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Protests continue, Reagan raps S. Africa

Perlik, local president are arrested

Washington—Nearly three weeks after civil rights activists and labor and congressional leaders began a series of daily demonstrations at South Africa's embassy here in protest of that country's apartheid policies and its recent crackdown on black labor unions, President Reagan made his first sharp, public criticism of the regime.

Speaking on Int'l Human Rights Day, Dec. 10, Reagan called on the South African government to "reach out to its black majority by ending the forced removal of blacks from their communities and the detention without trial and lengthy imprisonment of black leaders."

The demonstrations and accompanying arrests which began Nov. 21 continued, meanwhile, both at the embassy and in several other cities.

The number arrested climbed past 50 persons and included first TNG President Charles A. Perlik, Jr., and then Washington-Baltimore Guild President Ernie Mercer.

Perlik, AFL-CIO Secretary-Treasurer Thomas R. Donahue and Steelworkers Vice President Leon Lynch were arrested and jailed Dec. 4 as they crossed a police line erected to keep demonstrators 500 feet from the embassy.

Mercer was arrested on Dec. 12 along with 11 others as they sang "we shall overcome" in front of the embassy.

Arrests were being made in a daily ritual of selected demonstrators provoking their own.

During the Dec. 4 arrests, more than 500 persons, mostly from unions, picketed nearby in protest of the jailing of 21 South African union leaders and called upon the

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RAYMOND CROWELL/Washington-Baltimore Guild

FRISKED!

Police arrest AFL-CIO Secretary-Treasurer Thomas R. Donahue, left, and TNG President Charles A. Perlik, Jr., near South African Embassy during protest of apartheid on Dec. 4. Already in police van, Steelworkers' Vice President Leon Lynch.

VDT operators winning disability awards

Employees who operate video display terminals appear increasingly to be filing and winning claims for compensation for a variety of disorders they have developed after working on the machines, according to a recently published study by the Bureau of National Affairs.

The disorders include eye injuries, disorders of muscular and nervous systems and stress related problems, reports the 112-page BNA study, called "VDTs in the workplace: A Study of the Effects on Employment."

In addition, at least four Guild

members—not included in the study—have been or are being compensated for disorders they developed in their wrists while working on VDTs, a San Jose Guild representative testified recently before a committee of the California Legislature.

The four all suffer from the same problem, known as "carpal tunnel syndrome," William T. Davis, the Guild local's administrative officer told the Assembly Committee on Labor & Employment during an "interim hearing" on VDT safety and health issues in mid-October.

Two of the members whose cases he outlined have had surgery for the ailment, another was considering it and the fourth since the hearing has taken early disability retirement.

The carpal tunnel, Davis explained, is a structure in the wrist formed by bones on three sides and a ligament on the fourth. A nerve that controls fingers' grasping motion and tendons that allow the fist to close pass through the tunnel. Constant exertion of a hand with the wrists bent can cause the tendons and ligament to press and damage the nerve, causing

numbness in the palm and fingers and tingling, soreness and weakness of the wrist plus, often, severe pain.

All four cases outlined by Davis involve women who work or worked on VDTs for most of each day.

✓ A 53-year-old circulation clerk, who since has taken an early disability retirement, was able to type only with one finger of one hand when she went on medical leave in August. A 14-year employee, she is the sole support of

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Three named Broun Award judges

Washington—Peter Braestrup, the editor of the *Wilson Quarterly*, Katherine Winton Evans, editor of the *Washington Journalism Review*, and Lyle Denniston, veteran Supreme Court reporter and author, will judge entries in TNG's 1984 Heywood Broun Award competition.

The judging will take place Jan. 19, and the winner will be announced Jan. 22, during the winter meeting of TNG's Int'l 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 for entries is Jan. 12 at TNG headquarters.

Braestrup is the author of "Big Story," an analysis of news reporting and interpretation of the Vietnam war's Tet Offensive. He was chief of the Washington Post's Saigon bureau during the offensive, in 1968.

He also has worked as a reporter for the New York Times, the New York Herald Tribune and Time magazine and is a former member of the New York and Washington-Baltimore Guilds.

Evans has been editor of the monthly *Washington Journalism*

Review since 1982 and earlier was the magazine's managing editor.

Formerly an aide to the late Senators Hubert H. Humphrey of Minnesota and Paul H. Douglas of Illinois, Evans also worked for the old Minneapolis Times and was a Washington columnist for the New York Herald Tribune.

Denniston covered the Supreme Court for the Washington Star from 1963 until it closed in 1981 when he moved to the Baltimore Sun's Washington bureau where he continues to cover the court, as well as legislation and other legal affairs.

He is a regular contributor to several publications, including the *American Lawyer* and *Quill*.

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GUARD AT SAN JUAN STAR READS STRIKERS' WEEKLY

Strikers are preparing interim paper's third issue; bargainers await mediator's call to talks, Page 3.

THE SHORT



OF IT

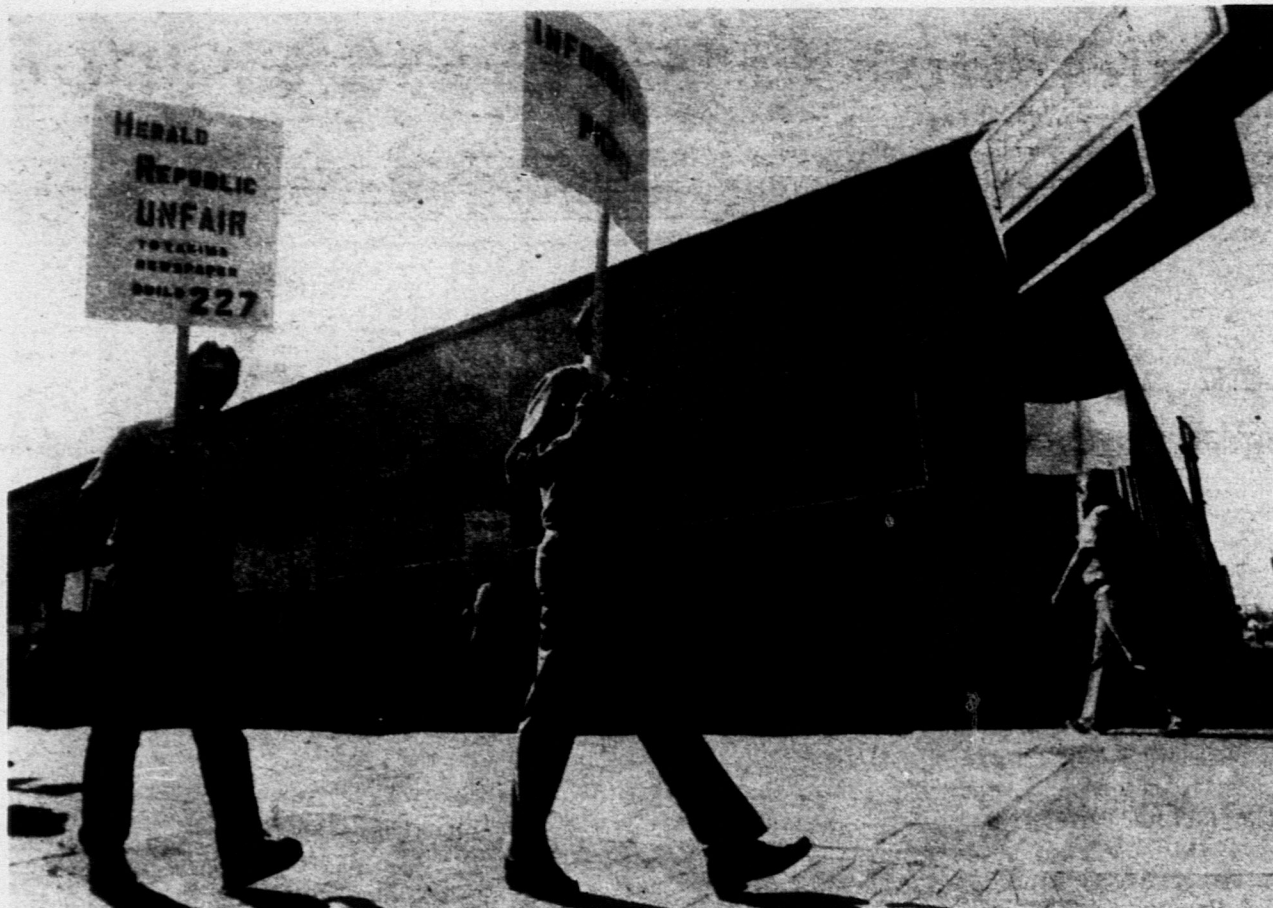
CONSUMERS' VIEW of advertising is more favorable than many involved in the industry believe it is, according to a recent poll done for Advertising Age. It also showed that people rely more on newspaper ads for both day-to-day and major purchases than on ads in any other medium. Television came in third, magazines fourth and in-store ads second. Fifty-three percent of the poll's respondents said they would like their children to go into advertising, while 93 percent agreed or strongly agreed that advertising is an important part of the U.S. economy and way of life. Ninety percent viewed advertising as "a highly professional" business or occupation, Ad Age reported. "A stratified random sample" of 1,250 persons was interviewed in the poll. . . . Newport News and Hampton, Va., auto dealers began resuming their advertising in the Newport News Daily Press and Times-Herald a week after withdrawing it in protest of an article giving consumers advice on car buying. Responding to their boycott, the leaders of the Peninsula Guild, which represents the papers' news-department employees, called a press conference to urge all area union members in turn to boycott the car dealers for the duration of the dealers' boycotts.

Potpourri: The New York Times is the best-designed newspaper in the United States, according to a survey of members of the Society of Newspaper Design. Second best is the Allentown (Pa.) Morning Call, followed by USA Today, the Seattle Times and the Washington Times. USA Today's use of color was judged best. . . . The State Dept. has won the 1984 Doublespeak Award for deciding that instead of using the word "killing," it will refer to "unlawful or arbitrary deprivation of life" and for denying that U.S. armed forces were making arrests in Grenada after the U.S. invasion of the island, insisting that they were "detaining people," more than 1,000 of them. Other contenders for the award included the Pentagon calling peace "permanent pre-hostility" and combat "violence processing." A committee of English teachers and profs makes the awards annually based on "dishonest and inhumane use of language."

Labor beat: A new U.S. Commerce Dept. report shows that workers still earn less in states where union shop contract provisions are prohibited by so-called "right-to-work" laws. In 1983, per-capita income in the 20 r-t-w states averaged only \$10,708, compared to an average of \$12,186 in the 30 other states plus the District of Columbia and a U.S. average of \$11,685. Only five open-shops states ranked at or above the national average: Nevada, Kansas, Virginia, Wyoming and Texas. Seven of the 10 states with the lowest averages are r-t-w states. . . . The current head of the Reagan administration's Occupational Safety & Health Administration says that a Bureau of Labor Statistics report on 1983 shows that occupational injuries and illnesses are at the "lowest level ever recorded." A House Government Operations subcommittee, however, says the data is unreliable because both OSHA and the BLS have failed to adequately monitor work-place health and safety statistics, particularly those involving hazardous substances. . . . A comprehensive directory of U.S. unions, published by the labor Dept. for years until Reagan administration budget cuts hit the agency, is being put out privately by the Bureau of National Affairs. The 1984-85 edition, titled "Directory of U.S. Labor Organizations," is now available, for \$15, from BNA at 9435 Key West Ave., Rockville, Md. 20850.

Beyond '1984': "It is now possible to envision a marketable product that could instantaneously assess whether employees are concentrating on their jobs by analyzing their brain waves as they work," according to industrial and academic researchers, the Washington Post reported this summer. Louis Hanes, manager of the Human Sciences Laboratory at Westinghouse's Research & Development Center in Pittsburgh, predicts that within 10 years that company "could market a complete system capable of monitoring the mental processing efforts of employees" as they work, pointing to newsrooms, hospital operating rooms and accounting offices as areas where intense concentration is vital to work quality and productivity, the Post reported. An employee would wear a device "something like a baseball cap." An electrode would transmit relevant brain waves to a computer which would flash a warning if the employee's attention wandered too far or his or her stress level climbed too high.

Among ourselves: An activist with the Wire Service Guild while a reporter for the Associated Press several years ago, Austin Scott now is the metro editor of the Oakland (Calif.) Tribune. . . . Graham S. Dower of the Cleveland Plain Dealer (and the Cleveland Guild) has won the 1984 Eugene C. Pulliam Fellowship, a \$10,000 grant from the Sigma Delta Chi Foundation to help an outstanding editorial writer broaden his or her horizons and knowledge of the world through travel or study. He was in Germany on an exchange program for journalists when the award was announced. . . . TNG Int'l Representative Willard Hatch this summer completed work on a master's degree at the London School of Economics. His thesis was on "the anti-union consultant and the changing contours of union organizing in the United States." . . . David S. Dufek, former chair of the San Diego Guild's political action committee, now is night chair of the Typographical Union chapel in the composing room of the Copley chain's Union and Tribune. . . . Paul R. Ornburn, a member of the Washington-Baltimore Guild's unit at the AFL-CIO, has retired as national representative of the Union Label & Service Trades Dept. after 50 years' service, starting in 1934 with the counterpart arm of the American Federation of Labor.



Marching in Yakima

Yakima (Wash.) Guild members use their lunch hours to mount informational picket line outside the Harte-Hanks chain's Herald-Republic as they seek an equitable contract to replace one expired since April. In foreground, left, Phil Baechler and Jim Gosney. Pacific Northwest

Guild executive committee has passed a resolution supporting members of the nearby local in their struggle "against the corporate greed" of the paper's chain-owner. Current key top minimum in Yakima is \$413.25 a week, 18th lowest among Guild dailies.

Union members voted Mondale by 61 percent, 2 surveys show

Washington—Sixty-one percent of members of AFL-CIO unions who voted in this year's presidential election cast their ballots for Walter Mondale while 39 percent voted for Ronald Reagan, according to a pair of election-night surveys conducted for the AFL-CIO.

Among the electorate at large Reagan attracted 59 percent of the votes in the Nov. 6 election; Mondale 41 percent.

Survey results reported by the AFL-CIO are based on telephone interviews with 1,683 members of affiliated unions randomly selected from the federation's records. The polling was conducted by Peter Hart of Peter D. Hart Research Associates, Inc., and Vic Fingerhut of Fingerhut-Granados Opinion Research.

Hart called the results "important," noting that "in an election in which the Democratic nominee was severely weakened by major defections from the ranks of Democratic voters," the survey findings indicate that AFL-CIO-union members maintained "a high degree of Democratic solidarity."

Poll results show support for Mondale increasing among union members as income declined and age advanced. Among members with annual incomes of \$15,000 or less, Mondale received 71 percent of the votes, compared to 54 percent of votes cast by members with incomes of more than \$35,000 a year. Sixty-eight percent of the members age 65 or over voted for Mondale, compared to

54 percent of those under age 35.

Mondale won 68 percent of the women's vote among union members and 58 percent of the men's vote. Among black union members Mondale received 94 percent of the vote, while white members cast 56 percent of their votes for Mondale.

Union members working in construction and those with government jobs gave Mondale 65 percent of their votes. He won 61 percent of the votes among members in manufacturing industries and 57 percent among members in commercial sales and services, transportation and other industrial categories.

Geographically, Mondale received 64 percent of AFL-CIO-union members' votes in the Midwest, 63 percent of the votes in the West, 59 percent in the South and 58 percent in the East.

Of the members surveyed, 81 percent were white and 12 percent black. Men made up 72 percent; women 28 percent. Those proportions are consistent with demographic data for union members reported by the U.S. Census Bureau, the AFL-CIO said.

Among union members who voted for Reagan, a large proportion indicated opposition to several "possible policies the Reagan administration might follow in its second term." Eighty-four percent of the union members who voted for Reagan expressed opposition to cutbacks in education and job-training programs for example, and 82 percent opposed an increase

in imports "that keep prices down, even if it means losing American jobs."

The prospect of cuts in federal spending on programs like Social Security or Medicare brought an unfavorable response from 77 percent of the union members who voted for Reagan, and 73 percent said they oppose taxes on employer-paid benefits like health insurance or pension contributions.

Seventy-two percent of the union members cast votes for Democratic senatorial candidates and 69 percent voted for Democratic candidates for the House of Representatives.

A four-page supplement to the Dec. 1 issue of the AFL-CIO News was devoted to a full report and analysis of the survey results.

Cafeteria workers' top rate raised 25¢

Baltimore—The hourly rate for Sunpapers cafeteria employees covered by a Washington-Baltimore Guild contract with the Canteen Food and Vending Corp. is raised by 25 cents in the first two years of a new contract.

The agreement, retroactive to June 1, will raise the highest rate to \$5.65 an hour and the lowest to \$5.35. The agreement covers seven regular employees who work in the cafeteria that serves employees of the Baltimore Sun.

Martin Luther King, Jr.'s, Birthday is added as a holiday and sick benefits are raised.

The agreement also guaranteed employees two new uniforms on ratification and additional new uniform each year thereafter.

Broun judges are named

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publication of the Society of Professional Journalists, Sigma Delta Chi, and wrote "The Reporter and the Law," published in 1980. He also has frequently been a lecturer at several universities, including North Carolina, Ohio State, Georgetown and the Notre Dame,

Yale and William & Mary law schools.

A former member of the Washington-Baltimore Guild, Denniston also has worked as a reporter for the Wall Street Journal's Washington bureau, the Lincoln (Neb.) Journal and the Nebraska (Neb.) News-Press.

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Slain journalist's mother doubts peasants did it

Washington—The mother of one of eight Peruvian journalists brutally slain in a remote Andean village nearly two years ago was critical during a recent visit here of Peruvian government reports that the journalists were murdered by peasants who mistook them for guerrillas.

Film retrieved from her son's camera at the site of the killings in Uchuraccay, in Peru's Ayacucho province, showed that the group carried a white flag and that members of the party, several of whom spoke the native Quechua language, talked with the peasants, Gilma Torres de Retto noted during a Nov. 30 meeting with TNG President Charles A. Perlik, Jr.

Perlik, who also chairs the board of the Council on Hemispheric Affairs, assured the mother of the slain Willi Torres that "few foreign observers close to the story" accept the Peruvian government's account of the atrocity.

Meanwhile, TNG has joined as a co-sponsor of a delegation to Chile to investigate the crackdown on journalists imposed by the Chilean government of Gen. Augusto Pinochet.

(TNG's co-sponsorship involved no costs to it, nor did its co-signing an ad in the New York Times of Nov. 25 soliciting contributions to a fund to help support Chilean newspaper workers thrown out of work by their government's actions, meet legal expenses of those harassed or imprisoned and for a campaign to restore press freedom in Chile. Other Co-sponsors of the ad included the National Writer's Union and the Committee to Protect Journalists.)

The delegation, made up of representatives of the Committee to Protect Journalists and the Inter-

American Press Assn., also was to advise Chilean authorities of the "strenuous opposition" to the measures imposed since a state of siege was declared Nov. 6.

The Pinochet government has revoked the credentials of all foreign journalists in Chile and expelled a UPI reporter on Nov. 29. At least six foreign journalists have been detained by government authorities and their cameras, film and notes confiscated.

"By imposing sweeping censorship" the Chilean government "hopes to squelch dissent and give the air of normalcy," the committee's executive director, Barbara Koppel, explained in announcing the delegation's mission. She noted, however, that "the situation is anything but normal . . . Chileans have a right to know what is happening in their country," Koppel said.

The seven-person delegation was to arrive in Santiago Dec. 2.

Calling the government's revocation of foreign journalists' credentials "reprehensible," Perlik in a protest to Pinochet warned that unless such actions are reversed TNG will seek U.S. sanctions against the Chilean government.

Chilean authorities have banned numerous opposition publications since early in November.

The Committee to Protect Journalists also has expressed concern to Peruvian President Fernando Belaunde Terry that a trial of three persons accused of the murder of Willi Retto and the seven other journalists be a fair one. Urging that the chief military official in the area be ordered to honor a subpoena to appear at the trial, the committee noted that many critics of the government's investigation into the incident question the role



MOTHER OF SLAIN PERUVIAN JOURNALIST VISITS TNG HEADQUARTERS

Gilma Torres de Retto tells TNG President Charles A. Perlik, Jr., of son's photographs.

military forces in the area may have played.

A pattern of death, intimidation and disappearance has developed in the wake of the journalists' murder. Torres noted that many of the villagers pictured on the film from her son's camera have since died or disappeared and that a guide

who accompanied the journalists also has vanished.

The sister of one guide, and a key witness in the trial, was detained by military authorities for 12 days earlier this fall. Accused of being a terrorist, she was reported to have been repeatedly raped during her imprisonment, re-

quiring hospitalization upon release for treatment of the effects of the attacks.

Military forces are stationed in the Ayacucho province, site of the January 1983 slaying, in the government's battle against Maoist guerrilla forces known as the Shining Path.

Authors say 'voice' best in bargaining

Kalamazoo, Mich.—Processes for worker participation in management of the workplace can best serve the interests of employees, employers and unions when they are integrated into the larger collective bargaining relationship.

That is one of the conclusions of the authors of a new book pub-

lished here that is the first comprehensive analysis of the actual effect of worker participation programs on unions and the bargaining process.

The book, "Worker Participation and American Union; Threat or Opportunity?" is based on studies done by the authors for the

AFL-CIO Industrial Union Dept.'s Labor Policy Institute.

Included in the studies—and in the book—is the worker participation program at the Minneapolis Star & Tribune under Twin Cities Guild contracts.

The authors also conclude that "the ultimate choice of whether or not to actively support the development of a worker participation process" at a particular firm "can best be made by local union leaders."

They also say that "at least three conditions are necessary" to make the process viable in any given situation: "the employer must accept the legitimacy of the union, top management must be deeply committed to supporting the process and there must be viable economic future for the plant."

The authors are Thomas A. Kochan, Harry C. Katz and Nancy R. Mower, all of the MIT Sloan School of Management.

The book is available from the W. E. Upjohn Institute for Employment Research, 300 S. Westnedge Ave., Kalamazoo, Mich. 49007.

San Juan Star bargaining remains in recess

San Juan, Puerto Rico—Formal talks remained in recess Dec. 13 between bargainers for the Puerto Rico Guild unit at San Juan Star, on strike since Oct. 14, and representatives of the daily's Scripps-Howard management.

They broke off Nov. 23, for resumption at the call of mediators.

Meanwhile, Guild leaders reported that members of the striking unit were preparing to publish the third edition of their interim tabloid the week of Dec. 16-22.

They said the second edition of the San Juan Sun "sold like hot cakes." It was a 40-pager, carrying

a heavy proportion of advertising.

The struck Star was expected to fly onto the island the second edition of the paper it had produced Dec. 7 in a nonunion print shop on the mainland. Also a 40-pager, the Star had guaranteed advertisers distribution of 35,000 copies but was able to deliver less than one-third of that, a Guild representative estimated.

A benefit concert—with island entertainers contributing their services—was set for Dec. 19 at the San Juan Museum of Art and History. Proceeds are to be used to assist in meeting the cost of strikers

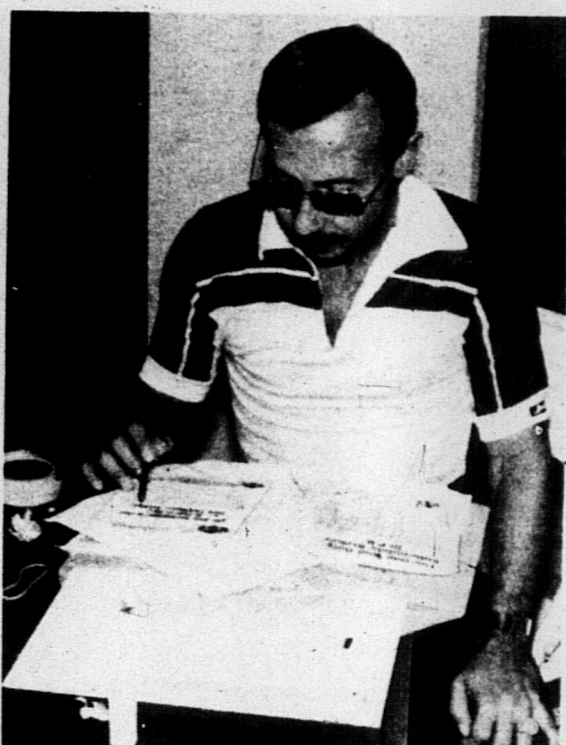
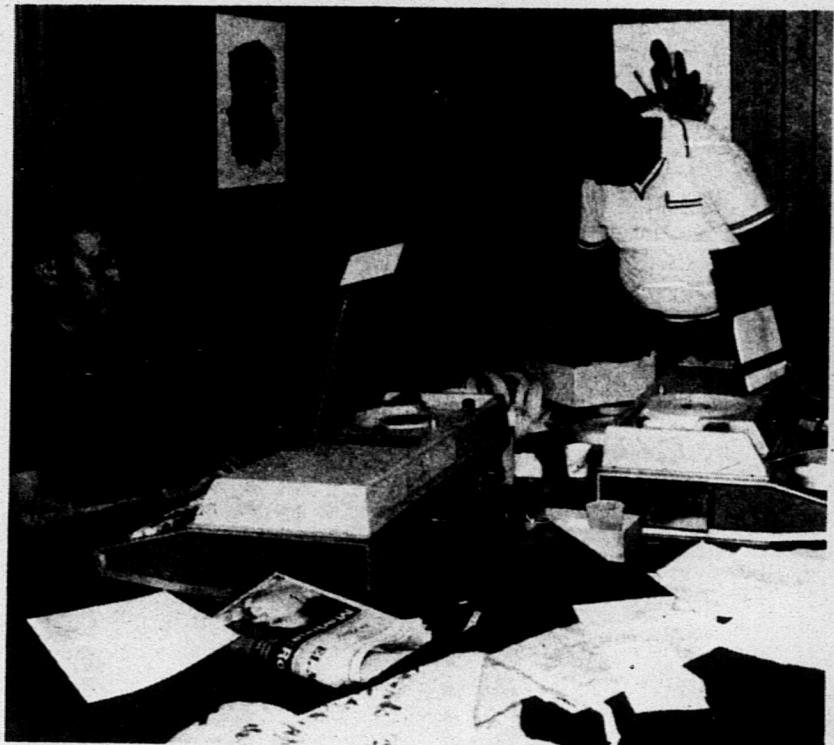
medical insurance premiums.

The Guild reported a total of \$9,323 in contributions from individuals, other Guild locals and other unions and organizations to the Guild's strike fund through Dec. 3. The contributions include the following:

Buffalo Guild	\$100
Canadian Wire Service Guild	500
Central California Guild	100
Cincinnati Guild	50
Denver Guild	50
Detroit Guild	100
Middle-Atlantic District Council	200
New York Guild	500
Rockford Guild	50
Pacific Northwest Guild	100
Philadelphia Guild	200
Salem Guild	100
San Diego Guild	50

San Francisco-Oakland Guild	500
San Jose Guild	220
St. Louis Guild	500
Southern Ontario Guild	500
Vancouver-New Westminster Guild	200
Wilkes-Barre Council of Newspaper Unions	500
San Juan Central Labor Council	50
Food & Commercial Workers Local 568	100
Carpenters Local 3251	50
Puerto Rico Council of Carpenters	50
Restaurant Workers Local 610	500
Utility Workers	100

The Guild local also is using contributions to the fund to help meet the costs of Star strikers' medical and hospitalization insurance premiums, which run about \$12,500 per month.



The Sun is out . . .

Puerto Rico Guild strikers and their interim weekly, from left: Amadeo Viñanueva and Víctor M. Collado, in the composing room; Jose F. Altieri, proofing an ad; news staffers, Harold Lidin and Ed Gaulin, check out finished product.

. . . in Puerto Rico

Multi-union conference backs gov't VDT standards

New York—There should be state and ultimately federal standards to govern both use of video display terminals in the workplace and the design and construction of the machines themselves, more than 100 delegates from 14 unions, including TNG, agreed during a Conference on Office Automation in mid-November.

Unions also must pay particular attention in bargaining to issues growing out of the machines' increased use, said participants in the conference, sponsored by the AFL-CIO Industrial Union Dept. in co-operation with the federation's Public Employee and Professional Employee departments.

Participants also stressed the importance of union-management consultation before the automated devices are brought into an office.

Government Employees President Kenneth Blaylock pointed to emerging examples of drastic cuts in the work force as the use of terminals and computers becomes more sophisticated. A recently announced reduction of 20,000 jobs in the Social Security Administration is an example, he said.

Even though the number of clerical employees is expected to increase by four million, to 23 million, by 1990, Karen Nussbaum of the Service Employees warned office work could follow the pattern of heavy industry and see an unemployment rate of 20- to 30-percent by the end of the century. She pointed to the movement of jobs "offshore"—you don't have to know English to enter data—the rise of part-time workers and a return to "homework" at low piece rates with no safety-regulation protection and no benefits.

John Kelly, president of the Office and Professional Employees, pointed to the "phenomenal potential for exploiting workers" as work at computer terminals becomes decentralized.

Rodney Bower, president of the

Professional & Technical Engineers, said employers and unions alike should make sure that workers know of their jobs' possible effects on their health.

Two speakers, Louis Slesin, publisher of Microwave News, and Dr. Barry Johnson, director of biomedical and behavioral science for the National Institute for Occupational Safety and Health, called for more study on the effects of Very Low Frequency (VLF) radiation on workers' health.

TNG's David J. Eisen told participants of the "better-safe-than-sorry" guidelines adopted by an international labor conference in Geneva earlier in the month, pending completion of needed studies [Guild Reporter, Nov. 9].

Dr. Michael Smith of the University of Wisconsin outlined problems found in what he termed "VDT sweatshops," despite their modern appearances.

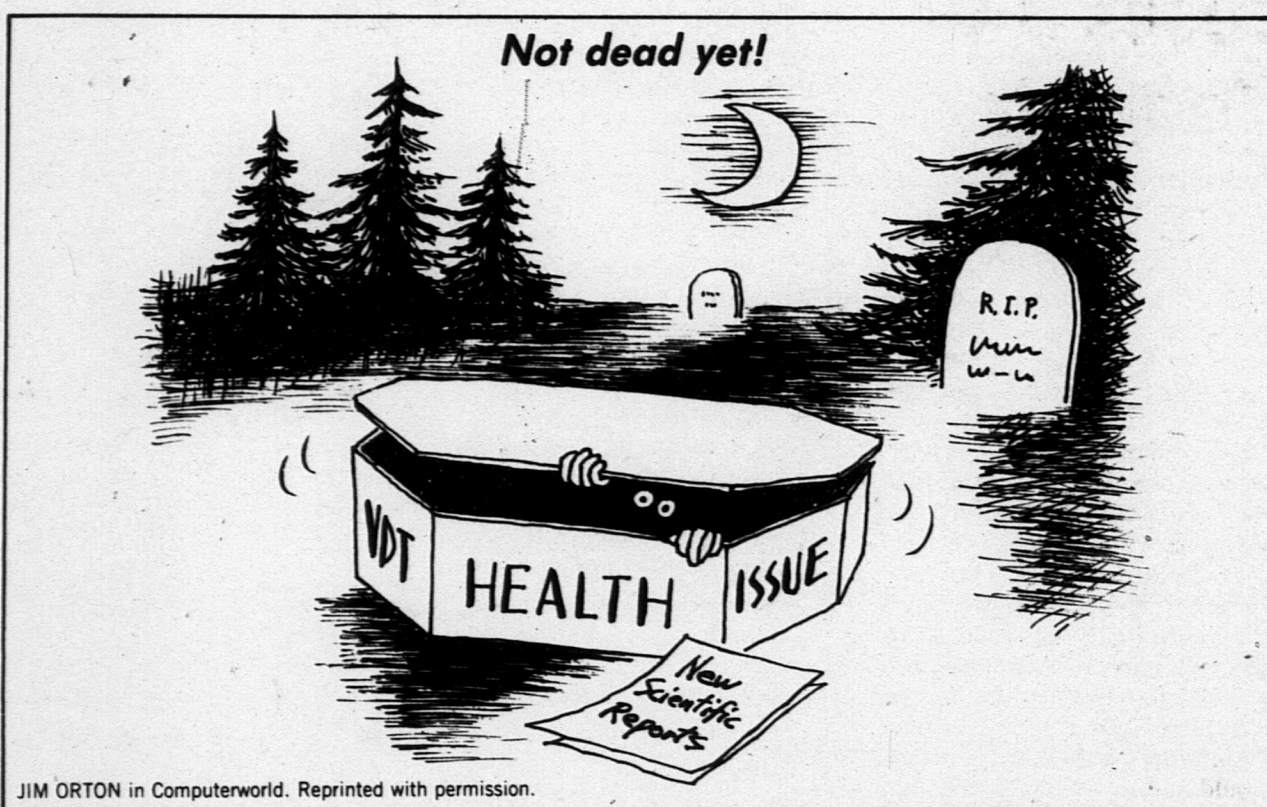
Studies show a direct relationship between the amount of time worked at a VDT and the incidence of eye and visual problems, he said.

Typically, eye irritation and visual fatigue and dysfunction occur twice as frequently among VDT operators as in the general public, Smith said.

VDT users also have reported twice as many hand, wrist and postural ailments as nonusers, Smith said, pointing out also that these decline and productivity increases as operator comfort improves.

Nussbaum charged that employers often discount stress-related symptoms among VDT operators—irritability, nervousness, fatigue and stomach pain—calling them "discomfort" rather than disease.

Several speakers called for unions to co-ordinate their efforts to serve and organize workers in the new, automated office environment.



JIM ORTON in Computerworld. Reprinted with permission.

Compensation paid in VDT cases

(Continued from Page 1)

herself and an adult mentally handicapped daughter.

✓ Another 53-year-old circulation clerk, an 11-year employee, remained at work in discomfort and pain while considering whether to have the wrist-surgery that had been advised.

✓ A 29-year-old classified-ad telephone salesperson, a four-year employee, had surgery on one wrist in August, returned to work Oct. 1 only to leave because of intense pain after three days. She faced the same sort of surgery on her other wrist. She again returned to work in mid-November.

✓ A 65-year-old classified salesperson, a six-year employee underwent carpal surgery on both wrists the day before Davis testified.

Both of the classified salespersons received workers compensa-

tion during their periods of disability.

Before VDTs were introduced into Guild-covered employees' work-places at the San Jose Mercury-News and the Monterey Peninsula Herald less than a dozen years ago, there was no reported case of carpal tunnel syndrome at either, Davis said.

Now, he said, most of the 830 Guild members at the two dailies operate VDTs on a regular basis, many of them for their entire work day.

The Guild, he pointed out, has bargained contract provisions on radiation testing, adjustable chairs, footrests, room lighting, glare shields and eye glasses. While these have alleviated VDT ergonomic problems, they have not eliminated them, he said.

Davis also told the committee of members' complaints of eye strain so severe that when they go home their eyes are too tired and uncomfortable for them to read or watch television. Some, he said, have reported temporary color blindness, some blurred vision,

some both. One copy editor sits in his car for half an hour after his work shift before beginning to drive. If he does not, he cannot distinguish red from green on traffic signals.

The BNA study reports that 9 to 5, the National Assn. of Working Women as of September had identified 32 VDT-related workers' compensation claims; 20 of them settled, the rest still pending.

Seventeen of the 20 involved musculoskeletal damage or strain—including carpal tunnel syndrome—and the claimants obtained workers' compensation awards. Only one of the 20 claims, alleging general neurological damage, was settled adversely to the claimant, the BNA study reports.

Diana Roos, of the Service Employees Union and 9 to 5, the National Assn. of Working Women, told BNA that at least until now companies have not sought to obtain releases from liability for VDT-related employee-injuries. She speculated the employers may be reluctant to risk creating doubts about VDT safety.

Eye case inspires rest-break push

Copy editors on at least one daily in South Africa undertook to enforce for the first time a two-year-old provision in their union's national contract requiring "reasonable rest" from VDT work after doctors advised one of their number that for his eyes' sake he probably should never work on the machines again.

Two weeks after being removed from full-time VDT editing, the copy editor "still experienced eye pains constantly" and "found it a strain even to watch TV and still found it difficult to focus while reading," reported the Southern African Society of Journalists' publication, the Journalist.

One doctor told the copy editor

that the light-receiving function of his eyes had been affected, making distinction between light and dark difficult, the Journalist reported.

The doctor said that the only way he knew to prevent the condition's developing in VDT workers is to "work in shorter shifts so that their eyes get the time to recover in between."

The afflicted copy editor had been handling about 50 stories per day, working without respite.

After diagnosis of his severe eye strain problem the paper's other copy editors demanded scheduled VDT breaks as called for by the contract but theretofore repeatedly refused by management.

A mid-morning break of 20 minutes was instituted immediately and the practice of working through lunch breaks also has stopped.

Previously management had simply said that "people who needed breaks should take them" but "without formal arrangement and because the top table did not stop the flow of work to the subs, they found it virtually impossible to take those breaks," the Journalist said.

other offices, though some report six or more sufferers, he added in a letter to TNG.

At least four of those reported overall in the survey "are so bad it is thought they may never be able to use a keyboard again," Lawrence said.

At the Murdoch paper, sufferers report the problem affecting their hands, arms, backs, necks and legs. They blamed keyboard layouts, seats, desks, pedestals, their workloads and lack of rest breaks as factors contributing to their malady.

Australian union's survey reveals 'repetition strain'

Sydney, Australia—The Australian Journalists Assn. says that a survey of its membership has shown a surprisingly high incidence of what it calls "repetition strain injury" among those who are working on video display terminals.

In one newspaper's office, Rupert Murdoch's Daily Telegraph, 72 of approximately 400 news room employees reported suffering from some form of the problem, AJA President John Lawrence reports.

The problem is less serious in

Sick-pay limit no bar in compensation case

Victoria, B.C.—Payment of the difference between workers' compensation benefits and full salary to an employee covered by the Victoria Guild's contract with the Times-Colonist is not subject to the contract's 40-week limitation on sick leave, an arbitrator has ruled.

Upholding the Victoria Guild's claim on behalf of a reporter who sustained a back injury while on assignment, arbitrator H. Allan Hope also ruled that the grievant was entitled to full salary for the period in which he was able to resume work on a part-time basis.

The reporter injured his back in a fall on the steps of a municipal building where an assignment took him. Initially fully incapacitated, he then returned on a part-time basis.

While the guild's contract with

the Thomson daily requires the company to make up the difference between regular salary and benefits and benefits from workers' compensation in the case of a "compensable accident," management argued that the contract's 40-week limitation on sick leave limited its obligation to supplement workers' compensation benefits as well.

Although the company contended that to place no limit on benefits in the case of a compensable accident would be inconsistent with the contract's sick leave provisions, the arbitrator did not agree.

An injury sustained while performing the company's work "represents a clearly distinguishable category of disability from . . . misfortunes that do not arise in the service of the employer," he said in his opinion.

While noting that the benefit was generous and unusual "at least in my experience," Hope observed that "the fact that provisions have distinct or even unique features is not a basis for rejecting the clear meaning of language."

LOOK FOR THE UNION LABEL AT CHRISTMASTIME

UNION LABEL AND SERVICE TRADES DEPARTMENT, AFL-CIO



ITU wins 1, loses 3 vs. Teamsters

One group of Int'l Typographical Union printers voted early in December to reject switching to the Teamsters union while another larger group of printers plus the membership of two Mailers Union locals voted to make the switch.

In addition, a vote on switching to the Teamsters was scheduled for Dec. 21 among the 52-member ITU printers' chapel at the New Haven (Conn.) Register and Courier-Journal.

Meanwhile, ITU President Robert S. McMichen reported that talks aimed at merger of the ITU and the Graphic Communications Int'l Union were continuing and that there was "every reason to think" that a merger proposal would be completed by early January, the deadline set by this year's ITU convention.

In the first ITU vs. Teamsters vote, on Dec. 3 by the membership of a job-shop printers' chapel in Toronto, the tally was 34 to 12 in favor of the ITU.

The next day in Cleveland, the membership of the printers chapel at the Plain Dealer voted by 100 to 16 to go to the Teamsters and the members of the Cleveland Mailers Union at the same daily voted for the Teamster by 122 to 9, with two votes for no union.

Then on Dec. 10, the Columbus Mailers Union membership at the Dispatch and Citizen-Journal voted by 117 to 4 to switch to the same Teamsters local as the Plain Dealer groups. There were four votes for no union. The local also represents newspaper drivers in Akron and Canton.

On Dec. 11, ITU representatives filed objections to the conduct of the pre-election campaigns among both the printer and mailer groups at the Plain Dealer. The objections, filed with the National Labor Relations Board, seek to have the elections set aside.

Following the Cleveland votes, Carmen Parise, who heads the local and directs the Teamsters' Newspaper Drivers Division, called the outcome "gratifying to me and our general president, Jackie Presser." It shows that "a major portion of the active rank and file of the ITU desire affilia-



BILL BARRY/Philadelphia Guild

'Quality . . . participation' at Knight-Ridder Council

Mary Walton of Philadelphia, right, who has written about W. Edwards Deming, credited as "inventor" of workplace "quality circles," and John Carmichael, Twin Cities Guild executive secretary, foreground at left, pioneer of "worker participation" under Guild contracts, exchange views during fall meeting of the Knight-

Ridder Council of Guild locals, hosted by the Philadelphia Guild. Behind Walton is Luther Jackson of the Detroit Guild. With Carmichael are Robin Fornoff of the Gary Guild, Mike Contos of Philadelphia, J. William Blatz, TNG field operations director, and Ray Cohn of Lexington. Seven Guild units were represented.

tion with the Teamsters" and "were able to ignore the phony issues raised" in the the campaign, he added.

An ITU representative, Judy Robertson, vice president of the Cleveland ITU local, said, however, that the results were no surprise since "Ohio is the heart of Teamster strength" and Cleveland is Presser's home town.

Pointing to last fall's rerun ITU officers' election, in which McMichen and his two running mates decisively defeated three incumbents on the five-member ITU Executive Council which had unanimously backed an ITU-Teamsters merger, Robertson said she is convinced the vast majority of the ITU's membership favors merger with the GCIU which, like the ITU, is an AFL-CIO affiliate.

Before the Cleveland votes, Presser turned down a request from McMichen that the Teamsters withdraw from the contest in keeping with what McMichen said was an oral no-raiding agreement between the two international unions. The Teamsters had withdrawn similar petitions in Cleveland this summer.

Presser, in a statement from Washington, said the groups in both Cleveland and Columbus felt they had "unfairly been denied the

right to vote on Teamsters representation."

A federal court in San Francisco in May, acting on a petition by six ITU members, had blocked an ITU referendum scheduled for that month on a Teamsters-ITU merger proposal on grounds that the members' rights could be irreparably damaged by such a merger. The injunction was lifted in early October.

The two pro-Teamsters ITU officers who retained their seats in this summer's rerun election—Secretary-Treasurer Thomas W. Kopeck and Vice President Allan J. Heritage—both wrote to the ITU members in Cleveland and Columbus before the votes there urging that they retain the ITU so they could participate in expected upcoming votes on merging the ITU in its entirety with another union. Under the ITU convention's directive, there must be a referendum on the Teamsters-ITU proposal if a proposal for an ITU-GCIU merger is not completed by early January.

In stating in the Nov. 29 issue of the ITU Review that he is optimistic about the prospects for an ITU-GCIU merger proposal, McMichen said that representatives of the two unions had discussed "many of the most difficult issues" and none of them had be-

What (who?, when?) is a 'shrdlu'?

"What's that?" asked the 29-year-old Guild member, pointing to the last two words in the head over the story of the Guild Reporter's switching to cold-type composition ['Fare thee well, Intertype, Ludlow and etain shrdlu!' Nov. 30].

She had worked for seven years as a copy and makeup editor for a 100,000-circulation daily. It had gone to cold type before her arrival there. She had never worked with hot-type composition.

"Etain shrdlu" is the configuration of the letters on the two horizontal rows of keys on the left side of the key-board of a hot-metal linecasting machine, such as an Intertype or Linotype. Printers traditionally ran their fingers down the rows when, for example, they might make a typographical error in a word and want to clear the line quickly.

come "a real stumbling block."

"The biggest problem the ITU has had to confront," the Review reported, "has been the cloud cast over the ITU's membership" by what it called "Teamsters raiding efforts."

Meanwhile, two former ITU representatives—fired along with 13 others by McMichen on grounds they could not be expected to carry out his and the new ITU Executive Council's policies—were working out of Teamsters offices: Tommy McGrath from Teamsters' headquarters in Washington and Norm Lebel from the Teamsters' office in Montreal.

CWA-paper staff gets first contract

Philadelphia—An initial contract between the Philadelphia Guild and a monthly, 32,000-circulation, statewide publication of Communication Workers union locals sets a top minimum for the editor of \$582.45 a week and of \$503.27 a week for others in the four-employee unit.

The agreement also provides for up to four weeks of vacation and 13 annual holidays.

It protects employees against dismissal absent just and sufficient cause and specifies an employee's right to refuse to perform work the employee has reason to believe would be hazardous.

Four locals add to administrative staffs

Four Guild locals—Central California, Canadian Wire Service, Chicago and Southern Ontario—have added, or soon will add full-time representatives to their staffs; the Central California position partially subsidized from TNG's special organizing fund.

Joining the Central California Guild's staff as of Jan. 7 will be Larkie Gildersleeve, a former community college teacher who more recently has been a representative for a Teachers union local in Sacramento.

Working in a new, one-year position for the Guild local, she will be responsible for recruiting new members and free riders, membership education and organizing in nonunion departments of the three McClatchy dailies with which the Guild has contracts.

Gildersleeve is the third person hired by a local with funds provided in part by TNG from the special organizing fund created by two months' special dues assess-



Gildersleeve
Central California



Pellettier
Southern Ontario



DiStefano
Canadian Wire Service

ments to finance an intensified Guild organizing program. In addition, Jim Schaufenbil of Manchester has been added to TNG's fulltime field staff as an organizer under the program.

The Canadian Wire Service and Southern Ontario Guilds, meanwhile, have hired new persons for local positions vacant since resignations earlier in the year.

Paul Pellettier, an attorney who is a former representative for the Canadian Airline Employees Assn. and the Canadian Union of Educational Workers, on Nov. 19 began work in the SONG local representative position that was held by Linda Torney.

Laura DiStefano, meanwhile began working as the Canadian Wire Service Guild's new ad-

ministrative assistant at the end of October. She replaces Marc Bastarache who returned to the CBC-producer position from which he was on leave.

Like her predecessor, DiStefano is fluent in both English and French. She comes to the Guild from a consultant firm where her duties included market research and translation. She also has Italian and Spanish.

The Chicago Guild has created and filled a new position—assistant director—in a general reorganization of its administration.

Filling the new position is Catherine Struzynski, an attorney who had had extensive experience with a major health insurance firm and, more recently, in general practice.

Gerald Minkinen, the local's executive director, said he expects her knowledge and experience to be especially valuable in arbitration and other contract enforcement work.



Heywood Broun Award, entry deadline, Jan. 12, TNG headquarters, Washington.
Guild Service Award, entry deadline, Jan. 14, TNG headquarters, Washington.
Int'l Executive Board, winter meeting, Jan. 21-24, TNG headquarters, Washington.
Midwest District Council, winter meeting, Jan. 26-27, Holiday Inn, Pueblo, Colo.
Western District Council, winter meeting, Jan. 26-27, Seattle.
Middle-Atlantic District Council, winter meeting, Feb. 2-3, Philadelphia.
Great Lakes District Council, winter meeting, Feb. 2-3, Youngstown.
TNG residential seminar for new local officers, Feb. 15-18, George Meany Center for Labor Studies, Silver Spring, Md. (suburban Washington).
New England District Council, winter meeting, Feb. 23-24, Providence (tentative).
Int'l Executive Board, spring meeting, April 22-26, TNG headquarters, Washington.
Great Lakes, Midwest and Southern District Councils, joint spring meeting, (tentative) May 4-5, Toledo.
52nd Annual Convention, June 24-28, William Penn Hotel, Pittsburgh.
53rd Annual Convention, Buffalo, 1986.
54th Annual Convention, San Diego, 1987.

Protests continue as Reagan raps South Africa

(Continued from Page 1)

Reagan administration to pressure the Pretoria government to end its policies of segregation and oppression. Picket signs bore the names of nearly two dozen national and international unions.

The Dec. 4 embassy demonstration, the largest of the campaign's first three weeks, came in response to a call by AFL-CIO President Lane Kirkland to unions in Washington to send a clear message to South Africa; union leaders had been active in the protest movement from its inception.

The same day, also at Kirkland's urging, union demonstrations were held near South African consulates in five other U.S. cities. The effort continued to spread, with demonstrations and arrests also becoming daily occurrences in several other cities.

Following a Dec. 7 meeting with South African Bishop Desmond M. Tutu, Nobel Peace Prize winner and harsh critic of his administration's policy of "constructive engagement" toward South Africa, Reagan announced that Pretoria had released 11 political prisoners, including two of the 21 union leaders who were the objects of the Dec. 4 demonstrations.

The union leaders were arrested in November following a two-day general strike called to protest apartheid and policy and military violence in South Africa.

Eleven more black leaders, who had been held without charge, were released several days later, but six immediately were charged with high treason—which carries the death penalty—and returned to custody.

In a statement issued following his release from jail Dec. 5, Perlik said that "for too many years TNG has agonized as its black brothers and sisters in the South African newspaper industry were banned, driven from their jobs and imprisoned for seeking to give a voice to their people."

Noting that telegrams, letters and resolutions of protest have

gone unheeded, he declared that "now, on behalf of those repressed news workers and all of South Africa's oppressed black millions, it is time for an end to words and the beginning of action," calling as well for U.S. industry to end its "complicity in this unspeakable system of apartheid" and for consumers to take action "against its economic fruits."

Donahue, in a statement before he, Lynch and Perlik marched toward and through police lines near the embassy, pointed to 30 years during which "we in the AFL-CIO have decried apartheid" and its attendant evils, including denial of union rights.

It is time, Donahue said, to "act forthrightly to assist South African workers." He called for an escalating effort to start with a selective ban on imports and proceed to a full boycott, barring of new investments, complete disinvestment and finally severing of all ties.

Perlik said he, Donahue and Lynch chose to spend the night in jail awaiting their appearance in court the morning of Dec. 5 in order to bring their protest into "sharper focus."

Washington-Baltimore Guild's Mercer and four of the 11 others arrested with him on Dec. 12 also chose to spend the night before their court appearance.

Perlik, Donahue and Lynch pleaded not guilty to charges of crossing a police line. A trial was scheduled for Feb. 11. They were charged under a city law, while most other protesters arrested in Washington, including Mercer, have been charged with demonstrating within 500 feet of an embassy, a violation of a federal statute. In all the latter cases, the U.S. attorney has chosen not to press the charges.

The demonstrations have been co-ordinated by TransAfrica, a lobbying group of black Americans established several years ago to work on issues affecting African and Caribbean peoples.

While the 500 were demonstrat-



WASHINGTON-BALTIMORE GUILD PRESIDENT PREPARES TO ENTER POLICE VAN

Ernie Mercer, in light-colored trousers at right, was arrested Dec. 12 at South African embassy.

ing at the South African embassy Dec. 4, Nobel Peace Prize winner Desmond M. Tutu received a highly unusual standing ovation from members of the House Foreign Affairs subcommittee on Africa. In his appearance there, he called the Reagan administration's policy of "constructive engagement" with South Africa "immoral, evil and totally un-Christian" collaboration with the Pretoria government. The U.S. is "guilty as an accessory before or after the fact," he said.

The Reagan administration contends that through its constructive engagement policy it can persuade South Africa to change its seg-

regationist policies without recourse to sanctions of any kind.

A letter from a group of 35 conservative Republican members of Congress late in the second week of the Washington protests, however, warned the Pretoria government that it can no longer rely on conservative U.S. leaders to treat it with "benign neglect," Rep. Vin Weber (R-Minn.) told the Washington Post.

"We are looking for an immediate end to the violence in South Africa accompanied by a demonstrated sense of urgency about ending apartheid," the letter said, adding that absent such change the group will support diplomatic and

economic sanctions against South Africa.

Rep. John Conyers (D-Mich.), one of several liberal members of Congress arrested during the embassy protests, called the message a "first step in making this a bipartisan and nonpartisan issue."

Three high level black appointees in the Reagan administration, including the heads of the U.S. Civil Rights Commission and the Equal Employment Opportunity Commission, on Dec. 6 voiced their support for the president's nonconfrontation policies and criticized black leaders who were focusing attention on South Africa rather than on domestic issues.

Perlik talks of 'the why' of his arrest

Washington—While South Africa's treatment of 21 union leaders there for their roles in a two-day general strike in protest of apartheid is "reason enough" for the Guild to join in protests here, "we also have an auxiliary reason," said TNG President Charles A. Perlik, Jr., upon his release from police custody.

That auxiliary reason: South Africa's government is seeking to make news gatherers part of its "campaign of oppression" by forcing them to testify about events they witness in their jobs, by seizing photographs and by demanding the identity of news sources, Perlik said Dec. 5.

While reporters in the United States and Canada sometimes have similar legal battles over confidentiality, their colleagues in South Africa are confronted by "a much more severe and oppressive regime," he observed, pointing to the issuance of subpoenas in recent weeks to a dozen South African news employees—11 reporters and editors plus a driver.

Information sought through the subpoenas includes photographs taken during a student demonstration, information about events observed during unrest at a squatter camp and the identity of confidential news sources.

Refusal to comply with the last, being contested on procedural grounds, could result in a jail term of as much as five years.

The week before, in a cable to U.S. Ambassador Herman Nickel in Pretoria, Perlik urged his intervention to try to prevent the South African court system from turning news workers into "agents of the law."

Reporters should be "spared the risks of jail" for adhering to "the

sound free press principle of being observers of news, not makers of it," Perlik said.

Turning again to the 21 South African union leaders whose arrests served as the particular focal point of the Dec. 4 union protests in the United States, Perlik noted that to that point several of them had not been heard from since their arrests.

By comparison, the circumstances of the arrests the day before of himself, Steelworkers Vice President Leon Lynch and

AFL-CIO Secretary-Treasurer Thomas R. Donahue were "probably the best possible ones."

"You do so with . . . the comforting knowledge that people know . . . that you haven't disappeared in some vast maw and that there are people at each end of the process looking after your interests and your concerns," he noted, adding:

"Having said all that, jail is not the most pleasant of experiences even having the mental comfort those realizations afford."

IT	SEEMS TO US
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VP supplements report on TNG finance forum

VICTORIA, B.C.

Editor:

Missing from the Guild Reporter's article on TNG's financial structure [Nov. 9], on owning or renting a headquarters, was the location of either.

But President Perlik, in his Nov. 7 synthesis to locals on the meeting, commented: "The body appeared to be leaning toward a suburban location over a downtown Washington site, but not ruling out the latter."

Members should know that suburban per-square-foot rentals are about half of downtown prices. This would mean a saving to the Guild of almost \$100,000 a year.

This would be about twice the saving to TNG of holding conventions every two years instead of annually. And it would not detract

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.

from the membership's opportunity to set policy annually and review the decisions of the leadership annually.

ROGER L. STONEBANKS
TNG Vice President
Western Canada

Editor's Note: It was the TNG Finance Forum itself—not President Perlik in his synthesis of the work of the forum's five rapporteurs—which said that both reduction of headquarters housing costs and savings on convention costs are necessary and desirable. The forum's 43 participants did not include any member of the Victoria Guild.



GUILD MARCHERS IN LABOR PROTEST OF APARTHEID

Toting the banner is Dwayne Thorpe of TNG's clerical staff.



Computer for her local?

Nyda Simonson, Twin Cities Guild office manager, gets some "hands on" practice with a small computer's keyboard during a "computers for local union's" session at the George

Meany Center for Labor Studies just before Thanksgiving. With her is Eric Geist, TNG research and information associate, who also attended. Her local is considering a computer.

Lansing top to hit \$550

Lansing, Mich.—The top minimum for reporters, photographers and the chief librarian under the Lansing Guild's contract with Gannett's State Journal is raised by \$53.96, to \$550.64 a week, in a new three-year contract.

The \$53.96 increase comes in three increments, with a \$22.36 increase, retroactive to Oct. 1, taking the top minimum to \$519.04 a week. Additional increases of \$15.56 and \$16.04 are effective Oct. 7 1985, and Oct. 6, 1986, respectively.

The top minimum for desk and rewrite employees is raised by the same amounts, to \$564.56 a week, and a flat minimum for editorial assistants is raised by \$25.30, to \$258.10 a week.

The agreement also calls for the establishment of a fund equal to two percent of the total of the salaries paid to Guild-covered employees as of Sept. 30, 1985, from which merit increases are to be distributed. The Guild can opt to discontinue the merit pool in the contract's final year. If it does so, minimums for experienced employees will be raised by an additional one percent.

Decisions sought

Washington—TNG is preparing a supplement to its arbitration index and has requested locals to be sure they have sent in all arbitration awards they may have received through the first half of 1984, the period to be covered by the supplement. The balance of the year will be covered in a later supplement.

M. Davis is serving in Los Angeles post

Los Angeles—Michelle Davis, president of the San Diego Guild and secretary-treasurer of the Western District Council of Guild locals, is serving as acting administrative officer of the Los Angeles Guild for a six-month period under a servicing arrangement between the two locals while she also is assisting in her local's administration.

To do so, she has taken a leave of absence from her job as a circulation district manager at Copley's San Diego Union and Tribune.

Winner of TNG's Guild Service Award in 1983, Davis served as vice president and secretary of the San Diego Guild before being elected president.

Prosnitz named to unit on VDTs

Providence, R.I.—Frank Prosnitz, administrator of the Providence Guild, is one of three persons appointed to represent workers on an 11-member state "commission to study the effects of video display terminals" set up under legislation passed this summer.

Others from labor appointed by the speaker of the state house are Joanne E. Macaruso of the State, County & Municipal Employees and George Tenian of the Food & Commercial Workers.

There also are three commission members from business, one each from the state health and labor departments and three state representatives.

The commission is to report its findings in mid-February.

Sunpapers group votes 'no' to Guild

Baltimore—A group of 14 employees in the Baltimore Sunpapers' computer services department has rejected a bid by the Washington-Baltimore Guild to be their bargaining representative.

Tally of the votes cast in a Nov. 29 election supervised by the National Labor Relations Board was two votes for the Guild and 12 votes for no union representation.

The local represents more than 600 of the papers' employees in the editorial and commercial departments as well as employees in the plant's cafeteria.



Buffalo

Dick Christian, president; Mark Koch, vice president; Kim Lukasiak, secretary; Bob Brennan, treasurer.

Columbus

Ron Hicks, president; Kellie Green, vice president; Marianne Walton, secretary; Bruce R. Bartlett, treasurer.

Lexington

Ray Cohn, president; Linda Smith, vice president; Basim Shamiyeh, secretary-treasurer.

Manchester

David M. Rousseau, president; Jim Schaufenbill, vice president; Barbara Jahn, secretary; Louise Weber, treasurer.

N.Y. Times sets 'dignity' wage level

New York—It takes a salary of "slightly more" than \$76,432 a year to "live in dignity" in the State of New York and even that "would provide barely that," according to the New York Times.

It said so in an editorial Nov. 28 supporting a proposal for a 17-percent raise for the 1,100 judges who staff the state's courts.

The \$76,432 comes to \$1,469.85 a week, 74.3 percent more than the current top minimum for key advertising, business, circulation and editorial jobs under the New York Guild-Times contract [\$843.26 a week].

Geoffrey Stokes, in his Press Clips column in the Village Voice, suggested union bargainers take the editorial to their next talks with the Times. Current contracts expire in 1987.

Notice held necessary for comp-time orders

New York—The New York Post may require employees to use accrued compensatory time due them, but it violated its contract with the New York Guild when it ordered an employee to take time off on less than two weeks' notice, an arbitrator has ruled.

In doing so, arbitrator John E. Sands also found that the company violated the agreement's "status quo ante" clause when it refused the Guild's demand that the order to take time off be held in abeyance pending an arbitrator's ruling.

Sands ordered the time, a total of 70 hours, restored to the grievant's bank of accrued compensatory time. She had intended to use much of the accumulated time in

conjunction with a planned vacation later in the year, the arbitrator was told.

Noting that the Guild's contract does not require mutual consent on the scheduling of compensatory time off and that the local had unsuccessfully sought such a provision in negotiations, Sands held, however, that the contract's requirement of two weeks written notice of a schedule change had been violated.

In addition, Sands held that despite timely notice by the Guild the company failed to abide by the contractual requirement that, pending arbitration, conditions be restored to the status that existed before the event that became the grievance.

Holiday-pay award in Bakersfield

Bakersfield, Calif.—Guild-covered employees of the Bakersfield Californian who worked on the Mondays following last Christmas and New Year's days should be paid premium pay for the hours worked, an arbitrator has ruled.

To do otherwise would be "unfair treatment" of those employees who worked while others received the day off with pay, arbitrator Joe H. Henderson said in a ruling issued Sept. 20.

The employees who worked on the days following the holidays had responded to company notices seeking employees willing to work those days as well as the Sunday holidays.

The company contended, however, that the seven employees who worked Dec. 26 and the eight who worked on Jan. 2 were entitled to no extra pay since all employees received "their regular pay for the day . . . whether they worked or not."



New York's new officers

The New York Guild's Tom Pennacchio, left, and Barry Lipton shake on it after being declared respectively secretary-treasurer-elect and president-elect of the local after no candidates to challenge them or the others nominated for the local's executive committee by its representative assembly emerged by the deadline. Lipton, currently secretary-treasurer, will replace Edwin R. Egan who did not seek re-election [Guild Reporter, Nov. 9]. New terms begin Jan. 2.

The U.S. price elevator

The table below records the ascent of the Consumer Price Index in the United States over a 24-month period following a 0.1-point increase in the index in October to 312.2, up 10.9 points from October 1983, and 18.6 points from October 1982. The first column lists the index for each of the last 12 months, the second the percentage increase over the same months of the preceding year and the third, the percentage increase over October 1982. The Urban Wage-Earners' and Clerical Workers' Index (CPI-W) is the source.

	Index*	Percentage over	
		Same month prior year	October 1982†
November, 1983	301.4	2.8	2.7
December	301.5	3.3	2.7
January, 1984	302.7	3.6	3.1
February	303.3	3.8	3.3
March	303.3	3.5	3.3
April	304.1	3.1	3.6
May	305.4	3.1	4.0
June	306.2	3.0	4.3
July	307.5	3.1	4.7
August	310.3	3.6	5.7
September	312.1	3.8	6.3
October	312.2	3.6	6.3

*1967 = 100

†Index = 293.6

'The word went first to workers ...'



AN AGENCY HEAD'S 'MODEST PROPOSAL'

Out, damned political spots

By John O'Toole

IN EVERY ELECTION year, television spots for candidates plumb new depths of distortion and misrepresentation.

Sometimes the candidate does not appear in his own commercial. Often the major issues are avoided. Usually heavy-handed symbols such as a Pinocchio's nose or a chauffeur-driven limousine accompany references to the opponent.

As Election Day approaches, as one or both candidates in a race grow desperate, as the time available for an opponent's response diminishes, professional and personal allegations are televised that would shame the publishers of supermarket scandal sheets.

The time has come, I think, to stop trivializing the electoral process by equating a candidate and a public office with an antiperspirant and an armpit. It is time to stop selling television spots to political candidates.

THIS MAY sound strange coming from an advertising man, but the fact is that political commercials are created mainly by "media consultants" who specialize in political campaigns; lest I appear self-serving for that reason, I neither seek nor would I accept that kind of business.

I simply believe that politics is giving advertising a bad name—and vice versa—and I'd like it to stop.

A commercial for a political candidate cannot be compared with one for a product. The latter has as its objective increasing the share of the category market over

John O'Toole is chairman of the board at Foote, Cone & Belding Communications, Inc., the advertising agency.

This is reprinted, with permission, from the Oct. 29 issue of Newsweek, where it appeared as a "My Turn" column.

a period of time, the former seeks victory in a matter of weeks. If a commercial misleads the consumer into buying a flawed product, he can exercise the warranty, demand his money back or refuse to purchase the product again, which is his mightiest retaliatory weapon. If you "buy" a candidate on the basis of unfair advertising, there is no simple recourse.

The fact that a political spot closely resembles a product commercial is really a subtle form of deception. Actually, it is a different species with different objectives operating under a different set of rules.

TV stations and networks are free to reject any product commercial they think makes false or misleading claims. The same stations and networks are obliged by law to accept any political spot presented to them. They cannot refuse to run it even if they can prove the contents to be nothing but lies.

Furthermore, the advertising industry's self-regulatory system, the National Advertising Division of the Council of Better Business Bureaus, has been praised by consumer groups and the chairman of the Federal Trade Commission for all but eliminating false claims in national advertising. No one really has jurisdiction over political spots.

TNG will close; next GR Jan. 11

TNG headquarters will be closed Dec. 24-25 and Dec. 31-Jan. 1 in observance of the Christmas and New Year holidays.

This is the only issue of the Guild Reporter being published in December, under its regular publication schedule calling for single issues two months of each year.

Twice-a-month publication will resume in January, with the first issue due on the 11th.

MEDIA CONSULTANTS thus enjoy a kind of license to lie; they can resort to slander, character assaults and false depictions of an opponent's record, especially during the frantic final days of a campaign. Nothing remotely resembling such circumstances occurs in the implementation of a product-advertising campaign. But as long as the political commercial is viewed as a form of advertising, the problem will defy solution.

The answer is not to impose the rules and safeguards of product advertising on political commercials. It cannot be done without savaging

the essential First Amendment guarantees under which candidates campaign. Who, after all, is a television-station manager to tell a candidate for the Senate that a statement made in his spot is a lie? What station manager would ever do so?

No, the answer is to distinguish the two forms of communication more clearly. This could be accomplished by providing free air time to the candidates for important national, state and municipal offices. If we did it the way it is done in Britain, a series of 10-minute, prime-time segments would be allocated to the parties on the basis of party registration.

The term "free" is not entirely accurate since the airwaves really belong to the electorate and are licensed by government to the stations. In return for this lucrative privilege, we would be asking for something like 24 hours worth of that time back, spaced over a three-month period.

Granted, the present system is a bonanza to TV stations in states where candidates spend as much as \$7 million on spot campaigns for congressional and gubernatorial races. My proposal would deprive stations of such windfalls, but it would relieve the pressure on the poor voter who is harassed by fund raisers a year before the election and who worries about what obligations the candidate is incurring along the way.

IN 10 MINUTES or even a half-hour, media consultants would have to deal with an issue or two, and even give us a glimpse of the candidate. If not, the omissions would be telling. They would not, I suspect, devote the entire time to allegation, implication and innuendo. Such techniques work better in the hit-and-run environment of a 30-second spot. And if, as some consultants claim, longer messages featuring the candidate are dull, we will at least be able to tell which candidate is the duller.

A recent survey by Video Storyboard Tests, Inc., indicated that the public finds political commercials significantly less informative and believable than those for a product. Such results imply I may not be alone. By erasing the political spot, we could and would restore some dignity to our electoral process.

As Broun put it

Even to Judas

This Christmas column by Heywood Broun, the Guild's founding president, first was published in 1938 in the New York World-Telegram. The headline is the one used then.

WE WERE sitting in a high room above the chapel and although it was Christmas Eve my good friend the dominie seemed curiously troubled. And that was strange, for he was a man extremely sensitive to the festivities of his faith.

The joys and sorrows of Jesus were not to him events of a remote past but more current and living happenings than the headlines in the newspapers. At Christmas he seems actually to hear the voice of the herald angels.

My friend is an old man, and I have known him for many years, but this was the first time the Nativity failed to rouse him to an ecstasy. He admitted to me something was wrong.

"Tomorrow," he said, "I must go down into that chapel and preach a Christmas sermon. And I must speak of peace and good-will toward men. I know you think of me as a man too cloistered to be of any use to my community. And I know that our world is one of war and hate and enmity. And you, my young friend, and others keep insisting that before there can be brotherhood there must be the bashing of heads. You are all for good-will to men, but you want to note very many exceptions. And I am still hoping and praying that in the great love of God the final seal of interdiction must not be put on even one. You may laugh at me, but right now I am wondering about how Christmas came to Judas Iscariot."

It is the habit of my friend, when he is 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? I will close my eyes and you hold out the Bible to me. I will open it at random and run my fingers down a page. You read me the text which I blindly select."

I did as he told me and he happened on St Matthew 26:24. I felt sorry for him, for this was no part of the story of the birth of Christ but instead an account of the great betrayal.

"Read what it says," commanded the dominie. And I read: "Then Judas, which betrayed him, answered and said, 'Master, is it I?' He said unto him, 'Thou hast said'."

My friend frowned, but then he looked at me in triumph. "My hand is not as steady as it used to be. You should have taken the lower part of my finger and not the top. Read the 27th verse. It is not an eighth of an inch away. Read what it says." 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 means peace to Pilate, peace to the thieves on the cross, and peace to poor Iscariot."

I was glad, for he had found Christmas and I saw by his face that once more he heard the voice of the herald angels.

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