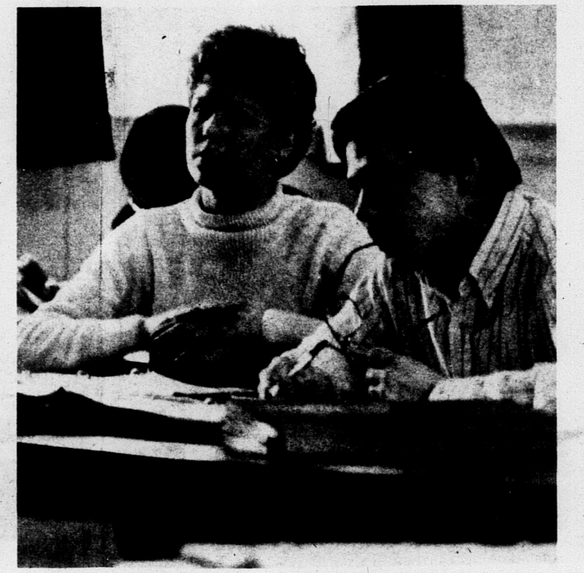
Tony Côté, Ottawa; Max W. Wininger, Jr., Salem; Dan Doyle, Memphis.



Patricia S. Hammond, Manchester; Jo Stewart Lennox, Wininger, Salem; Steve Krause, Lynn.



One of first morning's sessions dealt with leadership, program, participation, communication.



Sheila McLaughlin and Paul Furiga, Cincinnati.

NIOSH urged to investigate birth abnormalities' cluster

New York—There were abnormal results in half the 48 pregnancies during the last four years among women who work on VDTs at United Airlines' reservation center in San Francisco and the National Institute for Occupational Safety & Health has been asked to investigate.

On the advice of "9 to 5, National Assn. of Working Women," a group of the United employees asked the federal agency to immediately investigate their work area, including the electronic equipment they use.

The employees' action was announced to a press conference here Feb. 16 by Karen Nussbaum, 9 to 5's executive director and president of District 925 of the Service Employees Union. The press conference was called also to report on other complaints gathered on the "VDT Hotline" that 9 to 5 operated for six months last year and via a follow-up survey of persons who called the hotline.

Of the 48 pregnancies among the airline's VDT operators in San Francisco during the period beginning in 1979, problems were associated with 24, Nussbaum said. These included 15 miscarriages, two premature births, two children born with defects, one still-born and another child who died soon after birth.

Some 300 employees, most of them women, work eight to ten hours daily on video display terminals at the San Francisco reservation center, Nussbaum said.

In addition, 9 to 5 reported that its survey of VDT operators brought reports of multiple incidences of birth abnormalities among employees working on VDTs at 15 other sites.

These latest reports of possible clusters of birth abnormalities coupled with earlier confirmed reports of eight other clusters among VDT operators in the U.S. and Canada makes it "impossible and irresponsible to dismiss this situation without more study," Nussbaum said.

She called for NIOSH to begin a comprehensive study of the relationship between reproductive problems and VDT work and urged the government to provide adequate funding for the project.

"Every possible cause of the unexplained pregnancy problems must be looked at closely and solutions found; possible paternal effects . . . must be included," Nussbaum said.

She also urged NIOSH to establish a "national tracking system" to study patterns of health problems associated with working on VDTs and to recommend solutions to the problems.

While there is "little controversy" that millions of employees working at VDTs "suffer daily from vision problems and back and muscle strain and from a near epidemic of stress-related diseases," there is also "little relief," Nussbaum declared.

More than half of the VDT operators responding to 9 to 5's survey reported that they experience frequent eye strain, exhaustion and/or muscle pain. While noting that the respondents were "self-selected," Nussbaum called the results "truly frightening."

Questionnaires were sent to some 6,000 persons who called the hot line during its six months of operation. Responses were received from 873 VDT operators.

Of 206 of the respondents who reported that they had been pregnant since beginning to work on a terminal, only 31.6 percent reported a "normal, full delivery," 9 to 5 said.

Excluded from that category were 24 respondents who had undergone caesarian deliveries. Included were 15 pregnancies terminated by therapeutic or elective abortions.

Miscarriage was reported by 63, or 30.6 percent, of the 206 who had been pregnant. Major birth defects were reported by 14, or 6.8 percent, and minor birth defects by 4, or 1.9 percent. Five stillbirths also were reported.

"Normally, between 10 and 20 percent" of pregnancies end in miscarriage, and major birth defects occur at a rate of 2 to 3 percent, 9 to 5 said.

It also called on the manufacturers of electronic equipment and employers to take steps to ensure safer working conditions.

Arbiter sees shunning VDTs as reasonable

Vancouver—A reporter for the Vancouver Province acted reasonably when she decided not to work at a video display terminal during pregnancy, an arbitrator has held, pointing to the uncertainty that persists about whether the machines emit radiation at levels that may cause birth abnormalities.

While no "causal link" between work at a VDT and birth difficulties has been demonstrated, "neither has it been shown conclusively that VDTs are harmless to unborn children," arbitrator Gabriel M. Somjen said in a Jan. 23 decision.

At the same time, however, Somjen found that the company, too, had acted reasonably when it transferred the reporter, Jan O'Brien, from her city hall beat to a researcher's position, rather than accept her offer to type or dictate her copy. [Guild Reporter, Jan. 13, "VDTs and babies—apprehensions persist."]

The Vancouver-New Westminster Guild, however, has asked the British Columbia Labour Relations Board to overturn this part of Somjen's ruling, citing his reliance on self-elicited evidence that an increase in the amount of copy requiring retyping could lead to a jurisdictional dispute between the Guild and the Typographical Union. The Guild contends that Somjen relied on this theory in reaching his decision while failing to consider evidence that the Guild had offered to the contrary.

The Guild had argued that management of the Southam paper had acted unreasonably by refusing to accept O'Brien's offer of filing her copy in typewritten form or dictating it over the telephone.

Upon determining that she was pregnant, O'Brien also had proposed to continue working on a VDT if it could be effectively shielded to prevent any emissions of both very low frequency (VLF) and extremely low frequency (ELF) radiation.

The company was unable to meet O'Brien's conditions for continuing to file copy electronically, the arbitator pointed out, because of the absence of appropriate testing equipment and of any standard of acceptable emissions levels if tests could be performed.

Having an agreement with the Guild that pregnant employees normally working on VDTs are to be given the option of transferring to work away from the terminals with no reduction in pay during pregnancy, the company offered O'Brien a researcher's position at the same time it offered to provide her a lead apron to wear if she opted to continue her regular city-hall beat.

Given those options, O'Brien moved to the researcher's position and the grievance was initiated.

Somjen dismissed Guild arguments that the company had violated the contract's prohibition against altering the duties or working conditions of a pregnant employee without her consent or penalizing an employee because of pregnancy. The company "is quite prepared" to permit O'Brien to perform her work without alteration, Somjen said. While the company has agreed that pregnant employees may remove themselves from work involving the use of VDTs, "it is not the employer who is altering the working conditions but rather the employee," he ruled.

Somjen called on the Guild and the company to seek acceptable testing mechanisms and standards for VLF and ELF radiation as a means of avoiding future problems. He noted that as hearings on the case were concluding it was suggested that appropriate testing facilities would soon be available in British Columbia.

Antiques buyer okays pact

New York—With a tentative agreement to buy Antiques magazine, Brant Publications has agreed to continuation of the New York Guild's new one-year agreement with the magazine.

The new contract raised minimums and salaries by 6 percent from Oct. 1. It took the top minimum for associate editors, and the assistant advertising sales manager up by $49.35, to $872.20 a week.

The top minimum for assistant editors and senior advertising designers was raised by $39.60, to $699.25 a week, and that for secretaries and advertising clerks went up $31.80, to $561.40 a week.

The top minimum for the contract's highest classification, senior associate editor, was raised by $57.40, to $1,014.05 a week, but the position currently is unfilled.

The top minimum for mail-file clerk was raised by $25.75, to $455.05 a week.

Reporting statute ignored, Congress told

(Continued from Page 1)

National Labor Relations Board or interpretations of labor law.

McDonald told the subcommittee that consultants also have been used to thwart a collective bargaining agreement after workers have voted for union representation.

Polly Connelly, organizing coordinator of four regions for the Auto Workers, detailed a series of campaigns in which employers using consultants were found by the NLRB to have been guilty of widespread unfair labor practices. Despite repeated prodding from the UAW, however, she said, the Labor Dept. refused to compel the offenders to file disclosure reports.

One such case involved the role of a consultant firm in what an NLRB administrative law judge termed the "virulent hostility to unionization" at the Japanese-owned Kawasaki motorcycle plant in Lincoln, Neb.

Connelly said a field investigation by the regional office of the Labor-Management Services Administration found seven instances of reportable conduct by the law firm. But after the change of administration, the Labor Dept. concluded there was no cause for action. A federal judge ruled last December in response to a UAW suit that the Secretary of Labor has "absolute discretion" over enforcement of the law. The union is appealing the decision.

Connelly found it "ironic" that while Kawasaki and its consultants were refusing to file disclosure reports, "they went to the Dept. of Labor and received copies of reports the UAW had filed and used them in the campaign. . . . I simply don't understand why we have to file these reports but employers or their consultants do not."

In another case, an NLRB judge's decision in 1981 specifically cited both the Formaloy Corp., at Peoria, Ill., and its hired consultant for serious unfair labor practices, Connelly testified. The union prodded the Labor Dept. on the lack of employer or consultant reports. While the department "finally opened a case file in September 1983, it has done little else in response to our complaint."

Connelly noted that the president of Formaloy, James Thomson, has been appointed by President Reagan to a post with the Small Business Administration and his wife also received a presidential appointment.

Melinda Branscomb, an attorney for the Paperworkers, testified to the runaround she got in trying to find out why an Evansville, Ind., hospital and the consultants it had hired to combat the union's organizing drive, had not filed disclosure reports.

Last April, she said, the union asked the Labor Dept.'s regional office in Chicago to investigate the failure to file. If anything has ever been done, she is not aware of it. In repeated follow-up queries, Branscomb said, "the department gave me eight different reasons for not enforcing the law against companies and company consultants," including the assertion that it was "national policy" to step up investigations of unions and spend less time investigating management violations.

Attorney James I. Singer and Robert Miller, the business agent of Local 1 of the Electrical Workers in St. Louis, detailed a two-year effort to compel the filing of a report from a management consultant firm that—according to an employer report—was retained "to foster an environment whereby the employees would no longer feel they needed a union." The consultant firm also prepared a decertification petition and advised employees on the procedures for filing it, the employer acknowledged.

Again, the union's prodding has brought no action by the Labor Dept. to achieve compliance.

Con O'Shea, special representative of the AFL-CIO Building & Construction Trades Dept. and a vice president of the Plasterers, testified to his experiences in trying to compel reporting by a California labor relations consultant whose anti-union role in the construction industry was well documented.

O'Shea and building trades attorneys began the effort to get the Labor Dept. to enforce the reporting law against the consultant in late 1979, and the department did conduct investigations and requested information about reportable activities. But when the consultant refused voluntary compliance, the department did not get around to bringing a suit until last March.

Even then, it refused to allow the building trades to intervene in support of the suit, contending that the Labor Dept. would adequately protect whatever interest the unions might have in enforcement of the law.

The suit was initially dismissed for lack of prosecution, although later reinstated, O'Shea testified.

"In any event," he said, "the most notorious labor consultant in Southern California has defiantly ignored the reporting requirements with impunity for at least five years without penalty." Further, the prospects for successful prosecution have been diminished "because much of the evidence has become stale due to the Labor Dept.'s delinquent investigation and enforcement efforts."

AFL-CIO News Service

Failure to enforce reporting rules deliberate, Congressional study says

Washington — The Labor Dept.'s indifference to reporting and disclosure violations by management consultants results from a deliberate policy decision by the Reagan administration, a congressional staff study has revealed.

The report, requested by Chairman William L. Clay (D-Mo.) of the House Subcommittee on Labor-Management Relations, found the cutback in enforcement "so substantial that it approaches abandonment of the program."

Under an administration policy directive, the Labor Dept.'s Office of Labor-Management Standards spends 93 percent less than it did in 1980 for enforcement of management reporting requirements even though the agency's appropriations have been increased by 20 percent, the report notes. Nearly all its funds these days go to investigate union elections, audit union financial reports and conduct other investigations of unions.

The staff report includes the text of a 1982 memorandum providing "policy guidance" on employer and consultant reporting cases. The memo was signed by Ronald J. St. Cyr, the deputy assistant secretary overseeing the program. His boss was Donald Dotson, then an Assistant Secretary of Labor and now chairman of the National Labor Relations Board.

St. Cyr said cases in which consultants had only "indirect contact" with workers, by operating through supervisors, should be closed because they involve "contested" legal theories.

Further, St. Cyr said, "cases that have been opened on a basis other than a complaint should be closed."

The subcommittee staff noted that 100 pending cases against employers or consultants were closed because they hadn't been initiated by a complaint, even when "field investigations had documented violations of the law."

In programs aimed at possible union misconduct, however, the subcommittee staff noted, most cases were initiated without a formal complaint. "It is only for investigations directed at employers and consultants that investigators are confined to responding to complaints," the study found.

At one time, the Labor Dept. looked at NLRB records as a productive source of information about the role of consultants in trying to keep workers from choosing union representation, but it no longer does so. Instead, an inter-agency agreement now provides that the NLRB will provide the Labor Dept. with data about newly certified unions so it can "ensure immediate compliance" by these unions with their reporting and disclosure obligations.

The subcommittee staff pointed also to the sharp decline in new cases involving management reporting obligations—from 350 in 1980 to 90 in 1981, 39 in 1982 and 28 in 1983.

"In summary," the report concluded, "the employer and consultant reporting law is not being enforced by the Dept. of Labor. The department has abandoned an even-handed approach to enforcing the law against unions, employers and labor consultants. As a result, non-compliance is widespread and the department has frustrated the Congress' intent that labor-management relations be conducted in the open."

Report launches hurry-up action

Washington—The Labor Dept. has begun more closely checking the reports employers are required to file with its Office of Labor-Management Standards Enforcement (LMSE), the office's director told a House subcommittee Feb. 8.

Since when? he was asked.

"Frankly, the day before yesterday," said Richard G. Hunsucker, LMSE director. That was the day the subcommittee released a staff report accusing the LMSE of practically ignoring employer and consultant reports.

Nestle boycott is suspended

Washington—The Infant Formula Action Coalition has suspended its boycott of Nestle products, INFACT announced here Jan. 26 jointly with Nestle and the International Nestle Boycott Committee.

The 6½-year boycott was in protest of the company's infant-formula marketing policies in the so-called Third World and had been endorsed by TNG.

Key up $95, to $586, in Waukegan accord

Waukegan, Ill.—Key editorial top minimums in the Chicago Guild's contract with the Waukegan News-Sun are raised by $95.40, to $586.65 a week, in a new three-year contract.

The increase comes in three increments, with the first, $31.40 a week, retroactive to last March 1, taking the top minimum for reporters and photographers to $522.65. Additional increases of $31.35 and $32.65 come on March 1 this year and next.

The minimum for experienced copy editors is raised by the same amounts, to $591.65 a week. An experience-based schedule of minimums is added for copy editors, with a starting minimum of $307.97 a week—$5 above the starting minimum for reporters—rising to $345.10 a week over the contract's term.

An "agency shop" clause also is added to the contract. It requires full-time employees covered by the contract to be members of the Guild or to pay the Guild the equivalent of dues.

The mileage rate for employees using their own vehicles on company business is raised by four cents, to 24 cents a mile, over the contract term.

Other increases and resulting new top and flat minimums include:

Librarians—Up by $71.79, to $441.09 a week, in increments of $23.64, $23.58 and $24.57.

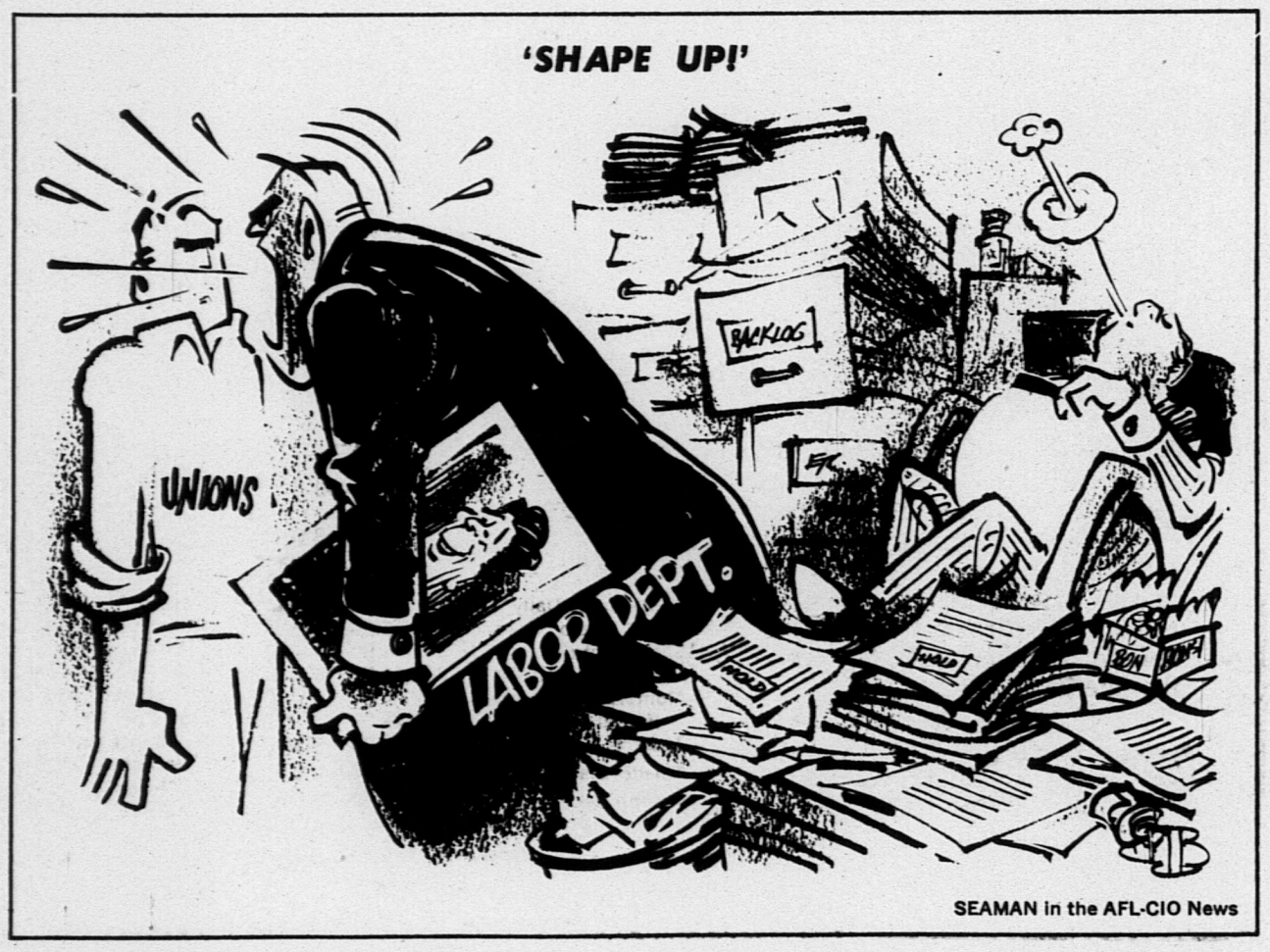
Clerk-Typists—Up by $53.77, to $330.37 a week, in increments of $17.70, $17.66 and $18.41.

Move against reporter protested

Washington—TNG has protested the Reagan administration's expulsion from the country of the reporter who has been covering the United States for the government-run Cuban news agency.

The State Dept.'s seeking to require Canadian Robert Rutka to leave the country because he had not obtained a special license for dealing with an "enemy nation" is "offensive to the concept of press freedom," TNG President Charles A. Perlik, Jr., wrote to Sec. of State George P. Schultz.

TNG has opposed licensing of the press throughout the hemisphere, Perlik said, noting that the U.S.'s action is contrary to the principles it espouses.



SEAMAN in the AFL-CIO News

Survey of journalism grads finds $215 median to start

Princeton, N.J.—The median starting salary for 1983 journalism graduates who took jobs with daily newspapers was $215 a week, according to a survey of the year's undergraduate class conducted by the Dow Jones Newspaper Fund.

The median starting minimum for reporters and photographers under Guild contracts with U.S. daily newspapers in effect June 1, 1983, by contrast, was $295.50 a week.

The $215 median weekly starting salary reported by survey respondents with jobs on dailies was $5 lower than that reported by 1982 graduates. The Guild's median starting reporter minimum for June 1983 was $12.96 higher than a year earlier.

While more openings for the 17,700 graduates who had concentrated on journalism and mass communications studies were found on newspapers and news services than in any other media field, there were two and a half serious applicants among the graduates for each of the news jobs filled, the study showed.

The Fund surveyed 962 of the 1983 graduates and received responses from 572 of them, a response rate of more than 59 percent.

Half of the 1983 graduates had been hired in media-related work by fall, while fourteen percent had found jobs with newspapers and news services.

About 6 percent of the graduates took jobs with television stations and a similar number found jobs in radio. Openings in public relations work were filled by 7 percent of the graduates and another 7 percent were hired by advertising agencies.

The median starting salary for those who took broadcasting jobs was the same as that found on newspapers—$215 a week. The highest median starting salary, $255 a week, was reported by the graduates hired in public relations work.

The median starting salary reported by those hired in advertising was $245 a week.

About 13 percent of the graduates were without work four months after graduation. The other 37 percent had taken jobs in other fields or enrolled in graduate school.

The survey showed that 16 percent of the minority graduates in 1983 were hired by daily newspapers, up from 10 percent in 1982.

Thomas E. Engleman, the Fund's executive director, cautioned against placing too much significance on the apparent increase in minority hiring, however. The schools from which students are surveyed change each year and the number of minorities responding is small, Engleman told "presstime" magazine. He said 9.8 percent of this year's responses came from minorities.



IT'S ALWAYS
TOP O' THE MORNIN'
WHEN YOU BUY
UNION LABEL

Union Label and Service Trades Department, AFL-CIO

TYPWTR? It does compute(?)

"For the computer buff who has everything," there now is a program that lets the computer operate like a typewriter, according to the Business Computer Digest.

It is called "TYPWTR," costs about $30 and "requires a CP/M 2.x operating system with 48 K and a printer that will backspace and do a carriage return with a line feed," the newsletter reports in its December '83 issue, concluding:

"Maybe you should buy a typewriter."

Experience credit ordered for past sales work

San Francisco—A telephone salesperson should have been credited with more than a year's experience on being hired by the San Francisco Newspaper Agency an arbitrator has ruled, awarding more than $4,000 in back pay.

The arbitrator, Daniel J. Dykstra, found that the grievant had acquired "a significant background in telephone sales" while working for an electronics firm and an equipment company.

Although his previous telephone sales experience had spanned a period of more than four years, Dykastra concluded, admittedly "perhaps somewhat arbitrarily," that more than a year's experience credit was appropriate given differences in the work.

The San Francisco-Oakland Guild had argued that the grievant should be credited with more than three years of experience under its contract with the newspaper agency, which performs the commercial and production functions of the San Francisco Chronicle and Hearst's Examiner. That agreement requires that newly hired employees receive experience credit for "comparable work in the same line of employment."

It sought less than full credit for the grievant's previous experience since his work with the other companies had included unrelated duties.

The company, on the other hand, had argued that it had acted properly in slotting the grievant at the entry level, citing his lack of experience in operating a video display terminal, in composing, editing or laying out an ad, as well as abbreviating words and verifying ads.

Conceding merit in some of the company's arguments, Dykstra said he had recognized those issues in fashioning his award. Some of the items the company raised, however, "involve technical matters which can be picked up in a very short time" and "others, such as verification, involved the application of common sense," he said.

The contract calls for experience credit for comparable, not identical work, he said, noting that at the time of employment the grievant had "a significant background in telephone sales . . . experience in establishing rapport with members of the public in a commercial setting via telephone."

$426 Maui top leads tally of clerk minimums

A TOP MINIMUM of $426.34 a week for clerks covered by the Hawaii Guild's contract with the Maui News leads a list of clerk top minimums under 106 Guild contracts with daily newspapers in the United States, Canada and Puerto Rico in effect on Feb. 1.

Included on the table, compiled by TNG's Collective Bargaining Dept., is the lowest top minimum for a clerical job covered by each contract.

The lowest clerk top minimum exceeded $350 a week in nine of the contracts. In 38 of the contracts it was more than $300 a week.

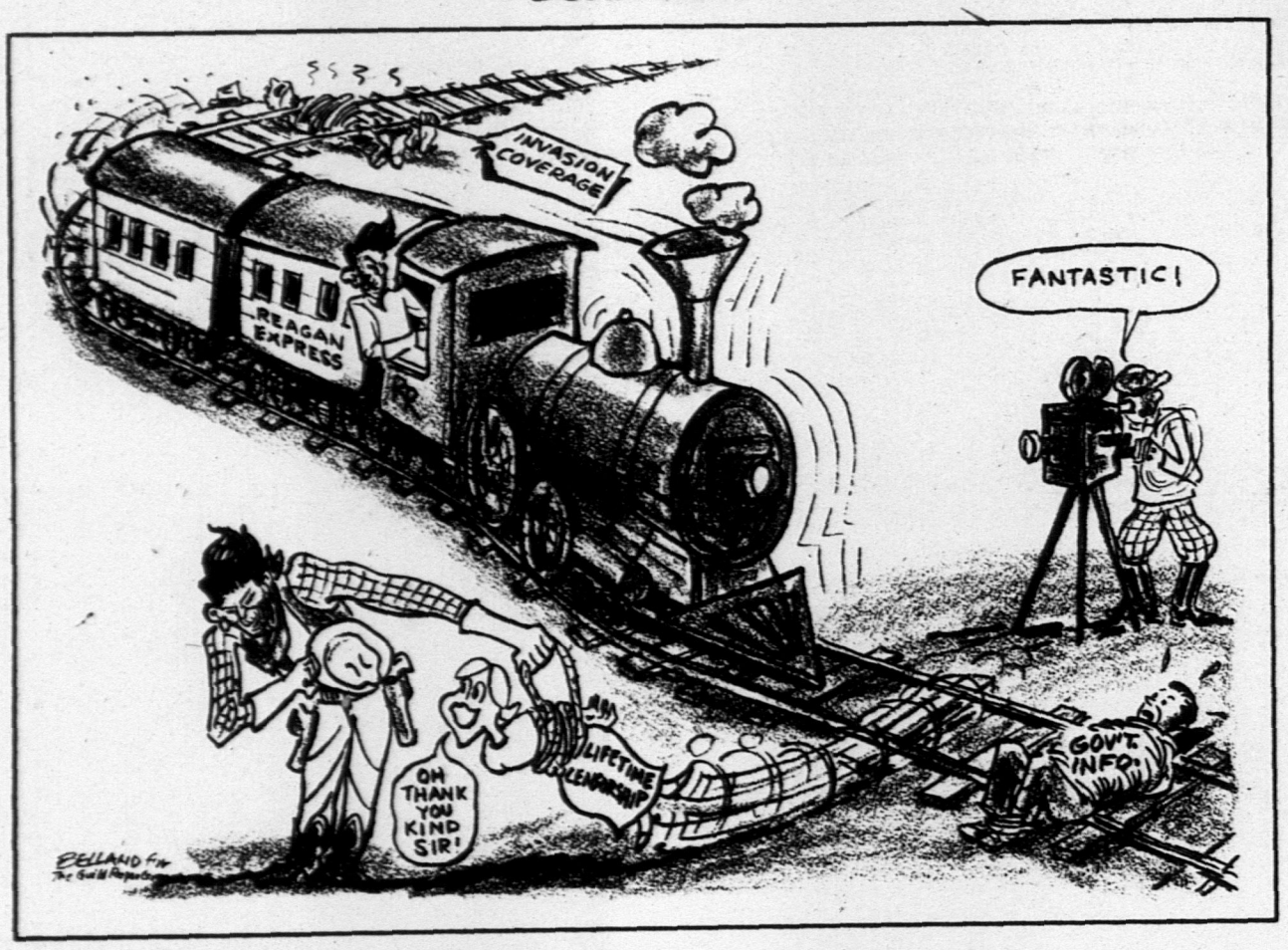
In 35 of the contracts the lowest clerk top minimum fell between $250 and $299.99 a week and in 24 contracts it was between $200 and $249.99.

This table does not include the results of settlements since Feb. 1 nor deferred increases effective in the interim.

	Minimum	After
Maui (Hawaii) News	$426.34	3 yrs.
Montreal Gazette	390.00	2 yrs.
Hilo (Hawaii) Tribune Herald	380.93	1¼ yrs.
Manchester Union Leader	379.55	3 yrs.
Victoria Times-Colonist	379.12	2 yrs.
Vancouver Sun and Province	376.13	1 yr.
Ottawa Citizen	371.95	2 yrs.
Detroit Free Press	371.61	4 yrs.
San Mateo Times & News Leader	363.16	3 yrs.
New York Times	348.22	2 yrs.
Brantford Expositor	338.55	1½ yrs.
San Jose Mercury-News	336.07	2 yrs.
Woodbridge (N.J.) News Tribune	335.88	3 yrs.
Long Beach Press-Telegram	335.65	3 yrs.
Pittsburgh Post-Gazette	330.00	3 yrs.
San Francisco Chronicle and Examiner	328.90	2 yrs.
Toronto Star	328.81	3 yrs.
Cincinnati and Kentucky Post	328.67	3 yrs.
Seattle Post-Intelligencer	324.75	3 yrs.
Royal Oak Tribune	322.31	1 yr.
New York Post	*322.30	3 yrs.
New York News	320.60	3 yrs.
San Diego Union and Tribune	319.11	3 yrs.
Sacramento Bee	316.87	3 yrs.
(Mt. Clemens, Mich.) Macomb Daily	316.85	2 yrs.
Akron Beacon Journal	315.00	2 yrs.
Sacramento Union	314.88	2 yrs.
Chicago Sun-Times	314.59	3 yrs.
Monterey Peninsula Herald	314.00	3 yrs.
Tacoma News Tribune	313.50	2 yrs.
Toledo Blade	312.54	2 yrs.
Toronto Globe & Mail	309.93	2 yrs.
Detroit News	307.91	3 yrs.
Cleveland Plain Dealer	307.75	3 yrs.
Boston Herald	306.50	3 yrs.
Delaware County (Pa.) Times	304.49	4 yrs.
Stockton Record	304.42	4 yrs.
Minneapolis Star & Tribune	304.00	4 yrs.
Providence Journal and Bulletin	297.50	2 yrs.
Waukegan News-Sun	294.30	flat
Oakland Tribune	294.17	2 yrs.
Kingston Daily Freeman	293.40	3 yrs.
Woonsocket Call	293.16	3 yrs.
Baltimore Sun and Evening Sun	293.00	3 yrs.
Wilmington News and Journal	292.42	3 yrs.
Lynn Item	291.35	2 yrs.
Seattle Times	290.75	2 yrs.
Denver Post	289.00	3½ yrs.
Oshawa Times	287.16	2 yrs.
Salem (Mass.) News	286.77	2 yrs.
Honolulu Advertiser and Star-Bulletin	286.27	1½ yrs.
Great Falls Tribune	285.00	4 yrs.
Denver Rocky Mountain News	284.00	3 yrs.
Philadelphia Inquirer and Daily News	284.00	4 yrs.
Erie Times and News	283.97	2 yrs.
Hamilton (Ont.) Spectator	282.00	2 yrs.
Washington Post	279.40	2 yrs.
Eugene Register-Guard	277.70	4 yrs.
Portland Press Herald and Express	276.82	3 yrs.
Gary Post-Tribune	272.88	2 yrs.
Sheboygan Press	271.67	3 yrs.
Sudbury Star	270.08	3 yrs.
St. Louis Globe-Democrat	268.14	3 yrs.
St. Louis Post-Dispatch	268.14	3 yrs.
Fall River Herald-News	267.61	2 yrs.
Pawtucket Times	263.70	2 yrs.
St. Paul Pioneer Press and Dispatch	263.56	1 yr.
Harrisburg Patriot and News	261.72	2 yrs.
Yakima Herald-Republic	255.75	4 yrs.
Brockton Enterprise	255.44	2 yrs.
Kenosha News	255.00	5 yrs.
Peoria Journal Star	253.00	2 yrs.
Buffalo Evening News	250.49	3 yrs.
Massillon Independent	247.89	3 yrs.
York Daily Record	247.05	3 yrs.
Joliet Herald-News	246.51	3 yrs.
Memphis Commercial Appeal	245.25	2 yrs.
Allentown Call	238.80	2 yrs.
Norristown Herald	238.50	4 yrs.
Youngstown Vindicator	235.95	2 yrs.
Columbus Dispatch	233.26	3 yrs.
Lexington Herald-Leader	233.00	4 yrs.
Lowell Sun	231.86	2 yrs.
Waterbury Republican	227.52	1 yr.
Tonawanda News	225.10	4 yrs.
Scranton Tribune	223.10	flat
Battle Creek Enquirer & News	222.00	3 yrs.
El Vocero (San Juan)	222.00	2 yrs.
Malden News, Medford Mercury and Melrose News	221.00	2 yrs.
Pueblo Chieftain and Star-Journal	216.00	1 yr.
Columbus Citizen-Journal	214.00	1 yr.
El Mundo (San Juan)	212.00	4 yrs.
Canton Repository	209.54	3 yrs.
San Antonio Light	204.31	2 yrs.
San Juan Star	204.00	4 yrs.
Pottstown Mercury	203.25	flat
New Brunswick Home News	202.20	1 yr.
Chattanooga Times	197.32	4 yrs.
Knoxville News-Sentinel	194.00	3 yrs.
Albany Times-Union and Knickerbocker News	192.00	2 yrs.
Utica Press and Observer-Dispatch	185.00	4 yrs.
Duluth News-Tribune & Herald	178.00	1 yr.
Monessen Valley Independent	175.00	1 yr.
Terre Haute Tribune	172.70	2 yrs.
Scranton Times	170.00	flat
Morgantown Dominion Post	159.18	2 yrs.

* $364.30 for persons hired before June 12, 1981.

DUAL ROLE



'AMERICA BACK . . . STANDING TALL'

Great communicator or obfuscator? Reagan's rhetoric muddles issues

By Ben Albert
Washington-Baltimore Guild

This is reprinted from "Memo from COPE," the newsletter edited by Albert for the AFL-CIO's Committee on Political Education and published monthly as a supplement to the federation's weekly tabloid, the AFL-CIO News.

WHICH IS Ronald Reagan, Great Communicator or Great Obfuscator?

The president submits his annual budget message. In it, he tells the nation: "We are well on our way to sustained long-term prosperity without runaway inflation . . . a result of a program I proposed three years ago. . . ."

Nowhere in the message is there mention of the millions of workers (30 million individual workers, as a matter of fact) who suffered one or more episodes of unemployment along the way, many as a consequence of the Reagan program; nor of the millions of working poor and other needy deprived of vital life-sustaining services like food and health care.

Nowhere is there mention of Reagan's ocean of red ink, record-setting deficits which even many of his own advisers and supporters are honest enough to admit threaten massive economic grief in the years ahead.

IS HE communicating or obfuscating? Communication clarifies; obfuscation muddies.

He said in his State of the Union message that "America is back" and we are "standing tall."

What do these words mean? Are we back *from* somewhere? . . . *to* somewhere? . . . *of* somewhere?

To whom are we standing tall? There is nothing recent to suggest we're standing any taller than before among our allies or our adversaries.

Is he communicating or just throwing around nice-sounding phrases that conceal reality?

In a recent speech to an industry association, Reagan lashed critics who charge his economic policies favor the rich and the corporations. A strong case can be made for this simply—but not only—on the basis of his tax cuts.

How does he respond? "I for one have no trouble with the profit motive," he says. "With freedom and the profit motive, we have achieved greatness."

Who attacked the profit motive? Not one of the candidates seeking the Democratic presidential nomination. Not one spokesperson or leader of either party in or out of office. Not the labor movement, the environmentalists, the women's movement, nor any other group opposing his policies and his re-election.

He brought it up. *He* set up the straw man for an easy knockdown.

A Great Communicator or a Great Obfuscator?

Reagan looks out at his fellow Americans from the TV screen repeatedly and tells us the huge deficits occurring under *his* leadership really are because of all the "tax and tax, spend and spend Democrats" who occupied the White House and/or Congress the 50 years before he arrived.

It's Reagan's program, not the Democrats, that drained $750 billion in revenues from the Treasury over a three-year period and ballooned Pentagon spending, creating an authentic budget crisis.

REAGAN, WITHOUT blushing or batting an eye, tells us: "If you look back over the years, you will find that they (Democrats) aren't tax-cutters at all. The tax-cutting that has been done has been done by the Republican Party."

He should read his own speeches. As a presidential candidate and early in his tenure, he often cited John F. Kennedy's tax cuts as a model for his own policy. The fact is tax cuts have occurred over the past two decades under presidents of both parties, usually while Congress was controlled by Democrats.

With such patently false statements, is he clarifying issues, or muddling them? . . . communicating or obfuscating?

Reagan forever denies that anyone has been hurt by his economic policies or by his severe social program cuts.

Recently, however, he said: "Actually, if there *are* individuals who suffer from our economic program, they are people who have been dropped from various things like food stamps because they weren't morally eligible for them. . . ."

Millions of needy adults and children have had food aid or health care taken away or reduced under Reaganism. Was it because they were not "morally eligible?" What's next? Laid-off workers denied unemployment compensation because they're not "morally eligible?"

With throw-away lines like that, is he a communicator or an obfuscator?

IT IS TRUE that Ronald Reagan delivers a speech with seeming sincerity and great professionalism, and he comes up with some good one-liners.

But what's their use—and their effect—if they don't clarify, if they're inaccurate or incomplete, if they misrepresent reality?



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

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

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

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

Middle-Atlantic District Council, spring meeting, April 28-29, Albany.

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.

52nd Annual TNG Convention, June 24-28, 1985, Pittsburgh.

Editorial

Reagan repentant?

Reportedly President Reagan is backing away—at least for now—from the parts of his administration's efforts to reduce the flow of information from the government that most recently have elicited the loudest objections.

Specifically he has decided against trying to enforce after April 15 that part of his executive order of last March authorizing widespread use of lie detector tests of government employees and contractors in search of sources of unauthorized disclosure of information considered sensitive and that part of the order requiring more than 100,000 government employees to sign pledges to submit for their entire lifetimes their speeches, articles and books to the government for prepublication clearance. (Senate action blocking the order's implementtion expires April 15. Hearings on extending the action are due soon.)

Reagan's retreat was announced by his press representative, Larry Speakes, at a White House briefing on Feb. 15, according to Editor & Publisher magazine. Instead the White House will seek to develop a bipartisan solution to what it sees as "the problem of safeguarding classified information" because the president believes there currently are "insufficient protections" and that national security therefore is in constant jeopardy. The aim reportedly is a system that simultaneously will guard secrets and individual rights.

Does all that mean that this administration and its leader have seen the light on open government and the First Amendment?

We wish we could believe that, but there are too many factors working against such a conclusion.

For one thing, the retreat from the lie-detector and censorship orders came astonishingly soon after Mr. Reagan formally announced that he is a candidate for re-election. Too cynical? The hue and cry the orders have raised have been especially loud from the realms of the nation's publishers. (Even from Herb Klein, editor-in-chief of the Copley chain, White House communications chief under Richard M. Nixon and informal advisor to the Reagan administration.) No sense keeping the publishers' feathers ruffled. Unruffled they can be counted on to support Mr. Reagan's re-election by an overwhelming majority.

Even more importantly, however, there remain all the other moves by this administration to restrict public information to that which this administration decides the public needs to know, cloaking all the closed doors in "national security." For example:

Administration-backed bills to restrict the scope of the Freedom of Information Act are still there.

So is the administration's order, early on, reversing the whole basis for classifying and declassifying information. Instead of having to justify classification, declassification has to be justified.

Maybe we are too cynical. Maybe the president has another reason altogether for backing away particularly from his censorship order. Maybe he figures he'll be an ex-president next January and it'll be time for him to head for the publishing houses, manuscripts in hand. Maybe he doesn't want to have to clear them with his successor first?

The Guild Reporter

CALM ACPS

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

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