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Contract ends strike at San Juan Star

San Juan, Puerto Rico—The 200-plus members of the Puerto Rico Guild unit at the San Juan Star began returning to work March 4, the day after they ratified a new contract to end their strike against the island's only English-language daily after 20 weeks.

The new contract provides a package of wage and fringe benefit improvements which total as much as \$80-plus over its term, a

representative of the Guild local reported.

Immediately before the strike began last Oct. 14, the Star was offering an economic package which a local representative said would have provided a total of \$16 to those at the top rates in a 16-month contract, minus fringes.

The new agreement also provides means through which the Star can undertake reorganization

of its circulation operations, though they differ considerably from those it was insisting upon before the strike and are significantly modified from those reported to be the chief reason a settlement proposed by the company in late December was rejected by the membership.

The Star Guild unit membership ratified the new contract, which runs through June 30, 1988, by a

vote of 105 to 20, with five formal abstentions.

The Guild is the only union representing Star employees, covering those in the usual Guild departments—advertising, business, circulation and editorial—as well as those employed in the production departments.

In addition to wage increases ranging from a total of \$27.20 a week to \$54 a week over its term,

the settlement also provides for reinstatement of a \$12-a-week company payment for pensions and increases of as much as \$65.80 a month—\$15.18 a week—in the Star's payments for each employee's health insurance.

Group life insurance coverage also is increased, by 50 percent, to \$15,000, over the contract's term, several covered jobs are reclassified into higher-level wage groups and call-back and call-in pay is doubled, to \$10 per occurrence.

The increases in the contract's minimum rates are effective this March 1 and March 1 of 1986 and 1987 and a final \$2 across-the-board on Sept. 1, 1987.

Greatest increase, the local's representative reported, totals \$54 over the contract term, in increments of \$27, \$11, \$14 and \$2. It goes to those at the top minimum level in the classification that includes computer programmers and librarians, putting their minimum at \$405.33 a week.

Top minimum for reporters, photographers and copy editors is increased by a total of \$45.25, in increments of \$15.25, \$13, \$15 and \$2, taking their rate to \$429.12 a week.

The top minimum for circulation district managers is raised by a total of \$37.05, in increments of \$12.05, \$10, \$13 and \$2, to a new rate of \$366.68 a week.

The \$27.20 increase goes to those in the classification that includes janitors, taking their top minimum to \$209.07 a week.

The minimum rate for the classification that covers a variety of editors and assistant editors is increased by the same amount as reporters, going to \$460 a week over the contract's term.

The company payment for family-plan health insurance is increased by a total of \$65.00 a

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S&P pact provides \$1,052

New York—A top minimum of \$1,052 a week, retroactive to Jan. 1, for senior industry analysts is included in a new contract between the New York Guild and Standard & Poor's, the financial reporting service.

The new top minimum, result of an increase of \$64.25 a week, is the first minimum salary to reach the \$1,000-a-week mark under a Guild contract.

A second increase under the two-year contract will take the top minimum for the analyst job up by another \$68.25, to \$1,120.25 next Jan. 1.

The top minimum for associate editors is raised by \$102.25, to \$862.75 a week, in increments of \$49.50, retroactive to Jan. 1, and \$52.75 next Jan. 1.

The agreement calls for across-the-board increases of 6.5 percent in all covered job classifications in each of the two years.

The service required for three weeks of annual vacation is reduced by one year, to two years, and Martin Luther King's Birthday is added to a list of holidays from which employees may choose four each year. The contract calls for 11 other holidays, as well.

An improved tuition reimbursement plan provides for reimbursement of 80 percent of an employee's tuition costs, with a maximum annual payment of \$3,000 per employee.

A fair employment practices clause is expanded to prohibit discrimination because of sexual orientation or veteran's status.

The agreement also calls for a study of the desirability of instituting a system of flexible working hours.

Other new minimums established under the agreement include

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San Francisco Chronicle photo by ERIC LUSE/San Francisco-Oakland Guild

Columnist's arrest draws protests

A pair of San Francisco's "finest" escort Chronicle columnist Warren Hinckle from the paper's newsroom after arresting him on old dog-leashing and auto-license tickets. Arrest sparked vehement protests from the San Francisco-

Oakland Guild and California's editors and publishers. It came on the heels of columns criticizing tactics of police vice squad's arrest for lewdness of performer Marilyn Chambers at a San Francisco theater. See Story, Page 3.

Intense talks produce new plan for UPI

Los Angeles—Agreement on a reorganization plan to keep United Press Int'l in business and operating was announced March 7 after at least two days of intense negotiations involving representatives of the Wire Service Guild, UPI's chief financial backer and the man who had been fired from the presidency of the news service—Luis G. Nogales.

Under the agreement, UPI's co-owners, Douglas Ruhe and William Geissler, will relinquish majority control and a new four-member board of directors is created. Three of its members were

key players in the negotiations—Nogales, Ruhe and Wire Service Guild President William Morrissey. The fourth is UPI Editor-in-Chief Maxwell McCrohon.

Nogales was returned as UPI president and chief executive officer and named to chair the board.

The four-member board will control Media News Corp., UPI's parent company, until a complete financial reorganization can be worked out, the Wire Service

Guild said after the agreement.

Talks were being arranged with major creditors to present proposals for converting UPI debt into stock equity in the news service, UPI reported in a statement announcing the agreement. In the statement Nogales expressed confidence that the creditors would find the proposal "attractive and adopt it."

Remaining stock would be divided in equal blocks among UPI

employees, management officials, the company's chief financial backer, Los Angeles-based Foothill Capital Corp., and Ruhe and Geissler, jointly.

UPI was \$17 million in debt to its creditors, including AT&T, RCA and American Express, according to the news service's own report on the situation earlier in the week.

The plan to persuade creditors

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Job-stress award upheld by court

Providence, R.I.—The Rhode Island Supreme Court has upheld a finding by the state's workers compensation board that the stress of his job contributed to a sports editor's death from a cerebral hemorrhage and at the same time affirmed an award of benefits to the widow.

Pawtucket Times sports editor Edward F. "Ed" Mulcahey, a longtime Pawtucket Guild member, was stricken by a cerebral hemorrhage in 1978 after cov-

ering a New England Patriots football game. He died several days later.

In awarding benefits of \$55,000, plus \$200 a week for life to his widow, the Workers' Compensation Commission ruled last year that the odd hours and deadline pressure under which Mulcahey worked had aggravated his high blood pressure and diabetes.

"An employer takes its workers as it finds them," the court said in a Feb. 22 decision, adding that

when the employee aggravates an existing condition and the result is an incapacity for work, the employee is entitled to compensation for such incapacity.

It cited the testimony of a hypertension expert who described Mulcahey's blood pressure as a type that would go up whenever he was under stress, so that repeated episodes of meeting a deadline aggravated the blood pressure and certainly contributed to the hemor-

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What is known on VDT emissions?

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THE SHORT OF IT

AN ANONYMOUS reporter for USA Today told the Washington Post why Gannett's national newspaper had become an "official sponsor" of President Reagan's inaugural and provided the inaugural committee with free full-page ad space for souvenirs: "It is just this," he said: "We love the country, we love the flag, we love the White House, we love the Washington Monument and they think it sells newspapers." The Post report placed a value of \$336,000 on the ad space the committee used—15 pages and in color between Dec. 28 and Jan. 25. . . . Meanwhile, Arthur Ochs Sulzberger, chairman of the New York Times Co., told the annual Yale Daily News banquet a week after the election that weeks before the election he "had become reconciled to four more years of Mr. Reagan in the White House and had even shelved my anger at having my thoughtful vote for Mr. Mondale canceled by my wife's irrational conclusion that, somehow, we were better off—which we were." Sulzberger also commented that "with so many of the country's publishers supporting the Republicans, you might have thought that the administration would be more receptive to our craft."

Quote . . . close quote: "Clerical employees, who are often taken for granted by management . . . as an organized group of underappreciated, undercompensated and undersupervised employees . . . have considerable potential to make mischief in an environment that depends more and more on sophisticated computers. There is the possibility not just for stepped up unionization, but also for a newer, more insidious kind of 'industrial sabotage'."—*Brian S. Morgan, Opinion Research Corporation vice president.* . . . "Publishers and reporters do not commit a libel in a public-figure case by publishing unfair one-sided attacks. . . . A publisher who honestly believes in the truth of his accusations (and can point to a nonreckless basis for his beliefs) is under no obligation under the libel law to treat the subject of his accusations fairly or evenhandedly."—*Judge Pierre Leval in deciding that CBS's internal study of the documentary on Gen. William Westmoreland was not germane to Westmoreland's libel suit against the network.*

Labor beat: The National Education Assn., about 1.7 million strong, has more members than any other union or employee association in the United States, according to the Bureau of National Affairs. . . . The Furniture Workers' boycott of the R-Way Furniture Company is over. A new three-year contract signed toward the end of 1984 did it and not one striker lost his or her job. . . . The Canadian Labour Congress at the turn of the calendar simultaneously lifted its consumer boycott of Michelin tires and launched a new campaign to organize the 3,000-plus employees at the company's three factories in Nova Scotia. The boycott had been launched in 1981 at the request of the Rubber Workers.

Potpourri: Charles Dickens, of literary reknown, led a strike of reporters who covered Britain's Parliament in the mid-1850s. So reported the Guild Reporter of March 15, 1935, citing Dickens biographer John Forster. Forster recounted that Dickens was the spokesman for the "recalcitrant reporters and conducted their case triumphantly." . . . Speaking of which, the Kingston Guild celebrated its 40th anniversary Feb. 24 at its annual membership dinner. Heywood Hale Broun, son of the Guild's first president, was the featured speaker, recruited with the aid of retiree and former local president John Barker, who shares a neighborhood with Broun. . . . Yale University honored the valedictorian of its class of 1905 with a special scholarly conference last fall—on "Socialism in America." The honoree was the late Norman Thomas, the Socialist candidate for U.S. President six times between 1928 and 1948. Thomas also was a Guild member for the 20 years before his death in 1968 at the age of 84, an at-large member.

Among ourselves: Tributes from around the country poured into York, Pa., in mid-January upon the death of **Henry W. (Harry) Harkins**, 73, reporter and editor on the Daily Record and the Gazette & Daily for 45 years—and a charter member of the York Guild. Among those Harry helped get started: L. Dean Glatfelter, now head of the New York Times metro copy desk, and Robert Maynard, publisher of the Oakland Tribune. . . . **Walter G. Davis**, director of the AFL-CIO's Community Services Dept. and since 1963 a member of the Washington-Baltimore Guild, has died of cancer. Previously he was the federation's education director and an assistant director of its Civil Rights Dept. In 1965-66 he was the first executive director of the Equal Employment Opportunity Commission. . . . TNG President **Charles A. Perlik, Jr.**, led a seminar on "Organized labor and America's future workplace" for the Presidential Classroom for Young Americans on Feb. 7. . . . Former TNG Vice President **Edward S. Gilbreth** is co-author of a biography of Samuel W. Witwer, credited with a large role in the adoption of a new constitution for the State of Illinois. . . . **Paula R. Bernstein**, longtime New York Guild member while at the Daily News, has written a book titled "Family Ties/Corporate Bonds," subtitled "How we act out family roles in the office," being published this spring by Doubleday & Company.



JAMES H. GRIFFIN/TNG Representative

Council counseled on pensions

Richard J. Ramsey, executive secretary of TNG's Contracts Committee, standing, leads a discussion of pension bargaining during winter meeting of the Southern District Council of Guild locals Feb. 2-3 in Hampton, Va. TNG Secretary-

Treasurer Charles Dale, seated to left of Ramsey, also discussed with council delegates the Int'l Executive Board's recommendations for a multi-faceted renovation of TNG's financial structure [Guild Reporter, Feb. 8].

Contract ends strike in San Juan

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month over the contract's term, by \$37.80 immediately, to \$82. It goes up an additional \$12 next March 1 and a final \$16 on March 1, 1987, to hit \$110.

Over the same period, payments

for individual coverage are increased to a final figure of \$52 and those for coverage of an employee and one dependent are increased to \$87 a month.

The settlement also provides the Star with a period of 60 days in which to reorganize its circulation

operations, with requirements that all circulation work must stay within the Guild unit and that in any personnel changes, seniority must govern.

Whereas the company had proposed to discharge up to four of its 18 circulation drivers, under the settlement all will be retained, though the hours of 14 will be reduced to 30 per week.

One district manager position will be eliminated as well as five assistant supervisors. At the same time, seven new jobs are being created in the department and those affected by the cuts will be given preference for filling them.

The settlement also provides that all employees whose work hours are reduced will be provided all fringe benefits as though they were continuing to work full weeks.

NEDC backs finance plan

Providence, R.I.—The Int'l Executive Board's proposal to renovate the financial structure of TNG and its locals won the endorsement of delegates to the New England District Council meeting here Feb. 23-24.

In voting support for the long-range financial plan, council delegates called on member locals to discuss the multi-faceted proposal with their members so that delegates to this summer's TNG convention from New England locals will be prepared to act on the recommendation. [IEB urges multi-faceted program to strengthen finances of union, Guild Reporter, Feb. 8.]

Delegates from eight of the nine locals attending the council meeting voted to endorse the financial

plan, while delegates from the ninth, Providence, abstained.

David M. Rousseau of Manchester was elected president of the council. He replaces Thomas R. Hiltz of Boston who did not seek re-election. Re-elected the council vice president was David Langzett of Portland; Charles Walker of Providence was re-elected secretary-treasurer.

The council's next meeting was set for May 18-19 in Portland.

More 5-week vacations

Washington—A fifth week of vacation is included in 60 percent of all Guild contracts and in 33 percent of those contracts the service required for the fifth week of vacation is 15 years or less, according to a new study of vacation provisions compiled by TNG's Collective Bargaining Dept.

The number of contracts calling for five weeks of vacation annually, 128 as of Feb. 1, is up from 85, or 40 percent, in 1976.

A fourth week of vacation comes after service of 8 years or

less in 58 percent of Guild contracts, while 33 percent of the agreements provide for four weeks of vacation after five years or less.

Copies of the study are available on request.

... S&P pact

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Copy editors: \$600.50 a week, retroactive to Jan. 1, and \$639.50 on Jan. 1, 1986.

Financial correspondents: \$441.50 from Jan. 1 and \$470 next Jan. 1.

Telephone operators: \$349 from Jan. 1 and \$371.75 next Jan. 1.

Industry analysts and rating specialists: \$915 from Jan. 1 and \$974.50 next Jan. 1.



Terre Haute

Pat Smith, president; Ken Smith, vice president; Pam Doty, secretary-treasurer.

Lake Superior (Duluth)

Ed Pearson, president; Mark Bufkin, vice president; Pam Miller, secretary; Diane Ollis, treasurer.

Denver

George Utley, president; Patti Barth, 1st vice president; Sharon Stewart, 2nd vice president; Anna Wuest, secretary; Bob Ewegen, treasurer.

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New pact is ratified at Reuters

New York—Members of the New York Guild's Reuters unit have ratified a new contract with the British-owned news service after protracted bargaining over more than two years beyond expiration of the prior pact.

The local represents some 200 news and commercial employees in Reuters bureaus and offices across the United States.

Initial wage increases of about 6 percent for most employees are retroactive to last Oct. 1; an increase of 5 percent will take effect next Oct. 1. The agreement, running through the end of 1986, also provides for a cost-of-living adjustment if the Consumer Price Index rises by more than 6.25 percent during 1985.

The company unilaterally had raised salaries in 1983 and 1984 following the expiration of the Guild's last contract. The most recent of those increases raised most salaries by less than 4 percent. As part of the settlement, the Guild is withdrawing unfair-practice charges based on the company's posting working conditions and suspending checkoff of dues, while Reuters is to pay the Guild local as much as \$40,000 in settlement of the accusations.

Several separate reporter classifications are consolidated in the new contract and lower minimum salary schedules which apply to employees hired after Aug. 18, 1980, are eliminated by 1986 in the contract's six highest job groupings.

The top minimum for reporters and photographers is set at \$700 from Oct. 1, with a \$35 increase next Jan. 1, taking it to \$735 a week. The elimination of a junior reporter classification and upgrading of at least ten of those employees to the reporter classification will result in increases of as much as \$107 a week immediately and \$172 over the agreement's term.

The plan is improved to provide for vesting at a rate of 10 percent a year, ensuring full vesting after



GERALD W. MARTINEAU/Washington-Baltimore Guild

Signing in for Washington Post sign-up

Sandra Sugawara signs in for a lunch-time meeting of the revitalized and expanding organizing committee of the Washington Post unit of the Washington-Baltimore Guild. Members of the committee numbered 47 at last count and signed up more than

two dozen new members in the first two weeks of a concentrated effort to sign up nonmembers covered by the Guild contract with the paper. Two persons have been added to the local's staff through subsidy from TNG's special organizing fund.

10 years. Previously 15 years of service were required for full vesting in the pension plan.

Bargaining for the new agreement was frustrated by management demands for numerous weakenings in the Guild's contract, including an effort to eliminate the arbitration of grievances except those involving discharge.

Among concessions the Guild made in reaching the settlement were elimination of the requirement that all employees covered by the contract join the Guild and a guarantee of retroactivity in the next contract.

The new contract also includes a lower schedule of minimum salaries for the jobs of some employees working in offices located on Long Island.

In addition, 30 jobs that the company had claimed to be exempt are brought under the contract's coverage, while incumbent employees are given the option of retaining the exempt status.

Maintenance employees and news dictationists are upgraded by one pay group, raising their pay by an additional \$20 to \$30-plus a week.

The top minimum for desk editors, chief photographers and "copy tasters" is raised to \$829.10 a week from Oct. 1 and will rise by \$41.90, to \$871 a week, next Jan. 1.

The top minimum for technicians will rise to \$636 over the term of the contract.

GUILD, PUBLISHERS, EDITORS

Columnist's arrest draws protests

San Francisco—The San Francisco-Oakland Guild as well as the state's publishers and editors and others have vigorously protested the arrest—on old dog-leashing and car-licensing tickets—of a San Francisco Chronicle columnist who had been severely criticizing police arrest tactics in his columns.

Warren Hinckle was arrested Feb. 13 by two officers across the street from the Chronicle as he left work "after I finished a column saying the chief of police should be fired," as he put it in the Chronicle.

In earlier columns he had described the use of more than a dozen officers as "numbskull" and the police as "a bunch of jackasses led by jackals."

The arrest of Hinckle, a member of the Guild local, was "a new low of asinine police action," SFONG President Roberta Simons, Executive Sec'y Doug Cuthbertson and TNG Vice President Larry D. Hatfield wrote to the city's police chief.

The California Newspaper Publishers Assn., holding its annual convention in the city at the time, passed a resolution stating its "outrage," and the California Society of Newspaper Editors board called it "irregular, selective and vindictive law enforcement."

"Even the most casual of observers cannot fail to see the link between the arrest and the way it was carried out and the recent Hinckle columns commenting on questionable police actions in the Marilyn Chambers case," the three Guild leaders wrote. They called upon the chief to apologize to Hinckle and the people of the city.

Mayor Dianne Feinstein called Hinckle's arrest "dumb, dumb, dumb," and suggested it had added a new offense to city laws, "called LCS—that stands for Lack of Common Sense."

Hinckle described his arrest in his next "Journal" in the Chronicle: "You Hinckle?" one of the cops asked me on the sidewalk. "I allowed I was. It's hard to hide if you're fat and wear an eyepatch."

"You got any warrants?" the cop asked. I said not that I know of.

"They told me you got warrants" the cop said. "You'll have

to wait here while I check the computer."

"The walkie-talkie squawked. 'You got two warrants against you. You'll have to come with us,' the cop said."

"The cops followed me into the newsroom to get my coat. The city editor told a photographer to take my picture."

"On the way to the Bastille I asked the cop who arrested me... how he heard about my warrants."

"It was posted on the bulletin board a few days ago with a list of warrants," he said."

Hinckle wrote that he remarked to the officer that his arrest came with "kind of funny timing, what with me blasting the vice squad the last two weeks for the Chambers thing."

After saying he didn't read newspapers, the arresting officer

said, "well, isn't that ironic," and "smiled for the first time," Hinckle wrote.

He posted \$178 bond at the city's Hall of Justice. While there, the police said there was a third charge, a "215 MPC," which one officer said was "a lewd charge" and another said was the same one on which Marilyn Chambers was arrested.

"I think some of the fun-loving vice cops I'd been criticizing had hacked into the computer," Hinckle wrote. The police chief said later it must have been a clerical error.

Two weeks later the city's civilian police review board said both Hinckle's and Chambers' arrests had been carried out properly.

The city's police commission had not yet reported on an investigation of its own into Hinckle's arrest.

Minneapolis suburbans resist editorial-only Guild

Minneapolis—A lawyer for the San Diego firm that owns a string of 23 suburban weeklies here has asked the National Labor Relations Board to adopt an all or none position in the face of an effort by editorial employees of the papers to organize under the banner of the Twin Cities Guild.

The tactic came to light during a Feb. 28-March 1 NLRB hearing on a representation petition filed by the Guild two weeks before after a substantial majority of the group of approximately 35 persons signed cards designating the Guild their bargaining representative.

If there is to be any NLRB-supervised election on union representation, the management attorney asserted, the only proper poll would involve all employees of all the company's operations, which are located in several states. None of them—numbering approximately 400—currently is represented by a union.

If the NLRB won't go along with that, the attorney said, it ought to conduct the vote among all the employees of Free Newspaper Corp. in North Dakota, Iowa and Minnesota.

Failing that, the vote should involve all employees of FNCO's

Minnesota Suburban Newspapers or, at least, all nonmechanical employees, said attorney Martin Garden. Garden a year ago represented a group of Twin Cities commercial printing operations at which the Graphic Communications Int'l Union was decertified during a long, acrimonious strike.

Guild representatives pointed out that from the earliest days of the National Labor Relations Act it has represented editorial-only units at single links in newspaper-chain operations.

FNCO has owned the Twin Cities suburbans for about a year. It put the group together from what had been three groups of separately owned weeklies.

Harvey Rockwood, a reporter and member of the in-plant organizing committee, said the staff is organizing because its members "believe that employees—speaking with a collective voice—can and should be involved in major decisions that affect them."

The group is being assisted by Twin Cities Guild Representative Jackie Roedler, whose employment by the local is being subsidized in part by TNG's special organizing fund.

Canada's price elevator

The table below records the ascent of Canada's Consumer Price Index over a 24-month period following a 0.5-point increase in the index in January to 124.6, up 4.4 points from January 1984, and 10.5 points from January 1983. The first column lists the index for each of the last 12 months, the second the percentage increase over the same month of the preceding year and the third, the percentage increase over January 1983.

	Index*	Percentage over	
		Same month prior year	January 1983†
February, 1984	120.9	5.5	6.0
March	121.2	4.7	6.2
April	121.5	4.9	6.5
May	121.7	4.8	6.7
June	122.2	4.1	7.1
July	122.9	4.2	7.7
August	122.9	3.7	7.7
September	123.0	3.8	7.8
October	123.2	3.4	8.0
November	124.0	4.0	8.7
December	124.1	3.8	8.8
January, 1985	124.6	3.7	9.2

*1981 = 100

†Index = 114.1

VDT emissions: What is, isn't known

By Louis Slesin

VIDEO DISPLAY terminals (VDTs) are now an integral part of the newsroom and the odds are if you don't work on one now, you soon will.

No one knows exactly how many are in use, but the best guess is about ten million. One quick way to get an idea of how important they have become to the American economy is to count the number of VDTs that appear in the ads of a random issue of the Wall Street Journal. This morning I found twenty-two—a bumper crop.

As with television sets before them, VDTs have generated widespread concerns about radiation hazards.

The common response to radiation anxiety, especially from employers, is that there is nothing to worry about. As George Cashau, technical director of the American Newspaper Publishers Assn., told a congressional hearing last June: "We have tested approximately 1,000 VDTs and we have never found a radiation emission which even approached the federal standard." These tests, he went on to say, covered both ionizing and nonionizing radiation.

Cashau is probably right about ionizing radiation, though it is possible for a VDT to emit excessive levels of x-rays. With respect to nonionizing radiation, however, Cashau needs a refresher course.

First, there are no federal standards for the kinds of nonionizing radiation emitted by VDTs. The absence of standards is in large part due to how little we know about the biological effects of this type of radiation.

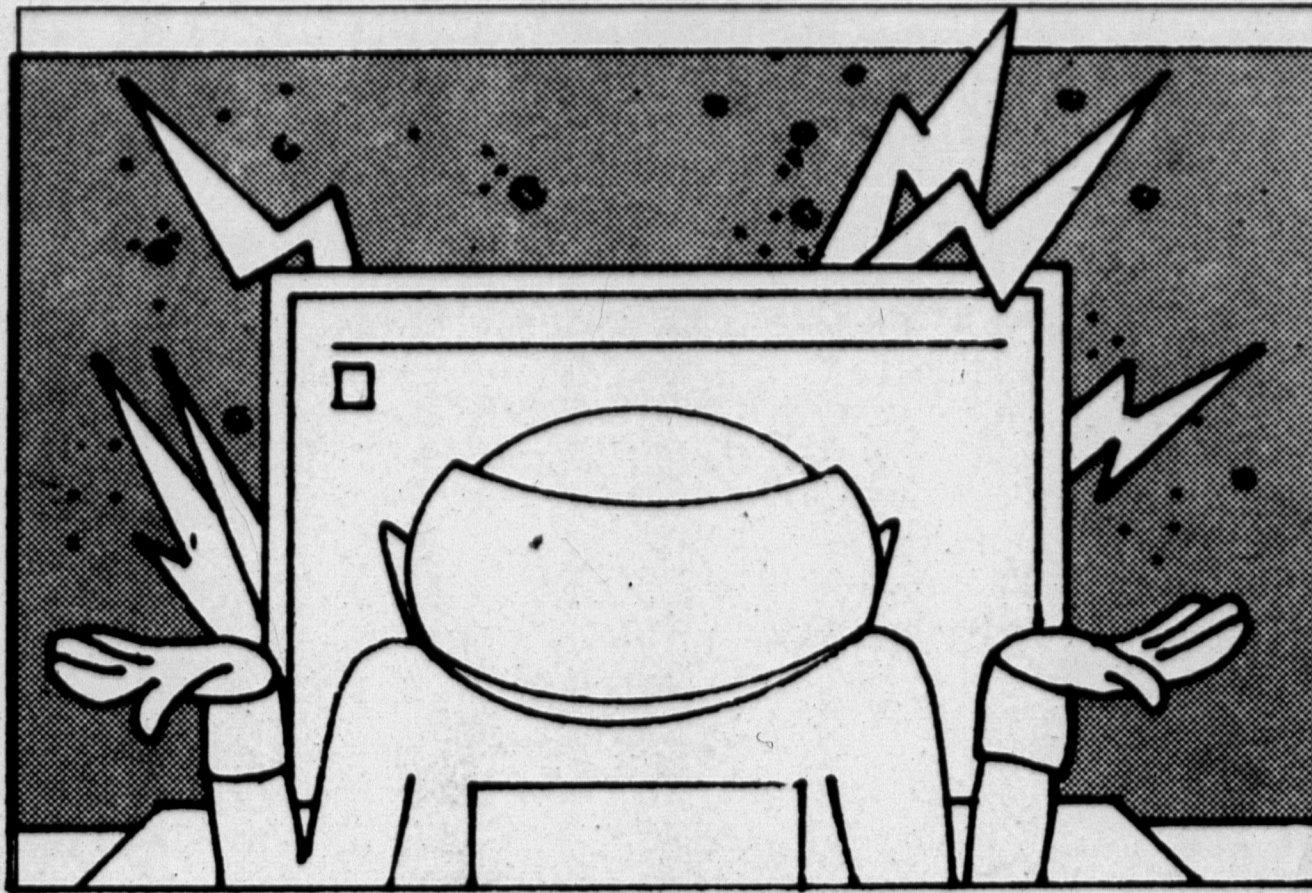
Second, what is known indicates that VDT radiation may have harmful effects.

And, third, you cannot measure the nonionizing radiation levels from a VDT in the workplace: it is a difficult business and you need the controlled environment of a laboratory.

The heart of a VDT is a cathode ray tube (CRT). The images on the VDT screen are created by a roving electron beam which activates chemicals called phosphors. The CRT can emit x-rays, though normally these will be absorbed by the tube's glass envelope. It is possible that some units, mainly old sets, could give off unacceptable levels of x-rays, but the vast majority of surveys show that this is not a cause for concern. (Measuring the x-rays is not difficult.)

THE NONIONIZING radiation story is more complicated. Simply put, there are two types of radiation: ionizing and nonionizing. Ionizing radiation is the stronger of the two, with enough energy to strip electrons off atoms, turning them into ions and making them biologically reactive. Ionizing radiation is associated with nuclear bombs and reactors.

Nonionizing radiation is less powerful but can agitate molecules, causing a heating effect. At low intensities, most scientists now agree, certain



A Different Voice/Rochester Guild

types of nonionizing radiation can induce other, nonthermal effects. How it does this and what the biological implications are remain mysterious. Nonionizing radiation is used to broadcast television and radio and satellite communications and is associated with power lines, radar, microwave ovens and scores of industrial applications.

CONTRARY TO popular belief, VDTs do not emit microwaves. The type of nonionizing radiation they do give off is called very low frequency, or VLF, radiation. The VLF comes from the flyback transformers—the gizmo which moves the CRT's electron beam from left to right and then back to left at the end of each line, much like an automatic carriage return on a typewriter. As it moves the beam back and forth, it emits pulses of radiation. A standard VDT gives off about 16,000 of these pulses a second, designated 16 kilohertz radiation.

The fact that the radiation is pulsed means that the energy comes in packets, like radar "blips." Because the pulses are so short (a few millionths of a second), standard measuring instruments will yield an average, not a peak, energy value. Moreover, such instruments tell you nothing about the "shape" of the pulses.

An important point is that the flyback transformer is located on the side or at the back of a VDT. Thus, the radiation levels are highest near the flyback, not in front of the screen. This raises the possibility that it is not the operator of a given VDT who is most at risk from VLF radiation, but anyone working near the transformer.

Recent measurement of VLF fields from VDTs indicate that there is a similarity between the shape of the pulses from the flyback transformer and those found to be biologically active.

Two years ago, members of Dr. José Delgado's laboratory at Centro y Cajal Hospital in Madrid, Spain, discovered that extremely weak levels of pulsed magnetic fields can have dramatic, adverse effects on chick embryos. Subsequent work by Delgado implicates the shape of the pulse as the key variable for causing ill effects.

Tests run in a number of labs show that in both shape and intensity the VDT pulses are similar to those that damaged Delgado's chick embryos.

Although Delgado is a respected scientist and his laboratory has an international reputation, researchers have reacted to his findings with extreme skepticism. They cannot understand how such weak radiation could have such devastating effects. Attempts to repeat Delgado's experiments are

under way in Europe and the U.S.; these may help clarify the nature of the interaction.

The VDT pulses also are similar to those generated by certain medical devices approved by the Food and Drug Administration and available by prescription to treat hard-to-heal bone fractures—a clear indication that nonthermal effects do exist. But these therapeutic pulses are stronger than those emitted by VDTs.

The wild cards in the VDT debate are the eleven clusters of problem pregnancies and miscarriages among women who work on or near VDTs. The clusters have turned up randomly in offices in the U.S. and Canada. In both countries government and industry officials maintain that these clusters are statistical flukes. Operators and their unions are not so sure.

The "normal" miscarriage rate is relatively high, approaching 20 percent, so it is definitely possible that clusters of miscarriages could have popped up by chance. The incidence of birth defects is harder to account for. But those people who point to chance overlook the fact that all clusters have been reported by the operators themselves; no one has gone out looking for them.

The obvious questions remain unanswered: Are there more clusters out there? If so, how many will it take to satisfy the powers that be that some research is in order?

Basic statistics dictate that if these clusters are indeed random occurrences, they should also show up among office workers without VDTs. (Yes, some people still use typewriters.) No such clusters have been reported. Should we conclude that it takes the fear of VDTs to induce office employees to discuss their reproductive problems?

The Delgado effect may turn out to be quite subtle. The abnormal pregnancy clusters could therefore be statistical flukes of a different type, they may show up only in environments

where all the criteria for biological action are met. Unlike a toxic chemical that will cause harm if the dose is above some threshold, the efficacy of the radiation may depend on a host of variables, such as the position of the operator in relation to the VDT's flyback transformer.

Facts about VDT radiation have dribbled out very slowly. Canadian researchers, prompted by union concerns, have been far ahead of their U.S. counterparts. Nevertheless, it was only last year that the Canadian Center for Occupational Health and Safety released a white paper announcing that its staff could not ignore the possibility that VLF radiation had some untoward effects on operators.

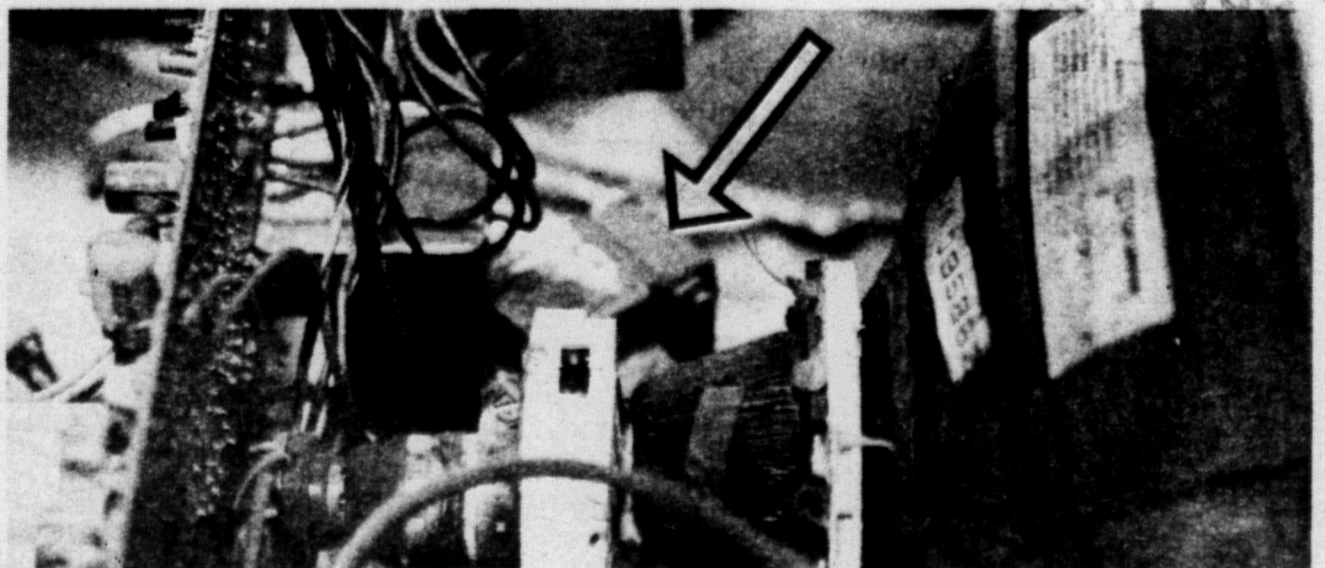
In the U.S., the way officials at the National Institute for Occupational Safety and Health (NIOSH) have handled operators' fears about VDTs has aggravated an already tense situation. In November 1982, Dr. Michael Rosenberg, then chief of reproductive health at NIOSH in Cincinnati, announced that a study of pregnancy risks would soon be underway. No such study was initiated and in 1983 Rosenberg joined a consulting firm.

After conducting numerous surveys of VDT radiation levels and issuing countless assurances that radiation emissions are not threatening, NIOSH staff members admitted in the spring of 1983 that they could not measure VLF at a job site. NIOSH's William Murray maintained that there was no problem anyway, because the radiation could not produce significant heating.

A new NIOSH epidemiological study is in the works, but it will take three years to complete after a study population is selected and a questionnaire is cleared by the federal Office of Management and Budget. The latter step alone could take years. Furthermore, because so little is known about how VLF radiation interacts with the human body, epidemiological studies may reveal little new information. After all, if you don't know the right questions to ask, the answers you do get may not mean much.

ALL THE uncertainties have been a source of stress among VDT operators. And therein lies a Catch-22, because stress itself can cause miscarriages. If the clusters are not chance events, it will take some clever studies to untangle stress from radiation effects.

The sad aspect of all this is that shielding a VDT's VLF radiation emissions could, in all likelihood, go a long way toward mitigating the whole problem. Yet now, with employers and employees increasingly polarized on the radiation issue, it seems as unrealistic to expect industry to concede that there may be a hazard as to expect workers to concede that their fears may be groundless.



Arrow locates 'flyback transformer' inside one brand of VDT

This is reprinted with permission from the November/December issue of the Columbia Journalism Review.

Louis Slesin is editor of *Microwave News*, a monthly newsletter devoted to reports on developments involving nonionizing radiation. He also is publisher of *VDT News*, published bimonthly. Address of both: P.O. Box 1799, Grand Central Station, New York, N.Y. 10163.



Publisher thanks TNG

Kenneth Best, left, publisher of the Daily Observer in Monrovia, Liberia, thanks TNG President Charles A. Perlik, Jr., for TNG's protest to the Liberian government of its closing the Observer, the country's only independent newspaper. Best was visiting the U.S. to generate support for press freedom in Liberia. The Observer, a tabloid, was closed after giving only secondary Page 1 position to a story on the head of state's announcing he soon would give

voting rights to citizens of less than 18 years of age. Primary play went to unions' complaints about employer actions under color of a governmental no-strike decree. Responding to TNG's protest, Liberia's minister of justice said that press freedom must be "exercised with caution and responsibility," and that "to maintain peace and tranquility... it sometimes becomes necessary for certain rights and privileges to be restrained."

More cuts sought by Globe-Democrat

St. Louis—St. Louis Guild bargainers were continuing to seek an acceptable contract proposal from the St. Louis Globe-Democrat after going over details of what Gluck Media, Inc., called its "final offer" during a March 4 meeting attended by most of the 300 employees included in the unit.

Another membership meeting was scheduled for March 7.

Bargainers described the talks with representatives of the management that took over the paper early in 1984 as having reached a "crisis stage."

The company was demanding an immediate net pay reduction of 5 percent, a freeze on step-up increases for 18 months and the voiding of an agreement to restore a 6 percent pay cut already in place.

The 6 percent pay cut was to be returned in three installments beginning in September of this year.

Members had agreed to the temporary pay cut and deferral of increases totalling 9 percent early last year when Gluck Media purchased the Globe-Democrat from the Newhouse chain. The deferred 9 percent increase was added to the minimums and salaries of Guild-covered employees beginning Feb. 1, but the company's proposal for a new contract, to take effect March 1, would cut that 9 percent increase back to 4 percent.

The company's 46-month offer also called for an additional increase of four percent on Sept. 1, 1986, and increases on Sept. 1, 1987 and 1988 in dollar amounts equal to those for Guild-covered employees at the competing Post-Dispatch to a maximum raise of 5 percent in each of those years. The increases in 1986 and 1988, how-

ever, would not apply to employees paid below the top minimum for their jobs.

The company, headed by Jeffrey M. Gluck, has been trying to restore the 130-year old Globe-Democrat to profitability.

Late in 1983, Newhouse had announced plans to fold the Globe-Democrat, then published under a joint operating agreement with the Post-Dispatch. The Justice Dept.'s antitrust division stepped in, however, and told Newhouse that it would have to seek a buyer before it could close the paper.

While Gluck has told Guild bargainers that demands for more concessions are bottomed on financial difficulties—a condition confirmed by a Guild auditor who reported that the paper lost more than \$2 million in 1984—he told the American Newspaper Publishers Assn.'s "presstime" magazine that the paper was making a profit after a year under his management.

Guild bargainers had rejected the concept of a long-term contract and was seeking a one-year agreement with a 4 percent increase for all employees on Aug. 1 while also holding the company to a 2 percent increase on Sept. 1—the first step under the agreement for restoring the 6 percent cut.

The Guild also seeks to require notice from insurance carriers if the company again falls behind in its premium payments. Some employee claims under health insurance plans have gone unpaid in the past year because of Gluck's non-payment of premiums.

The current health insurance carrier is the second to provide coverage since the new management took over.

ACLU to sue for handbill rights

San Francisco—Attorneys for the American Civil Liberties Union in Northern California expect by mid-March to file suit against a suburban Fairfield shopping mall for barring newspaper unionists from distributing handbills in the mall.

The handbills tell of the refusal of management of the Fairfield Daily Republic to begin bargaining with the Northern California Newspaper Organizing Committee despite a majority of the paper's 135 employees voting for NOC-NOC on March 8, 1984. The National Labor Relations Board has charged the daily with illegally refusing to bargain.

NOCNOC was formed by a group of San Francisco-area unions, including the San Francisco-Oakland Guild.

The ACLU suit will charge the shopping mall with violating a state law which says that the rights of leafleters are protected by the U.S. Constitution's First Amendment, an ACLU attorney said.

The mall's management in December denied an application from NOCNOC for one of the "political expression" permits it issues to

groups and individuals who want to distribute literature or gather signatures on petitions in the mall.

Efforts since then by the ACLU to convince the mall's attorneys that denial of a permit to NOC-NOC is a clear violation of the First Amendment proved fruitless.

In the meantime, however, the

Fairfield City Council repealed an ordinance which prohibited all distribution of "handbills, posters, dodgers or other printed matter" anywhere in the city.

The action came after the Fairfield city manager had told a NOC-NOC representative that city law banned distribution on sidewalks.

Neuharth tells Playboy million is no big thing

From "A Different Voice,"
Rochester Guild publication

IS GANNETT Chairman Allen H. Neuharth suggesting that his \$1.13-million annual salary is too big?

One might get that impression from the January 1985 issue of Playboy magazine, which quotes a Neuharth who cares little about money.

"I'm reasonably well-rewarded financially," he says, "but I would do it for a hell of a lot less if necessary."

In a feature entitled "The Joys of Success," Neuharth joins the likes of Gore Vidal, Kathleen Turner and Tom Brokaw in baring just what it is he loves most about the Big Time.

It's not the money, he says. In fact, Neuharth goes to great lengths to dispel the vicious rumor that he's rich.

"I'm not wealthy," he tells Playboy. "I'm well-to-do."

"I don't mean to belittle the material rewards of success. I enjoy the good life, as I think most people do."

We do?

"It's nice to be able to wear what you want, go where you want, eat what you want—without worrying about the money. But I've never had as an objective the idea of accumulating any great wealth."

What he says he loves is being a newsman—"being able to sit at a window on the world and tell the world what you see through that window."

Unfortunately, what the chairman sees through that window is ultimately more important than what the rest of us see—a fact driven home this month [December] in the corporate organ, Gannetteer.

In a column called "Ask Al Neuharth," he's asked why Gannett—which makes so much noise about the freedom of its "different

voices"—ordered its newspapers to run a story last summer about USA Today's coverage of the national political conventions.

Neuharth's answer, in part: "I think it's unfortunate that any editor would be unhappy about using two or three inches of space to promote what Gannett News Service and the Gannett Company

and USA Today were doing at the conventions.

"Ordering you to do it was a mistake, because you should have been smart enough in your infinite and autonomous wisdom to run the story...."

"Don't hide behind local autonomy and say this is a source of great pride unless you are willing to accept the fact that if you screw it up, it becomes a source of great disappointment."

As long as he's answering questions, we'd like to ask Al Neuharth a few of our own:

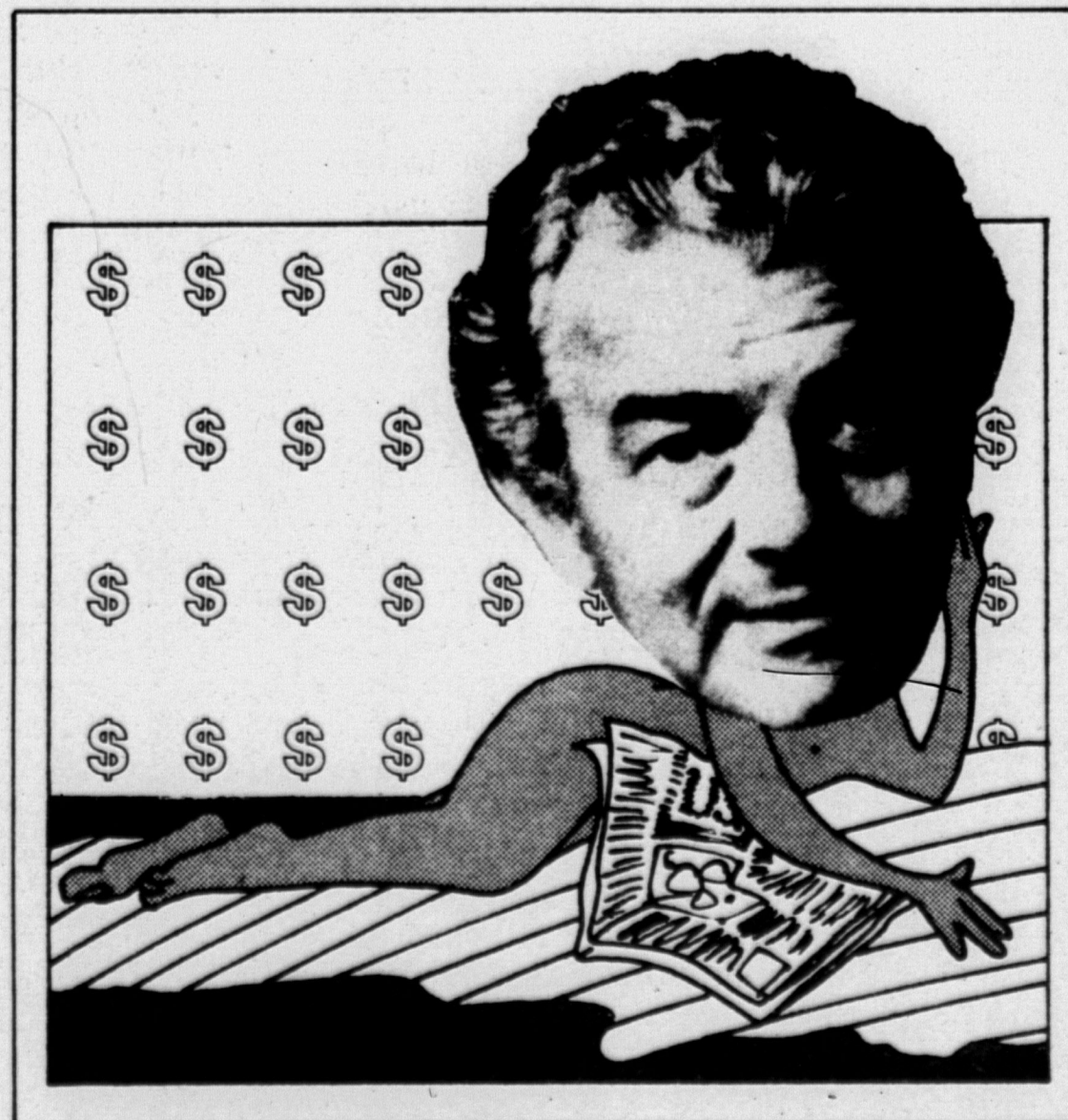
✓ If money means so little to you, why do you make so much—especially while you're telling us we'll have to do without better salaries and benefits?

✓ If being a newsman means so much to you, why has our "window on the world"—the news-hole—shrunk to such a pathetic size? Do you feel any responsibility toward our readers?

✓ Do you really expect us not to regard USA Today as a competitor? Do you expect your editors to gladly advertise a paper that is draining the rest of the chain of money and staff?

✓ And since when did the news columns become a place to "promote" anybody? Funny, we always thought they were to report the news.

We're waiting for some answers, Al. But we won't hold our breath.



A Different Voice/Rochester Guild

Gannett ready to buy more

New York—The giant Gannett Co. expects to keep buying in 1985—more newspapers and TV stations, maybe a professional sports team, or even another major communications company—its executives told stock analysts here, Editor & Publisher magazine reports.

Gannett VP Douglas McCorkindale said Gannett has the financial capacity to buy a company as large as CBS or ABC. Chairman Allen H. Neuharth said it had considered trying to buy the Baltimore Orioles.

Intense talks yield new plan for UPI

(Continued from Page 1)

to write off UPI debt in return for equity in the firm was said to be similar to one carried out successfully by the Chrysler Corp. in restructuring its operations in the 1970s.

The Wire Service Guild's executive committee had authorized legal proceedings to protect the interests of Guild-covered employees of UPI after efforts to resolve differences between principals had broken down, but preparations to initiate those actions were cancelled after the agreement was reached.

The Guild was continuing, however, to press UPI officials to make good on some \$300,000 worth of payroll checks that had bounced earlier in the week. A vacuum created with the shakeup in top management had left no one in a position to transfer the funds to cover the payroll, the local reported.

Dismissal of UPI's chief financial consultant, Ray Wechsler, along with that of Nogales, was announced by Ruhe and Geissler March 4. Three other officials resigned in protest over the firings. All were returned to their positions.

In their March 4 announcement, Ruhe and Geissler had also stated that they were willing to yield their majority control of the company in an effort to attract new investment in the operation.

A dispute over details of a proposed reorganization plan appeared to have led to Nogales' firing. Nogales, chief architect of the proposal, said that he learned of his dismissal on the evening of March 3 in a phone call from Ruhe. At the time, Nogales was meeting with John Nickoll, president of Foothill, seeking continued support for UPI from the lender.

UPI reported that "sources" put the company's current debt to Foothill at \$5 to \$7 million. The revolving loans, at what are reported to be higher than market-level interest rates, are secured by UPI assets.

"At one point" in the crisis Foothill officials had suggested "they might call in their loans—possibly forcing the company to bankruptcy—if Ruhe and Geissler resisted the restructuring plan,"

UPI reported in a March 5 story.

Wire Service Guild President Morrissey joined Nogales in meetings in Los Angeles with representatives of the UPI and its creditors. TNG Int'l Representative G. Richard Pattison also participated in the discussions.

Earlier, in a March 4 telegram to Ruhe and Geissler, Morrissey had demanded payment of pension contributions on behalf of Guild-covered employees which were more than six months overdue, as well as payment of employee expense vouchers and overtime payments that the company has failed to make.

In a March 6 bulletin to the 700-plus Guild-covered employees of UPI, Morrissey had explained that while the Guild was continuing to assist in seeking solutions to the problems that threaten the future of the news agency, it "will not hesitate to move swiftly to protect" the interests of UPI employees if a resolution to the dispute "does not occur quickly."

UPI continues to operate only because of its employees' sacrifices, Morrissey said, noting that the employees "have gone more than an extra mile."

Wire Service Guild members at UPI last fall approved a package of cost-saving concessions, including a temporary 25 percent pay cut to be restored over a 12-month period and suspension of pension contributions. The pay cuts were reduced to 15 percent at year's end in the first of the scheduled restoration steps. The cuts applied to other UPI employees as well, including management.

Nogales led the management team that negotiated with Guild representatives over the cost-saving measures aimed at making the news service profitable. Included in the agreement is provision for 6.5 percent of nonvoting stock in UPI to be set aside for distribution to employees in proportion to their length of service during the period of the pay cuts.

Shortly after those talks, Nogales was named UPI president, replacing William J. Small, who was fired from the presidency after two years.

UPI reported a positive \$1.1 million cash flow in 1984's fourth quarter, but that "operating profit"



Oscar night niches

Union stonecarvers featured in a documentary film nominated for an Oscar award "rehearse" their acceptance speeches at the National Cathedral in Washington, where they practice their craft. The three—Frank Zic, Roger Morigi

and Vincent Palumbo—are members of a Laborers union local. The Smithsonian Institution film focuses on Italian-American craft workers whose families have been carving stone for generations.

did not include "substantial interest payments on the debts," UPI reported on its wire, citing "reliable UPI sources."

Prior to Nogales' firing, Ruhe and Geissler had been seeking "consulting fees" totalling \$480,000 over the next two years, coupled with a 25 percent liability-free interest in UPI in exchange for relinquishing control of the company, according to a source close to the talks.

An AT&T representative said that the terms of its court-approved divestiture agreement prohibit the company from engaging in electronic publishing and would prevent it from taking over an interest in the news service, UPI reported on March 5.

Ruhe and Geissler were among a group that took UPI over from Scripps-Howard in 1982 when that communications conglomerate said it no longer wanted to carry UPI's financial losses.

Court upholds payment for stress-linked death

(Continued from Page 1)

rhage that caused his death." Mulcahey typically worked more than 12 hours a day spread over a period beginning about 6 a.m. and ending as late as 1 a.m., according to his wife's testimony to hearings held by the commission in its investigation.

For the six years before his death he took medication for both diabetes and high blood pressure.

Representatives of New England Newspapers Inc., a subsidiary of the Ingersoll chain and owner of the Pawtucket Times, argued against compensation on grounds that "no single incident" had been linked to the hemorrhage that caused Mulcahey's death.

That argument, the court said,

"ignores the fact" that Rhode Island, unlike many other states, does not require proof of an accidental injury to warrant compensation. "Here, it is enough if the conditions and nature of the employment contribute to the injury," the court said.

The case reportedly is the first in Rhode Island in which compensation has been awarded because of a stress-related illness.

State law provides for workers' compensation benefits to be paid to an employee's dependents in case of death.

The \$55,000 retroactive benefit awarded by the commission a year ago was expected to be raised to about \$65,000 because of the delay in payment.

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 0.4-point increase in the index in January to 312.6, up 9.9 points from January 1985, and 20.5 points from January 1983. 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 January 1983. The Urban Wage-Earners' and Clerical Workers' Index (CPI-W) is the source.

	Index*	Percentage over	
		Same month prior year	January 1983†
February, 1984	303.3	3.8	3.8
March	303.3	3.5	3.8
April	304.1	3.1	4.1
May	305.4	3.1	4.6
June	306.2	3.0	4.8
July	307.5	3.1	5.3
August	310.3	3.6	6.2
September	312.1	3.8	6.9
October	312.2	3.6	6.9
November	311.9	3.5	6.8
December	312.2	3.5	6.9
January, 1985	312.6	3.3	7.0

*1967 = 100

†Index = 292.1

Baker draws applause from the South Pacific

PAO PAO, MOOREA

Editor:

Word of Ellis T. Baker's retirement from TNG staff has reached here and I must join in applauding him for all he's given the Guild and particularly to a generation and a half of its leaders at all levels.

He has used a deep knowledge, a talent with language, a fine sense of humor, and a special charm to inspire the newcomer and stimulate the jaded.

As "professor," Ellis entertained as well as instructed, for a better result. Who else, when asked about the lawyer phrase, "de minimis," would have recited the full Latin phrase, named the author, given the classic translation and its contemporary meaning, then closed with a short deft illustration?

A memo from "e.t.b." usually sparkled with a bit of wit. It was a joy to hear from or to talk with him.

None of this is to downplay his

great effectiveness as researcher, writer and editor for the Guild for more than 30 years.

We've been very lucky to have him and will surely miss him.

FRED D. FLETCHER
Retired
San Francisco-Oakland

VP Stonebanks supplies fact missing from story

VICTORIA, B.C.

Editor:

Once again, it is necessary to write the Guild Reporter to point out a missing fact, this time in the reporting of the January IEB meeting [Guild Reporter, Feb. 8].

I, too, opposed (on the record) the proposal for biennial conventions, joining Vice Presidents Hatfield, McLaughlin and Mulcahy.

Readers may recall (GR, Dec. 14) that I opposed biennial conventions then and also supported moving TNG headquarters to the suburbs, a suggestion which has now gathered official support (37th paragraph in 44 paragraph account, GR, Feb. 8).

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.

I have supported annual conventions since 1974 when I and two other TNG vice presidents were backed by the majority of convention delegates in defeating an IEB biennial proposal. Delegates to this year's convention should read the proceedings of the 1974 Convention at Pages 75-89.

ROGER L. STONEBANKS
TNG Vice President
Western Canada

Editor's note: Both the Guild Reporter's notes and the raw minutes of the meeting show that Brother Stonebanks is correct: He did state for the record his opposition to the proposal for switching to biennial conventions. The Guild Reporter regrets having overlooked it in its story.

U.S. judge rebuffs move on 'Voice'

Wilkes-Barre, Pa.—A federal judge has rejected a move by the Capital Cities chain to overturn an arbitrator's ruling upholding the right of Wilkes-Barre Guild members to work for the Citizens' Voice, the daily published by the city's newspaper unions since their members struck the chain's Times Leader six years ago.

It was the third time and third forum in less than a year to reject Capital Cities' contention that the outside activities clause in the old Guild-Times Leader contract barred Guild strikers from working for the Citizens' Voice.

At the same time, however, U.S. Judge William Nealon asked the arbitrator, Robert F. Koretz, to clarify one aspect of his decision.

Koretz should clarify, the judge said, whether he considered the period in advance of the strike when he dismissed CapCities' charges that Guild members' role in the Citizens' Voice violated the old contract's ban on working for a publication in competition with the Times Leader. That contract's expiry date was six days before the strike began.

Koretz ruled last June 15 that the Guild's contract with the Times Leader ended with the start of the strike, notwithstanding an "ever-green" clause that provided that its terms and conditions would remain in effect during negotiations for a new agreement.

Members of the Guild and the three other Wilkes-Barre newspaper unions began publication and distribution of the Citizens' Voice three days after they struck the Times Leader on Oct. 6, 1978.

Although decertified as the bargaining representative for Times Leader employees, the unions continue to publish the Citizens' Voice, the city's dominant paper in both advertising and circulation.

"It may be" that Koretz "did not consider the issue" of whether the contract's restrictions on outside activities were violated in advance of the strike, Judge Nealon said. He noted, however, that whether the Citizens' Voice could be viewed as a competitor of the Times Leader before it was published was a decision "for the arbitrator and not the court."

At the same time, the court rejected CapCities' arguments that the arbitrator's decision should be set aside on grounds that it was "lacking in rationality" and that the arbitrator exceeded his authority in making the award.

A National Labor Relations Board regional director similarly has dismissed charges by CapCities that Guild members are violating the contract's outside activities restrictions.

In an Oct. 17, 1984, ruling NLRB Regional Director Peter W. Hirsch said that in keeping with a long-established NLRB policy he was deferring to the arbitrator's finding.

He did so, he wrote, after determining that the arbitration "was fair and regular," that the parties "had agreed to be bound by the arbitrator's award," that "the issue was . . . factually parallel" and the facts presented were generally relevant in both forums and that Koretz's decision was in keeping with the purposes of federal labor law.

Great Lakes Council lauds anti-apartheid protests

Youngstown, Ohio—Delegates to the Great Lakes District Council's winter meeting commended TNG President Charles A. Perlik, Jr., and Washington-Baltimore Guild President Ernie Mercer for their participation in demonstrations against South Africa's apartheid policies.

Meeting here Feb. 23-24 the council lauded Perlik and Mercer

for "their willingness to engage in civil disobedience and suffer arrest to demonstrate our abhorrence" of the South African government's repressive policies.

Perlik and Mercer have been among the many labor and civil rights leaders arrested during daily demonstrations at the South Africa's Washington embassy that began Nov. 21.

Richard J. Ramsey, executive secretary of TNG's contracts committee, led a discussion of TNG's collective bargaining policies and programs, and explained how locals can put bargaining material provided by TNG to the best use.

The council will meet next May 4-5 when a joint meeting of the Great Lakes, Midwest and Southern District Councils will convene.

44 cents is highest contract mileage rate

Washington — Guild-covered employees are reimbursed as much as 44 cents a mile for driving their own vehicles on company business, according to a survey by TNG staff.

A 44-cent mileage rate was in effect Nov. 1 under the Vancouver-New Westminster Guild's contract with Southam's Sun and Province, according to the mileage rate study. That rate is paid for the first 75 miles driven in any week, with weekly travel that is in excess of 75 miles reimbursed at the rate of 38 cents.

A 36-cent rate, the highest in effect Nov. 1 in Guild contracts in the U.S., was being paid to employees covered by the Wire Service Guild's agreement with the Associated Press.

Under that contract the mileage rate is adjusted semiannually according to a formula reflecting changes in the Private Transporta-

tion Index component of the Consumer Price Index.

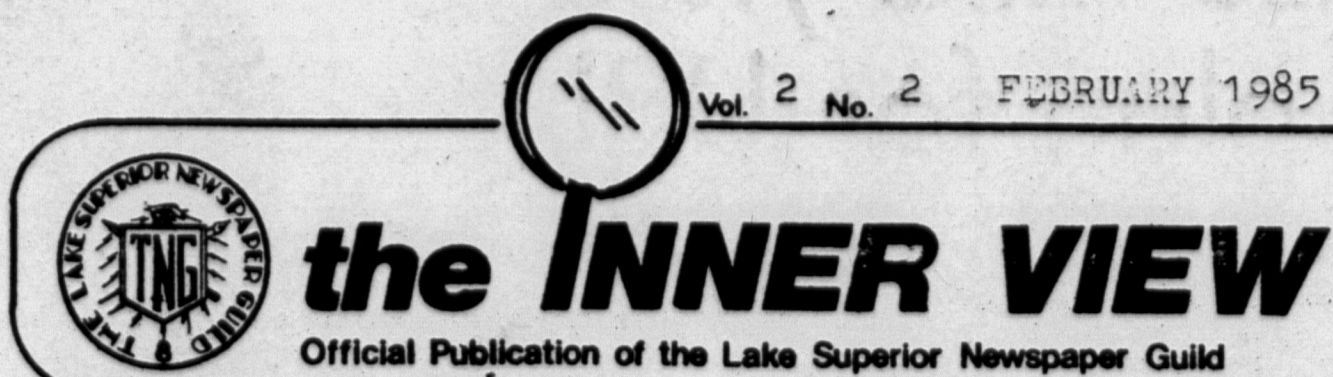
The rate paid in Vancouver is adjusted to reflect changes in the price of gasoline from a local distributor.

A 44-cent rate for assignments outside Vancouver also is paid under the local's contract with the Pacific Tribune.

Copies of the mileage survey are available from TNG's Collective Bargaining Dept.

Expenses average \$137

U.S. firms are spending an average of \$137.66 a day for living expenses for executives when they are working away from home, according to a new survey.



PRESSING NEWS

A Different Voice

Small locals' publications—Vol. 2

At least three of the smaller locals of the Guild—Kenosha, Lake Superior (Duluth) and Rochester—have entered their second consecutive years of publication of newsletters for their memberships. Each is issued monthly.

The Lake Superior Guild's "Inner View," aside from its standing nameplate, is typewritten and machine duplicated.

The Kenosha Guild's "Pressing News" also is typewritten and machine duplicated.

The Rochester Guild's "Different Voice" utilizes typed copy for its stories and type-set headlines. It usually runs four 8½-by-11 pages printed on a small offset press.

The much larger Wire Service Guild, meanwhile, late last year switched its 31-year-old membership publication, "WiReport," to an 8½-by-11 typeset newsletter from a tabloid, in a move aimed at reducing costs. At the same time it said it was increasing the frequency of publication.

\$578 a week tops classified phone-sales minimums

A RATE OF \$578.85 a week leads the list of top minimums for inside classified advertising salespersons in effect as of Feb. 1 in Guild contracts with daily newspapers.

The \$578.85 top minimum under the Pacific Northwest Guild's contract with the Tacoma News Tribune is one of nine top minimums for the job that exceeded \$500 a week, according to the tabulation by TNG's Collective Bargaining Dept.

Top minimums of \$400 a week or more were found in 29, or nearly 43 percent, of the contracts, while 36, or more than 52 percent, included top minimums of \$350 a week or more.

There was top-minimum parity for inside and outside sales in the Hawaii contract with the Maui News.

	Minimum	After		Minimum	After		Minimum	After
Tacoma News Tribune	\$578.85	4 yrs.	St. Louis Globe-Democrat	\$413.89	4 yrs.	Bakersfield Californian	\$323.02	1 yr.
Seattle Times	549.00	4 yrs.	Providence Journal and Bulletin	411.00	3 yrs.	Bristol Press	318.07	5 yrs.
New York Times	534.78	3 yrs.	Toledo Blade	404.86	3 yrs.	Erie Times and News	314.89	3 yrs.
San Francisco Chronicle and Examiner	524.89	4 yrs.	Eugene Register-Guard	403.40	5 yrs.	Great Falls Tribune	314.00	4 yrs.
San Jose Mercury-News	524.89	4 yrs.	Memphis Commercial Appeal	400.00	5 yrs.	Malden News, Medford Mercury and Melrose News	313.50	2 yrs.
Maui (Hawaii) News	520.20	5 yrs.	Stockton Record	398.74	4 yrs.	Pawtucket Times	313.12	2 yrs.
Detroit Free Press	516.89	3 yrs.	Boston Herald	395.62	3 yrs.	Fall River Herald-News	309.10	2 yrs.
St. Paul Pioneer Press and Dispatch	507.75	5 yrs.	Delaware County (Pa.) Times	387.05	4 yrs.	Oshawa Times	305.56	2 yrs.
New York Daily News	505.61	3 yrs.	Denver Rocky Mountain News	379.00	3 yrs.	Lowell Sun	293.37	3 yrs.
New York Post	499.80	3 yrs.	Monterey Peninsula Herald	372.00	3 yrs.	Buffalo Evening News	285.71	2 yrs.
San Diego Union and Tribune	499.09	6 yrs.	Portland Press Herald and Express	355.75	2 yrs.	Duluth News-Tribune & Herald	283.00	4 yrs.
Philadelphia Inquirer and Daily News	481.44	4 yrs.	Mt. Clemens: Macomb Daily	354.87	2 yrs.	Yakima Herald-Republic	282.50	4 yrs.
Manchester Union Leader	469.40	3 yrs.	Pottstown Mercury	345.29	4 yrs.	Brockton Enterprise	282.43	2 yrs.
Toronto Star	459.18	3 yrs.	Salem News	343.61	3 yrs.	Kingston Daily Freeman	276.95	3 yrs.
St. Louis Post-Dispatch	458.42	4 yrs.	Royal Oak Tribune	338.56	1 yr.	Sheboygan Press	271.67	3 yrs.
Sacramento Bee	453.00	4 yrs.	Woonsocket Call	333.95	4 yrs.	Pueblo Chieftain	271.00	2 yrs.
San Mateo Times & News Leader	448.53	4 yrs.	Albany Times-Union and Knickerbocker News	327.40	3 yrs.	Youngstown Vindicator	262.10	3 yrs.
Victoria Times-Colonist	439.14	2 yrs.				Norristown Herald	260.86	4 yrs.
Honolulu Advertiser and Star-Bulletin	430.72	4 yrs.				Massillon Independent	257.81	3 yrs.
Denver Post	426.00	3½ yrs.				San Juan Star	241.80	4 yrs.
Baltimore Sun and Evening Sun	422.00	5 yrs.				San Juan: El Vocero	232.00	2 yrs.
Sacramento Union	420.95	4 yrs.				Canton Repository	227.04	3 yrs.
Washington Post	417.25	4 yrs.				San Juan: El Mundo	227.00	3 yrs.
Vancouver Sun and Province	415.93	1½ yrs.				Monessen Valley Independent	223.75	3 yrs.
						Morgantown Dominion-Post	210.17	3 yrs.
						Tonawanda News	207.00	1 yr.
						Terre Haute Tribune-Star	197.00	2 yrs.

1 For persons hired since March 31, 1982; for those hired before \$561.20.
2 Bonus or commission system in effect either through the contract or otherwise.
3 Applies to voluntary ad takers.
4 Contract also has classified inside/outside classification for those selling classified and display ads; \$487.50 after two years.



WASHINGTON WINDOW ON 'SUPPLY SIDE'

Business tax breaks contribute to deficit; few jobs trickle down

By Calvin G. Zon
Washington-Baltimore Guild

WITH THE start of the congressional debate over taxes and spending, it's a good time to examine those big "supply-side" corporate tax breaks that were supposed to unshackle private enterprise and spur an investment boom, with jobs for all.

Most of the Reagan "investment tax incentives" enacted in 1981 are still in place. These business tax breaks have had their effects, one of them being to increase the federal budget deficit by tens of billions of dollars.

Unfortunately, they haven't achieved the advertised purpose for which they were sold to the public and Congress. In fact, a recent study actually shows a reverse relationship between the amount of tax breaks and how much companies invest in new plant and equipment. The 38-page study was done by the Citizens for Tax Justice, a coalition of citizens and union groups.

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TITLED, "The failure of corporate tax incentives: Three years of growing loopholes and lagging investment," the study examines a sample of 238 major U.S. corporations and their annual reports to shareholders for 1981-1983. It found the following:

✓ The 238 companies surveyed paid an average of 4.3 percent of their earnings in federal income taxes, far below the 46-percent statutory corporate tax rate. Yet, despite their nearly \$90 billion in "tax incentives" in the 1981-83 period, these profitable firms reduced new investment by 15.5 percent.

✓ The corporations enjoying the largest tax advantages slashed their investment the most. The 58 firms that paid no taxes or received net tax rebates over the three-year period as a whole reduced capital investment by 19.3 percent. The 15 companies that paid zero taxes or less in any of the three years cut their investment most of all, by 29.6 percent.

✓ General Electric, which received more net tax rebates than any other U.S. corporation and got a \$283-million refund from the treasury, despite \$6.5 billion in domestic profits over three years, reduced investments by 15 percent.

In sharp contrast, the 50 companies in the survey with the highest tax rates over the three years—

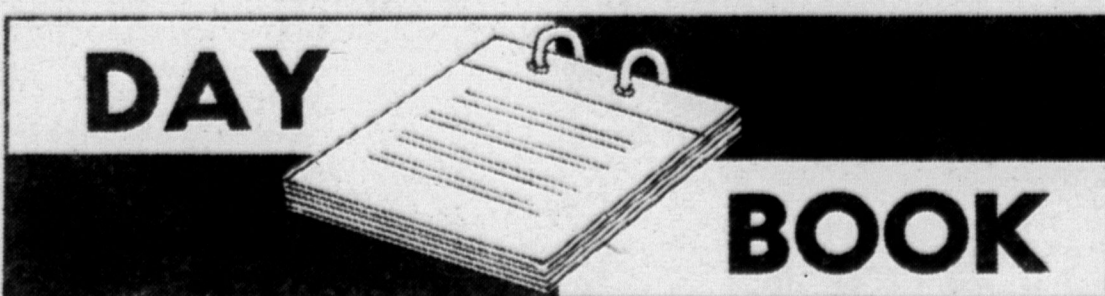
those with the least incentive to invest according to supply-side theory—increased their capital investment by 4.3 percent. These firms paid more than 33 percent of their profits in federal income taxes.

So what did the companies do with all those tax breaks? The same 238 firms which cut their investment by 15.5 percent increased their dividends to stockholders by 17 percent over the three years, the study found. It said they also used their tax bonanza to buy up other companies, partly explaining the record-breaking \$209 billion in corporate acquisitions in the 1981-83 period. In addition, they raised executive salaries and bonuses and expanded cash reserves.

"It's time to stop the waste," the study authors said. "If the president and the Congress held our largest corporations to the same standard of accountability they apply to the poorest welfare recipient, no amount of corporate lobbying could prevent the repeal of the host of 'incentive' loopholes which, based on the overwhelming evidence, don't work."

RESTORING the corporate share of the tax burden, which over the past three decades has fallen from 25 percent to 8.5 percent of total revenues, would help reduce the deficit and blunt the administration-led drive for more deep cuts in vital domestic programs.

In addition, as the study's authors put it, it would "help strengthen our economy by forcing our corporations to stop relying on lobbyists and loopholes to bolster profits and, instead, go back to making money the old fashioned way by earning it."



Int'l Executive Board, spring meeting, April 22-26, TNG headquarters, Washington.
Canadian District Council, founding meeting, April 27-28, Ottawa.
Great Lakes, Midwest and Southern District Councils, joint spring meeting, May 4-5, Holiday Inn-Riverview, Toledo.
Western District Council, spring meeting, May 11-12, Hacienda Inn, Los Angeles.

Middle-Atlantic District Council, spring meeting May 18-19, Wilkes-Barre.
New England District Council, spring meeting, May 18-19, Portland.
52nd Annual Convention, June 24-28, William Penn Hotel, Pittsburgh.
Midwest District Council, fall meeting, Oct. 26-27, Milwaukee.
53rd Annual Convention, Buffalo, 1986.
54th Annual Convention, San Diego, 1987.

As they put it

Heart of the matter

Union members don't need to be reminded of the importance of an effective grievance procedure. They know it is the heart of contract enforcement.

But how about a grievance procedure without a union? As a recent decision by the 6th Circuit U.S. Court of Appeals made clear, there's no such thing.

The case before the court was right out of the company-union era of American history. It involved the tactics used by a chain of convenience food stores to thwart an organizing drive in Ohio by the Food & Commercial Workers.

Management's actions included such mailed-fist tactics as interrogating workers about their support for a union and threatening to close stores whose employees voted for union representation. And the company didn't stop there, as NLRB and federal court proceedings revealed.

If employees had any complaint, why management's door would be wide open. In fact, some long-standing complaints were suddenly quickly resolved through a newly established "sales assistant committee."

To form the committee, management brought together groups of hand-picked employees. They in turn chose representatives to serve on the committee, which every three months would meet with management to discuss employee complaints. As the appellate court opinion pointed out:

"The committee held no meetings apart from its discussions with management, formed no coherent program or plan of action, and discussed only those subjects that . . . senior management determined were of greatest interest to the employees. . . . Discussion proceeded according to an agenda prepared by management. The sales assistants did not take minutes, and communications concerning the committee's work were written and circulated by management."

It was obvious, the court held, that the committee was employer-dominated in violation of the National Labor Relations Act.

What is not obvious, however, is why it took nearly four years to enforce the law when the violation was so blatant. That's the time it took, shamefully, to move a simple case through the NLRB and through the federal court enforcement process.

And don't bet your last dollar that management won't find a way to delay still further the slap-on-the-wrist "penalty" of promising not to continue violating the law. Labor law reform, anyone?

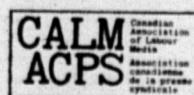
—An editorial in the AFL-CIO News.

Rx for leadership

Too long have the workers of the world waited for some Moses to lead them out of bondage. He has not come; he will never come. I would not lead you out if I could; for if you could be led out, you could be led back. I would have you make up your minds that there is nothing you cannot do for yourselves.

—Eugene V. Debs, founder, American Railway Union, 1893.

The Guild Reporter



JAMES M. CESNIK, Editor
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