Reporters Committee charges censorship

Washington Policies of the Reagan administration are causing "the most significant restrictions" on access to government information "since the end of voluntary censorship in World War II," the Reporters Committee for Freedom of the Press has charged.

It leveled the accusation as it marked March 16 as national "Freedom of Information Day" by releasing tabulations of 51 actions by the administration itself, government agencies and the courts "restricting access to information and editorial freedom" from March of 1981 through the first month of 1985.

At the same time it listed legislation pending in the new Congress which, the committee said, shows that "more threats are coming."

"Public apathy is being read by the administration and other conservative press critics as approval for new governmental censorship policies," said Jack C. Landau, the committee's executive director.

The committee's list of restrictive actions since the administration first took office ranges from efforts since its earliest days to plug leaks of what it considers sensitive and national-security information, to the exclusion of reporters from the 1983 Grenada invasion, through the White House's creation of what the committee calls "its own news service."

Bills in the new Congress encouraged by the administration's restrictive policies, Landau said, include measures to:

- Further weaken the Freedom of Information Act by broadening exemptions for law enforcement agencies, creating new exclusions for materials related to business interests and permitting agencies to withhold entire documents rather than block out exempt information within them.
- Impose criminal penalties on any person who discloses any classified information without requiring a showing of harm to national security, and another measure to establish new criminal penalties for federal employees who disclose classified material without authorization. Landau described the measures as "official secrets" acts.

Other measures in the new Congress include one to prohibit agencies from requiring employees to submit to lie detector tests or sign agreements to submit material they might write to prepublication review, and another which would designate Aug. 4 as Freedom of the Press Day.

Other actions cited in the committee's list of restrictive measures

(Continued on Page 2)

The GUILD REPORTER

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

Vol. 52, No. 6 **Washington, D.C.** **March 22, 1985**

VDT bills sprouting in record numbers in '85 legislatures

The 1985 state legislative season is producing a record number of bills that would regulate the use of video display terminals in the workplace, with legislative proposals being considered or readied for introduction in at least 20 states.

Many of the proposals are comprehensive measures which would establish minimum safeguards for employees who work on the electronic terminals. They would require proper lighting levels, adjustable furniture and machine features, employer-paid vision examinations and periodic breaks away from VDT work, among other measures.

In some states VDT bills are being reintroduced, others are considering the proposals for the first time.

A narrow measure was approved by the Oregon Senate Feb. 13. It would require the state workers' compensation department to develop voluntary guidelines for the use and purchase of VDTs, as well as a model program for educating workers about safe use of the equipment.

A commission to study the effect of VDTs on employees who use them, established last year by the Rhode Island legislature, also has recommended that a state agency prepare information for public distribution detailing how VDTs can best be adapted to the working environment. It also calls for the state labor dept. to prepare training programs to better convey the information.

In another recommendation the commission calls on Congress to appropriate resources necessary for an early study of potential dangers from very low frequency (VLF) and extremely low frequency (ELF) radiation.

The recommendations were approved by a vote of 8 to 2, with labor representatives on the commission, including Providence Guild Administrative Officer

(Continued on Page 6)



WHY VDT BILLS? TNG's David J. Eisen, foreground right, listens to VDT makers' representative tell optometrists why industry fights standards. Story, Page 3.

ITU-GCIU merger off; Teamsters-ITU . . .?

Membership referendums on the proposal to merge the Int'l Typographical Union and the Graphic Communications Int'l Union have been canceled by the leaderships of both and Teamsters President Jackie Presser has renewed his call for the ITU to become part of his union.

The ITU and GCIU votes were to have been on April 10 [Guild Reporter, Feb. 22].

The three members of the five-member ITU Executive Council who are opposed to their union's joining the Teamsters were to meet March 21 with leaders of several ITU locals and others to examine remaining alternatives.

The vote on the ITU-GCIU merger proposal—which would have created a single union of printing-crafts workers with more than 200,000 working members—was called off after the 42-member GCIU General Board at a special meeting March 12-13 voted to disapprove the merger proposal.

ITU President Robert S. McMichen called the GCIU board's action "a disappointment" but said it would have "no impact" on the ITU's continued representation of its members, stating that the union now is in better financial health than at any time in the last ten years.

The AFL-CIO, which had been actively encouraging an ITU-GCIU merger, also issued a statement expressing regret at the referendums' cancellation. At the same time, it also reaffirmed its commitment to helping the printing trades unions strengthen themselves "by merger within the national house of labor." The Teamsters is not an AFL-CIO affiliate.

While the GCIU board's action was taken in executive session, GCIU Secretary-Treasurer Michael P. McNally reported that the problem stemmed from the 90-day limit last year's ITU convention had set for conclusion of an ITU-GCIU merger proposal.

"A certain number of important operational, legal and financial

(Continued on Page 6)

'Bad news,' Perlik says

Washington—TNG President Charles A. Perlik, Jr., called cancellation of the membership referendum on merger of the Typographical and Graphic Communications unions "extremely disappointing news."

"Certainly this development slows down programs toward one big union in the newspaper industry, but it does not shake our conviction that it is inevitable and desirable," he said.

AFL-CIO points to new paths for growth

WILL THIS winter's meeting of the AFL-CIO Executive Council be seen in the future as some sort of turning point for the labor movement in the United States?

Some observers are suggesting as much in giving high marks to a report approved by the council during that meeting which assesses the position of unions in today's society and offers recommendations for improvements.

The report, titled "The Changing Situation of Workers and Their Unions"—suggests a variety of measures to combat the perception that organized labor has fallen "behind the pace of change" and to strengthen union efforts to organize new groups of employees and bargain better contracts. Included are several new approaches.

The AFL-CIO action comes on the heels of a recent Labor Dept. report that union members in the United States accounted for 18.8 percent of the workforce in 1984, "down from 23 percent in 1980, and a high of 35 percent in the mid-1950s."

The report "clearly suggests a shift of direction—and almost [a shift] of fundamental attitude—for the labor movement," David S. Broder of the Washington Post wrote in a March 10 column.

William Serrin, writing in the New York Times of Feb. 23, called the report "a remarkably candid, self-critical document, particularly for an institution not often given to self-examination."

Three staff writers reporting in Business Week March 11 observed that as the recommendations are refined and carried out over the next several years unions "are likely to mount the most centralized offensive" since the AFL-CIO's formation in 1955.

(Continued on Page 4)

THE SHORT OF IT

"SIGNIFICANT DISAGREEMENTS" continue to exist between the U.S. press and broadcast media, the government and the public, but newspapers, television and radio for the most part are fair and responsible in reporting the news, and a free press never will be at peace with everyone. Those are among the conclusions in the report of a 34-member commission that examined the question of "Free and Responsible Media" under the mantle of Citizens's Choice, Inc., a lobbying affiliate of the U.S. Chamber of Commerce. Its 120-page report is the product of a series of hearings across the U.S. in 1983 and 1984. The four complaints most heard, the report said, were about limited access to the press, a lack of depth of information in the press, allegations of insensitivity to privacy and charges of bias. Whatever the press' faults, however, their correction will not come from government action nor from the creation of some official watchdog. The press is responding, the report suggested to "the invisible hand of public pressure." Members of the commission included William C. McInnes, president of the Assn. of Jesuit Colleges and Universities, Donald H. Johnston, associate dean of Columbia University's School of Journalism, and Charles Z. Wick, director of the U.S. Information Agency.

The ledger: **Total daily newspaper circulation averaged 63,166,921 copies in 1984, up 18,252, according to the Audit Bureau of Circulations. Total number of dailies was 1,712, off 15 from 1983 with all of the decline coming in the afternoon and all-day categories. Morning dailies were up by 20 in number, to 452. In Canada, meanwhile, average daily circulation was 5,279,706, off 6,000 from the year before. The number of dailies also declined, by 5, to 112, ABC reported. . . . . The Newspaper Advertising Bureau reports that the newshole in today's dailies is more than one-third larger than it was in 1977. The average number of news and editorial pages had grown to 27.5 in U.S. dailies by 1983, from 20.5 just six years before, according to the NAB's Leo Bogart. The ad-hole grew, too, he said, by 12 percent in the same period. . . . . "Oil wells have a distressing habit of running dry," according to Gordon Brunton, president of the Int'l Thomson Organization Ltd. of Toronto, quoted in Forbes magazine last year. He was explaining why Thomson pours its profits from North Sea oil back into publishing.**

Labor beat: The AFL-CIO Executive Council endorses the observance of 1985 as Int'l Youth Year, at the same time wondering, however, how the Reagan administration can profess also to support it since it also is advocating a subminimum wage for young people, elimination of the Job Corps as well as financial aid for children of middle-class families who want to go to college. . . . . A new national contract between the Teamsters and Anheuser-Busch ends the company's policy of providing free beer to employees during lunch and rest breaks. There is free "take-home" beer, however, and pay raises of $2 an hour over the contract's term. . . . . The AFL-CIO Guide to Union Sponsored Scholarships, Awards and Student Financial Aids lists more than 2,000 scholarships worth more than $2.5 million. It is free to union members from the AFL-CIO Education Dept., 815 16th St. NW., Washington, D.C. 20006. . . . . The National Right-to-Work Committee has protested to the Boy Scouts its plan to offer an American Labor merit badge. The committee says it wants boys to learn about its positions, too. The committee lobbies to outlaw union security agreements between unions and managements.

First Amendment: **A curriculum guide for high school teachers on "The First Amendment: Free Speech & a Free Press" has been written and published by Thomas Eveslage, an associate professor at Temple University. It aims to help students see how everyone benefits from the exercise of free speech and press freedom. Single copies: $4.50 each; 10 or more, $4 each. Contact, Eveslage, Temple University, School of Communications, Philadelphia, 19122. . . . . Retired U.S. Army Gen. William Westmoreland has proposed a national news council to take up public officials' complaints against news organizations and to assist with court costs. He advanced the notion in a speech at the National Press Club March 15. He also said his abandoned $120 million suit against CBS has not made him bitter.**

Among ourselves: A longtime leader in the Wire Service Guild, **Drew Von Bergen,** has left United Press Int'l for a senior staff position as press secretary for Sen. Howard Metzenbaum (D-Ohio). . . . . **Lori Olszewski,** of the Gary Post-Tribune and the Gary Guild, and **Jo Ellen Meyers Sharp,** of the Indianapolis Star and Indianapolis Guild, have been awarded two of this year's fellowships for six-weeks of study and travel by the Institute for Educational Leadership, Inc. The program is co-ordinated by **Michael Bowler,** of the Baltimore Sun and the Washington-Baltimore Guild, a former fellow in the same program and president-elect of the Education Writers Assn. . . . . Among this year's George Polk Award winners is **Ellen Whitford** of the Norfolk Virginian-Pilot and Ledger Star and a member of the Hampton Roads Guild. She won for local reporting, for stories that led to a clinic being closed for performing abortions on women who were not pregnant. In the process of covering the story, Whitford herself was examined at the clinic and declared "five or six weeks" pregnant. (Not so!)

Two indicted in case that won Broun

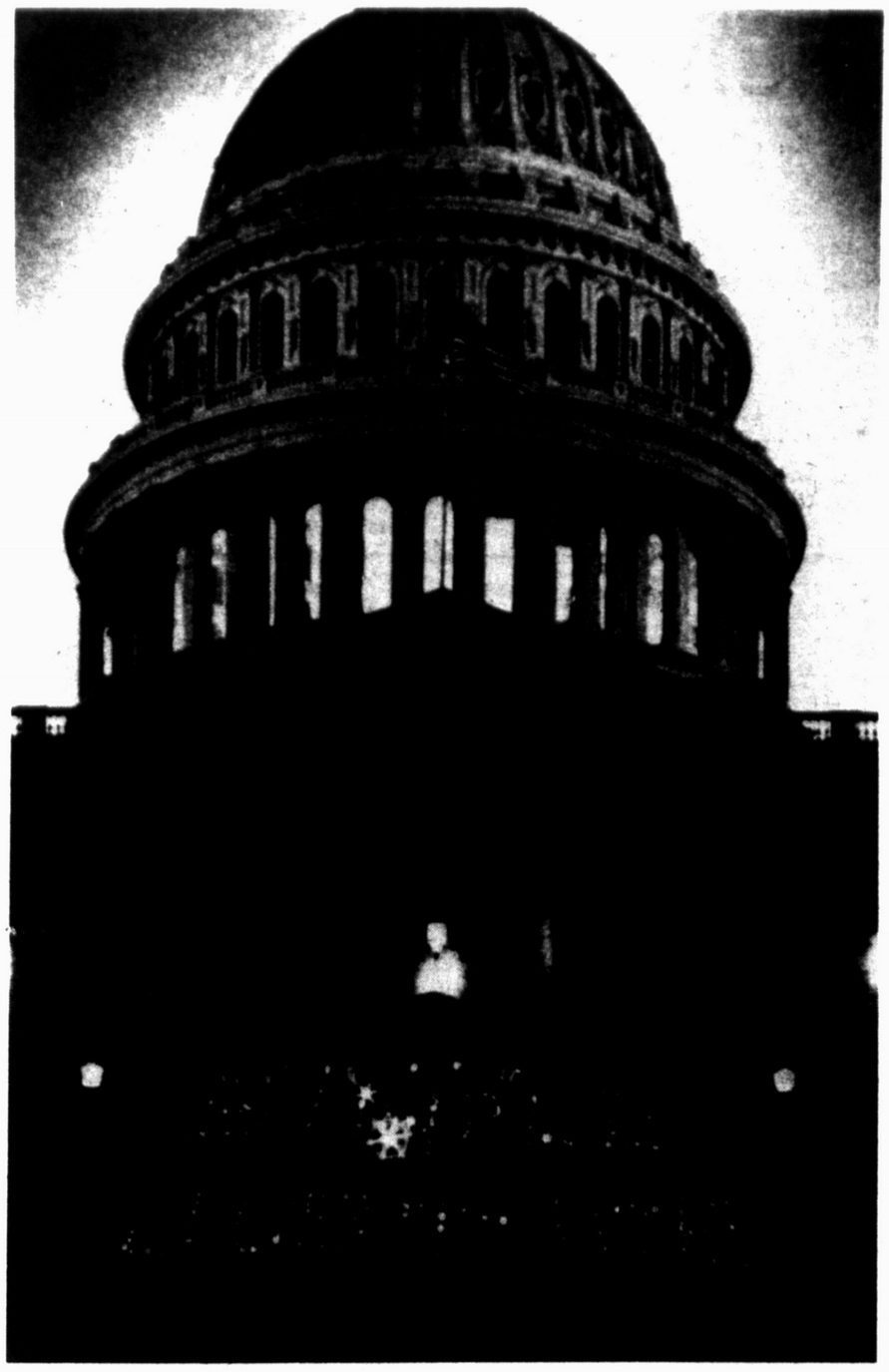
Conway, Ark.—A special grand jury has charged two former police officers of this central Arkansas town with first-degree murder of a young, black man whose 1960 death in jail had been ruled an accident at the time.

Mike Masterson of the Arkansas Democrat earlier this year was named the winner of TNG's 1984 Heywood Broun Award for his stories and investigation into the circumstances surrounding the discovery of Marvin Williams body in a Conway jail 25 years ago. The grand jury had been impaneled at the urging of Gov. Bill Clinton as a result of Masterson's reporting.

The officers indicted by the grand jury had arrested Williams on charges of public drunkenness and testified before a coroner's jury quickly impaneled after his death that Williams had sustained a head injury from a fall on the courthouse steps following his arrest. The panel ruled his death an accident without benefit of an autoposy report, later secured by Masterson, that showed Williams died from a blow to the head that severely fractured his skull and that there was no alcohol in his blood.

One of the men indicted currently is a sergeant with the state police and was placed on administrative leave following the grand jury's March 8 ruling.

The 1984 Broun Award—$1,000 and a citation—was presented to Masterson in January.



Vigil for 'simple justice'

Flashlights carried by members of unions and civil rights organizations spell "SIMPLE JUSTICE" in the twilight on the steps of the U.S. Capitol. The display was in support of legislation to remedy damage done to enforcement of federal civil rights laws by a 1984 Supreme Court decision.

LISTS 51 ADMINISTRATION ACTIONS

Reporters' group sees censorship

(Continued from Page 1)

under the Reagan administration include:

✔ A pilot program to test the "trustworthiness" of the Defense Dept. employees by subjecting 3,500 of them to lie detector tests. The program was implemented this January with congressional authorization, the committee reported.

✔ Justice Dept. guidelines encouraging suppression of all information falling under FOI Act exemptions without regard to the nature of the material. This reversed guidelines under the Carter administration that called for release of information which might be exempt technically unless its release would pose demonstratable danger to the government or another party.

✔ Orders from the White House and other agencies instructing government officials to secure approval in advance of interviews with reporters.

✔ Guidelines warning agencies against routinely granting fee waivers or reductions to reporters seeking information under the FOI Act and support for a legislative proposal to base fees on the "commercial" value of technological data supplied. The latter, the committee said, would be "a first step in asserting a government copyright on information."

✔ Expulsion from the United States of a Canadian journalist providing coverage for a Cuban news agency.

✔ Charges filed by the Central Intelligence Agency with the Federal Communications Commission accusing ABC News of "deliberate . . . distortion" in a news report alleging a CIA connection with an investment banker under indictment for fraud.

✔ Accusations that the Washington Post aided the enemy by reporting that the space shuttle was to be used for a military mission, although it later was acknowledged that the Post's report carried no information not already on the public record.

The Reporters Committee was founded 15 years ago by a group of reporters and editors. Its chief purpose is to provide free legal aid and research to individual newspersons, news organizations, lawyers and scholars through its First Amendment Clearinghouse. Last year, the committee's staff of attorneys and interns answered some 3,000 legal defense and information inquiries.

TNG is among the media organizations that regularly contribute to the committee's support.

Committee makes hot-line calls free

Washington—Pointing to what it sees as increasing legal problems in gathering and disseminating news as states take cues from the Reagan administration, the Reporters Committee for Freedom of the Press has switched its U.S.-wide Libel-FOI Hot-Line to a toll-free telephone line.

Opened late in 1982, the hot line continues to be staffed 24-hours-a-day, seven-days-a-week to provide free lawyers and other free emergency legal help for newsgathers and their lawyers.

Problems the service is designed to assist with include such as government censorship, subpoenas for sources and information, restrictions on access to public proceedings and documents, threats of libel and privacy suits and prior restraints on publication.

FIRST AMENDMENT

FOI & LIBEL HOT-LINE

800F-FOI-AID

Free Legal Aid
For All Journalists
And Their Lawyers

24-HRS-A-DAY
7-DAYS-A-WEEK

Reporters Committee
FOI Service Center

Eisen, VDT makers' rep air differences on solutions

Washington—A representative of TNG and the president of an organization of computer equipment manufacturers agreed March 20 that there are serious problems for operators with the workplaces in which VDTs are used and with many of the machines themselves.

They parted company abruptly, however, on whether legislated standards offer a viable method for correcting the problems and on whether the problems amount to health hazards or just discomfort.

David J. Eisen, TNG director of research and information, and Vico Henriques, president of the Computer & Business Equipment Manufacturers Assn. (CBEMA) faced off on the questions in tandem appearances before a "Symposium on Vision in the High Tech Society" set up by the American Optometric Assn.

Henriques said the solutions are not to be found in legislation but in the "educated supervisor" and VDT operators working out "a rational solution to the problems in the workplace itself."

Regulations and standards would only "create a tangle of new bureaucracy" without producing the desired results, he said.

Eisen, noting that representatives of TNG and other unions have regularly squared off against CBEMA in states considering VDT safety legislation, cited several studies and surveys by persons inside and outside the VDT industry and asked if anyone "really believes" that the forces of the marketplace will compel necessary changes.

He pointed to a survey for the Data Entry Management Assn. of VDT operators and clerical workers in 26 U.S. and Canadian locations as reported in the association's August 1984 newsletter.

The survey asked about such complaints as back, neck, shoulder, leg and arm pains and eye strain, Eisen said.

The newsletter reported that the organization's president, Norman Bodek, was surprised by the significantly higher incidence of each among VDT operators.

"I've been in this business for over 25 years and thought that all these reports being published in the computer field were greatly exaggerated," the newsletter quoted Bodek. "But they're not. They're very real. . . . We managers have . . . placed so much emphasis on output that we've neglected our most important resource: our people."

He pointed to a study reported to a conference on occupational ergonomics last year in Toronto. It found in a single office—"no better or no worse off than any others"—that most chairs were striaght-backed with no adjustability, most desks completely unadjustable, lighting ranged from near darkness to glaring brightness.

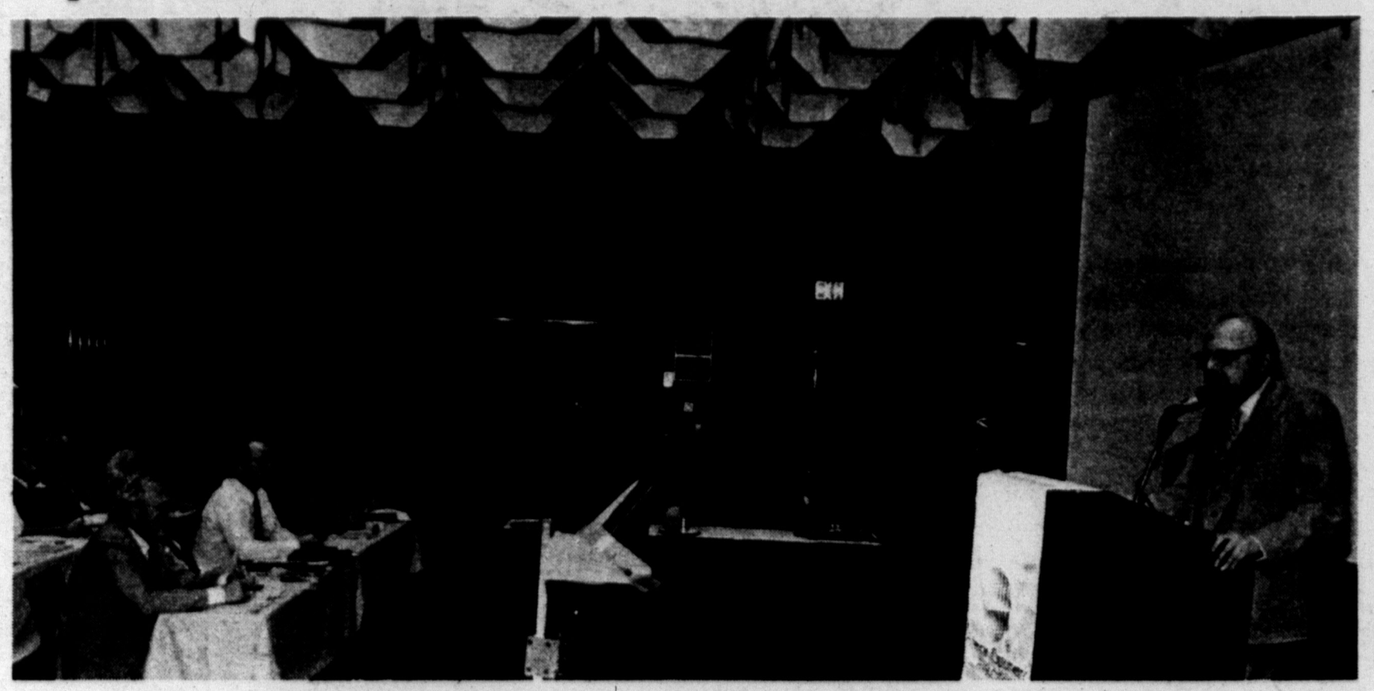
It reported keyboard levels generally so high that some operators tried putting them in desk drawers to ease the strain, Eisen said.

He pointed to researchers' estimates that the increased productivity resulting from ergonomically correct machines, furniture and offices pays for the investment necessary in as little as 3½ months.

Studies of regular rest breaks also show great improvements in work efficiency, Eisen said.

Henriques said that while working too long without a break can have adverse effects, legislation to require that for five minutes every hour everyone must "stand up and do deep breathing exercises" is not the solution.

Without legislation, employees, particularly those without unions, are "at the mercy of employers of whom the great majority are, at best, ambivalent on VDT protective measures," Eisen said.



TNG'S DAVID J. EISEN SPEAKS TO SYMPOSIUM ON VISION AND HIGH TECH

Session for optometrists also heard computer makers' Vico Henriques, right background.

Budget cuts would hit labor press

Washington—The House Post Office and Civil Service Committee has agreed with representatives of religious and union groups and others who depend on nonprofit postage rates that one of the budget cuts the Reagan administration is demanding would have an intolerable effect on the nonprofit press.

In doing so, the committee recommended to the House Budget Committee that it refuse to approve the elimination of federal support for nonprofit second- and third-class postal rates demanded by the administration.

For the labor press, the cuts would mean immediate increases next October in mail cost of 95 to 175 percent, the Int'l Labor Communications Assn. pointed out in a submission to the postal committee.

That hike would come on top of increases in nonprofit rates in recent years that have been higher than for any other class of mailer, said ILCA President Robert J. Kalaski, of the Machinist, and Secretary-Treasurer James M. Cesnik, of the Guild Reporter.

For the Guild Reporter, Cesnik noted later, the increase comes to about 110 percent.

Mortuaries use PCs for notices in 2 cities

Funeral directors are using their personal computers and telephone lines to transmit obituaries directly into the computers of at least three daily newspapers where Guild-employees work.

The papers, the Erie (Pa.) Times and News and the New Brunswick (N.J.) Home News, also are opening access to their computers to other advertisers' and news sources' PCs.

Supplied with an access code to the paper's computer and utilizing a modem for telephone transmission, about five of the 30 or so funeral homes in regular contact with the Erie papers have been sending both obits and paid death notices electronically for the past six months.

Obits are processed through the papers' editorial department and death notices through the classified department before being sent on for typesetting.

The Erie papers, meanwhile, have announced that they will begin accepting press releases and advertising material from local colleges and hospitals transmitted via computers at those institutions.

In New Jersey, the Home News instituted arrangements for remote transmission from area funeral directors more recently. In mid-March two were set up to send obituarties directly to newsroom computers, employees reported.

The Home News also is accepting advertising copy transmitted by a local automobile dealer's computer, Editor & Publisher reported March 2.

The 1984 TNG Convention called on members of the Int'l Executive Board to examine problems that transmission from remote terminals may pose for Guild-covered employees and Guild bargaining strategy.

In New Brunswick, where the New York Guild represents editorial department employees, a member described the receipt of obituarties directly into the paper's computer as "no problem." It is "helping to free someone to do more meaningful work," the member said,

Erie Guild members in the paper's classified advertising department view the remote transmission system a bit more cautiously, however, wondering if expansion of the system might affect commissions and future levels of employment.

The Erie papers came on the idea of establishing outside sources of remote transmission a couple of years ago when a local race track began sending results via its computer, Editor & Publisher reported.

"As long as its not a toy," just about any personal computer can be linked to a newspaper's system with software off the shelf of a computer store, the computer services manager for the Home News told Publishers' Auxiliary.

That assumnes, of course, that the newspaper's system will accept signals from a remote terminal. The computer system in use in the Washington Post's classified department is purposefully designed to be incompatible with personal computers, an employee there reported.

Salinas staff votes 'no'; firing case pressed

Salinas, Calif.—The San Jose Guild lost a bid to represent employees of Gannett's Salinas Californian in a March 6 election supervised by the National Labor Relations Board, but the Guild continues to press charges with the labor board over the company's firing early in the organizing effort of one of its in-plant leaders.

Just days before the March 6 vote on Guild representation, the NLRB's regional director issued a complaint against management of the paper, upholding Guild allegations that a credit checker in the paper's accounting department had been fired because of his union activity. A hearing on that charge has been set for May 28 before an NLRB administrative law judge.

The vote among the some 100 employees of the paper in all departments outside the composing room was 37 for Guild representation and 53 for "no union." The ballots of another 15 employees were challenged and not counted. Nine of those challenges were initiated by the Guild over the votes of employees it said were supervisors.

The company intensified its campaign against the Guild in the week prior to the election, bringing in among others, Gannett labor relations executive John Jaske who held daily meetings with groups of employees, a local representative said.

Employees reportedly were told that voting for Guild representation would be futile since the company would frustrate efforts to bargain a contract.

The local opted against initiating further NLRB charges against the company's conduct in the campaign, citing the time and legal expense that would be involved in seeking to overturn the election.

Guild files at Toronto TV Guide

Toronto—The Ontario Labour Relations Board has scheduled a March 29 hearing on a Southern Ontario Guild petition for recognition as the bargaining representative for editorial department employees of TV Guide, Inc.'s, Toronto office.

The local's petition, filed March 11, was supported by authorization cards from a majority of the 45 employees in the unit it seeks at the weekly publication.

A petition questioning the Guild's majority also will be considered at the hearing, as will Guild allegations that company threats and promises have interfered with employees' exercising their right to union representation.

The Guild Reporter (ISSN: 0017-5404) is issued semimonthly, except monthly in July and December, at 1125 15th St. NW., Washington, D.C. 20005. $20 a year. Second-class postage paid in Washington, D.C. and additional mailing offices. Printed in the U.S.A.

Postmaster: Send address changes to The Guild Reporter, 1125 15th St. NW., #550, Washington, D.C. 20005.

Hatch leaves TNG staff to return to San Jose

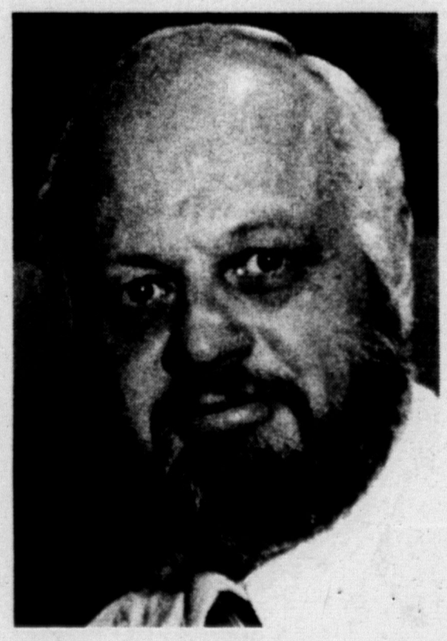
Willard Hatch has resigned from TNG's staff of international representatives to return to the San Jose Mercury-News. He had been on a leave of absence from the paper's editorial department since taking a position on TNG's field staff in 1972.

During his tenure with TNG, Hatch also served two locals as administrative officer, first the Philadelphia Guild in 1975, and then the Detroit Guild, from 1976 to 1979. He continued to reside in Detroit until leaving TNG's staff.

He played a key role in organizing several new Guild units, including the editorial department of the Detroit News in 1974. Hatch also has bargained numerous contracts and assisted several locals in signing free-riders to Guild membership.

At the time he joined TNG's staff he was president of the San Jose Guild. Earlier he was a member of the Erie Guild.

He resumed work as a copy editor at Knight-Ridder's Mercury-News March 4.



AFL-CIO points to new paths for growth

(Continued from Page 1)

THE REPORT calls on unions to experiment with "new approaches" to representing employees, while expanding and revising programs to address new issues of concern to members.

Greater emphasis on worker participation, pay equity and health and safety issues are among its recommendations, as is a call for unions to expand their public relations activities.

The report is the product of a two-and-one-half year study conducted by the council's Committee on the Evolution of Work with assistance from a variety of consultants, including authorities on economic research, workplace sociology and public opinion surveys.

Labor must convey that "union representation is the best available means for working people to express their individuality on the job and their desire to control their working lives," the report says.

It also underscores the need for unions to emphasize their democratic structures to overcome the public perception of unions as stagnant institutions controlled from the top.

Both recommendations flow from survey findings considered by the committee, including:

- That U.S. workers have become less likely to view their work as "a straight economic transaction providing a means of survival and more likely to see it as a means of self-expression and self-development;"
- Most nonunion employees believe union leaders make decisions that are forced on members, including decisions about strikes;
- Unions "stifle individual initiatives" and resist change.

With the aid of pollsters Louis Harris and Peter Hart, the committee analyzed surveys assessing attitudes toward unions conducted over the past 25 years.

"GIVEN A fair chance" employees will opt in large numbers to form unions in their workplaces, the committee observes.

The decline in union membership in the United States in the 1980s has not resulted from "dissatisfaction of union members with their unions" but from changing patterns in employment, it observed. Among those changing patterns: a recession that crippled many industrial areas where unions traditionally have represented large numbers of employees, and an increase in employment in geographic areas where the level of union organization has been traditionally low.

The committee also points to less permanence in employment and an increase in part-time workers, as well as a climate fostered by impotent labor laws under which employers have been increasingly frustrating employee efforts to form unions and bargain working conditions.

The report cites a survey of private-sector organizing campaigns showing that 95 percent of employers "actively resist unionization" and that 75 percent of employers hire consultants to direct their anti-union efforts at an estimated annual cost in excess of $100 million.

Efforts by employers to avoid union organization "at all costs" is a reversal from the 1950s and 1960s when, the report says, the principle of collective bargaining "had gained at least some measure of acceptance and, to a large extent, employers did not choose to interfere with their employees' exercise of the right to self-organization."

Today, even when employees succeed in winning union representation, they "often face massive resistance in securing a contract," the report pointed out, noting that about 35 percent of newly organized groups fail to win an initial contract.

IT NEED NOT be so, the report observes, citing the experience in Canada where union representation has grown from 30 percent to 40 percent of the civilian workforce in the past 20 years and where labor law "carefully safeguards" the right of employees to form unions.

Pointing to "the seeds of resurgence" for the labor movement in the United States, the committee cites survey findings indicating that a majority of nonunion employees recognize that they are "more effective in obtaining redress from their grievances and in insuring democracy in the workplace when they act in concert than when they act alone."

Unions are increasingly gaining members among "the types of workers who are forming an increasingly larger share of the workforce," the report says. Employees who belong to unions, it notes, express satisfaction with union representation—90 percent of them are confident that "unions improve the wages and working conditions of members," for example.

To nurture that resurgence, the committee sets forth a series of recommendations in two categories, the first suggesting "new methods of advancing the interests of workers," and the second recommending steps unions might take to improve their traditional bargaining and organizing programs.

MANY INVOLVE techniques and policies already in place to varying degrees in some unions, including TNG.

The report calls on unions to tailor their programs to meet the needs and desires of different groups of employees, suggesting, for example, that seeking minimum guarantees for some groups might be preferable to bargaining contracts establishing "hard and fast" terms and conditions of employment.

Guild bargaining policy from its inception has called for the establishment of "minimum wages," with individual merit acknowledged by pay above the minimum.

Worker participation, an idea whose pioneers in the U.S. labor movement include Guild leaders, can help satisfy the "particular insistence" of employees to have a say in the "how, why and wherefore" of their work, the report notes in recommending further development of such programs.

The report also suggests that contracts providing for the arbitration or mediation of their terms of renewal might best serve the interests of some employee units.

Among other new approaches recommended as "worthy of examination":

- Establishment of new membership categories open to persons outside of organized bargaining units. Such a membership category would encourage employees to continue membership although they change employment, while also attracting new members.

The report recommends that the AFL-CIO study the feasibility of providing services such as job training and supplemental insurance as a means of recruiting new members.

- A sustained campaign to enhance public awareness of the contributions of labor in the workplace and to society.

Such a campaign should capitalize on the availability of electronic channels of communication and include advertising and programming on network and cable television, it recommends.

The report also calls on the AFL-CIO to develop a pilot advertising campaign for improving labor's public image.

- Special joint organizing committees to conduct campaigns among workers in selected geographic areas, industries and/or corporations.
- Wider use of what has become known as "corporate campaign" tactics, to win public support for union organizing and bargaining efforts, and use of that support to neutralize employer opposition to union activities. The report also calls on unions to more widely publicize employer acts of coercion and intimidation against employee organizing efforts in an effort to build public support for labor law reform.

OTHER RECOMMENDATIONS aimed at strengthening unions' traditional bargaining and organizing programs—which the committee called "the heart and soul of the labor movement"—include:

- Devote greater resources to training local officers, stewards and potential leaders and establish orientation programs for all new members.
- Expand opportunities for members to meet with international officers, through such forums as regional meetings and conferences where union leaders have an opportunity to listen to members' concerns. The report also recommended membership surveys as vehicles for determining membership interests and concerns.
- Establish regular contact with communications industry representatives and train union officers and others in communication techniques.

The report also calls on unions to co-ordinate bargaining with other unions representing employees in the same plant and urged unions that "share a community of interest" to consider merger.

The report is the second issued by the special committee of the executive council established in August 1982. Its first report, examining the future of work, was issued in August 1983.

AFL-CIO expands sound-off sessions

Portland, Ore.—The first of the 1985 series of AFL-CIO conferences between national AFL-CIO leaders and leaders of regional and local unions and central bodies was to be held here March 22-23 with an expanded itinerary also taking the federation's two top officers to six satellite meetings in other cities.

The schedule here and in the succeeding six regional conferences calls for AFL-CIO President Lane Kirkland and Secretary-Treasurer Thomas R. Donahue to leave the main session during its second day to each travel to three other cities to meet with additional union members and leaders.

The purpose of the satellite meetings, Kirkland said, is to "give local union members—who do not have the opportunity to attend the regional conferences—the chance to express their views."

During the first regional meeting here, Kirkland also was to go to Longview, Tacoma and Seattle, Wash., while Donahue went to Salem, Eugene and Coos Bay, Ore.

One of the recommendations of the report on "The Changing Situation of Workers and Their Unions" adopted by the AFL-CIO Executive Council at its winter meeting was for more opportunities for members and national union leaders to "interact with each other."

As with the AFL-CIO's regional conferences in the past four years, Kirkland said he sees this year's meetings as "another opportunity for a free and open exchange of ideas" between the AFL-CIO's leadership and regional and local union leaders and members.

Following is the balance of the regional conference schedule:

April 28-29: Providence, R.I., also to include Connecticut, Maine, Massachusetts, New Hampshire, Pennsylvania and Vermont.

May 3-4: Salt Lake City, also to include Arizona, Colorado, Idaho, Montana, New Mexico, North Dakota, South Dakota and Wyoming.

May 17-18: Cherry Hill, N.J., also to include Delaware, the District of Columbia, Maryland, New York and Virginia.

May 31-June 1: Indianapolis, also to include Illinois, Indiana, Iowa, Michigan, Minnesota, Ohio and Wisconsin.

June 7-8: Nashville, Tenn., also to include Alabama, Florida, Georgia, Kentucky, Mississippi, North and South Carolina and West Virginia.

July 13-14: Tulsa, Okla., also to include Arkansas, Kansas, Louisiana, Missouri, Nebraska and Texas.



'WORK' COMMITTEE CHAIR THOMAS R. DONAHUE, LEFT, LISTENS

Also pictured at executive council session: U.S. Sen. Bob Packwood, AFL-CIO President Lane Kirkland, VP Barbara Hutchinson.

Globe unit okays cuts in new pact

St. Louis—Members of the St. Louis Guild's Globe-Democrat unit have approved a new agreement with the paper's owner, Gluck Media, Inc., that cuts minimums and salaries by 5 percent and waives an agreement to restore another 6 percent pay cut the unit had agreed to last year when Gluck acquired the paper.

The new 46-month agreement is effective from March 1. It was ratified by Guild unit members March 7 and is based on the same company offer the unit had rebuffed three days earlier, directing Guild bargainers to seek a more acceptable offer [Guild Reporter, March 8]. The vote to ratify was 162 to 86.

A Guild auditor who reviewed the company's books reported that the paper lost $2 million in 1984—its first year of operation under the management of the company headed by Jeffrey M. Gluck.

It reportedly has had recurrent problems making payments to contractors and creditors, some of whom were said to be insisting on daily cash payments.

In an interview with the St. Louis Journalism Review Gluck said that payment schedules had been arranged with most of the paper's creditors. He also attributed payroll-checks that bounced in February to a banking error involving a transfer of funds, the journalism review reported.

The new agreement eliminated 5 percent of a 9 percent increase that took effect Feb. 1. That increase represented the sum of increases that were to have taken effect in March and September of 1984. The unit earlier had authorized their deferral as well as a "temporary" 6 percent cut in pay when Gluck took over the paper early in 1984. The 6 percent cut was to have been restored in three installments beginning next September.

The new agreement calls for increases of 4 percent on Sept. 1, 1986, and increases on Sept. 1 of 1987 and 1988 in dollar amounts equal to those for Guild-covered employees at the competing Post-Dispatch, to a maximum of 5 percent in each year. The increases in 1986 and 1988, however, would not apply to employees paid less than the top minimum for their jobs.

Employees below top minimum will be frozen on the progression schedules for an 18-month period beginning March 1.

Current top-mimimum for Globe Democrat reporters, photographers and outside retail and display advertising salespersons under the new agreement is $591.81 a week, down from $623.54.

Top minimum for the same jobs at the Post-Dispatch was raised to $686.25 on March 1 under a one-year extension of the Guild's contract there [Guild Reporter, Jan. 25].

A new top minimum for Globe-Democrat circulation-truck drivers is set at $487.50 a week.

The paper hired its own drivers last fall after previously contracting with an outside firm to have the papers transported from the printer's.

The new drivers' group was added to the Guild's all-employee unit at the Globe-Democrat under a decision by the National Labor Relations Board's regional director in mid-January issued in response to a petition by the newspaper's management.

In a hearing on the petition the Guild local pointed out that it had not previously represented circulation drivers but said it would abide by the NLRB's decision.

The Globe-Democrat's decision to hire its own drivers and terminate its relationship with a local delivery firm also brought a suit against Gluck by a Teamsters union local. It seeks wages lost by 63 Teamster-represented drivers whose jobs with the delivery firm were eliminated when the firm lost the Globe-Democrat's business.

Local Teamster officials also called for a boycott of the Globe-Democrat and unemployed drivers picketed the paper's offices, the journalisn reviews reported.

Gluck acquired the paper from Newhouse after the Justice Dept.'s antitrust division told the Newhouse management that it would have to seek a buyer for the paper before it could be closed. Newhouse, late in 1983, had announced plans to fold the paper, then published under a joint operating agreement with the Post-Dispatch.



LARKIE GILDERSLEEVE/Central California Guild

On rights in the Central Valley

TNG Human Rights Co-ordinator Anna M. Padia, right, outlines procedures for seeking to guarantee equal rights, pay and conditions in Guild-covered jobs during one of more than a half-dozen meetings over three days in mid-March with various groups of Central California Guild members in Sacramento and Stockton. At left, above, are: Faye Nelton, Thelma Terry and Betty Marino, all of the local's unit at the Stockton Record, where they are employed as classified telephone salespersons.

Rights material compiled, shipped to local leaders

Washington—A new manual designed to acquaint local leaders with TNG's policies, objectives and recommendations for ending discrimination in the workplace is being distributed to local Guild presidents and chairpersons of local human rights committees.

First mailings of the manual, which includes material reviewing the development of the Guild's human rights policies since its earliest days, were to locals in the United States. Mailings to Canada were to follow.

"Let this human rights manual signal a new intensity and dedication" to the cause of human rights, TNG President Charles A. Perlik, Jr., said in an introduction to the book.

For new committee members, the manual provides a "place to begin," while for veterans it offers "a chance to review," Perlik said, stressing, however, that the "vital element" necessary for success is a strong message from local leaders that the Guild "will not acquiesce to unlawful discrimination."

The manual, compiled by TNG Human Rights Co-ordinator Anna M. Padia, includes sample payroll data-analysis and career-progression charts, as well as a sample sexual harassment survey.

Materials are bound in a loose-leaf notebook and can be updated as new human rights data is issued by TNG.

UPI body votes 'no' to more cuts

New York—The Wire Service Guild's UPI National Committee has voted unanimously to reject a proposal from United Press Int'l seeking additional concessions under its contract with the Wire Service Guild.

In a March 18 bulletin to Guild-covered employees of the wire service, the national committee called "UPI's laundry list of proposed concessions . . . not only completely unacceptable, but a direct insult to the people who have kept this company alive."

UPI management was seeking the Guild's agreement to an 18-month freeze on wages—currently being paid at 85 percent of the contract level—a 25 percent cut in vacation entitlements and an increase in hours from 37½ per week, to 40 hours, among other concessions.

It made the proposal March 12, several days after announcing a management reorganization plan intended to keep UPI in business [Guild Reporter, March 8].

Guild members working at UPI approved a package of cost-saving measures last fall, including an initial 25 percent pay cut and a suspension of company pension payments on their behalf. The 25 percent cut was reduced to 15 percent at year's end under the first of several restoration steps scheduled over a 12-month period.

Wire Service Guild President William Morrissey said that he and Secretary-Treasurer Dan Carmichael, a UPI reporter, had "told UPI to get its own house in order before again asking employees to give up wages and benefits."

UPI, Morrissey explained, had yet to verify to the Guild that the cuts implemented last fall had been spread throughout the news agency's operations as called for by that agreement.

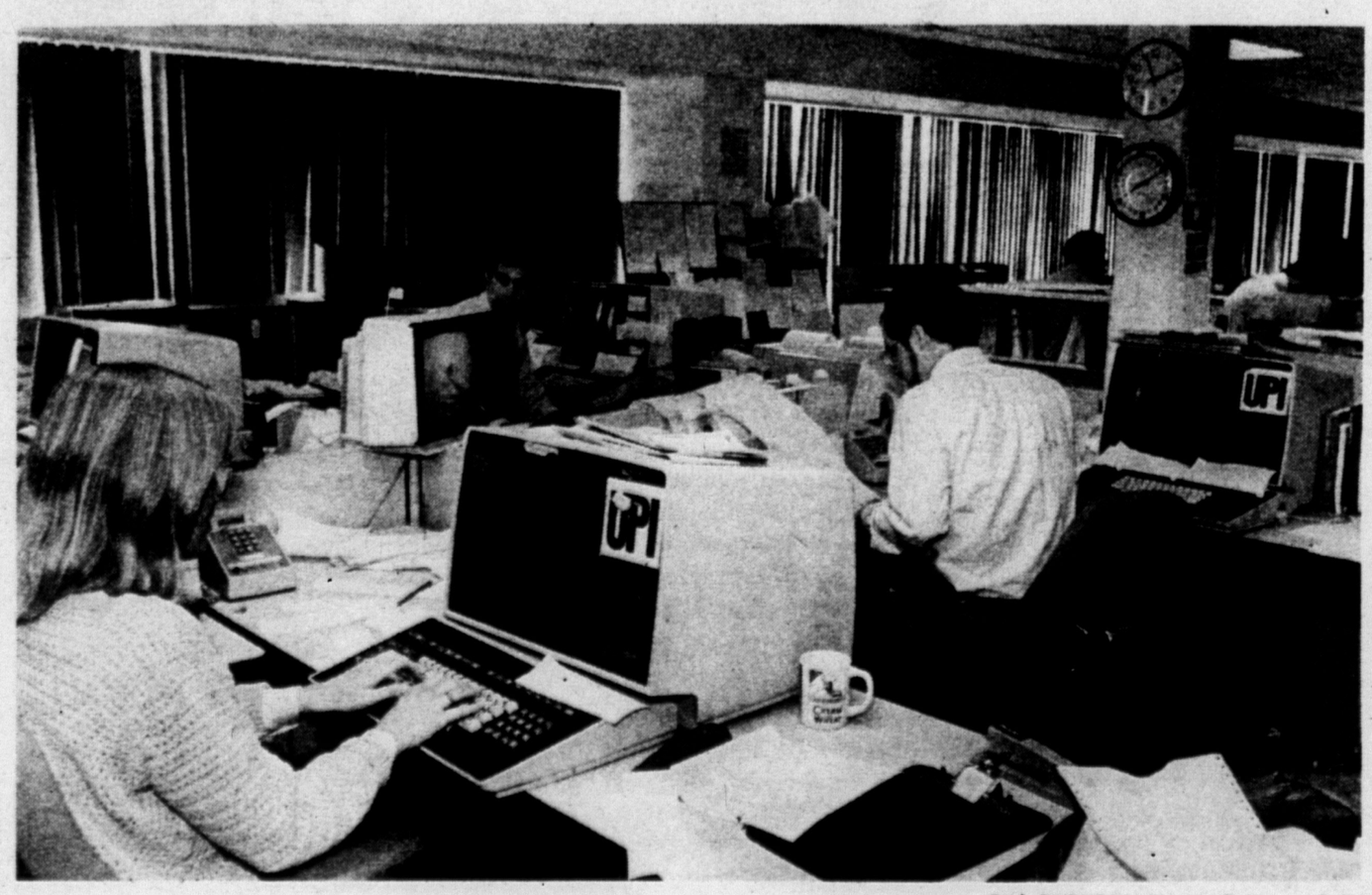
The national committee unanimously rejected the proposition in a telephone conference meeting. The committee is composed of regionally elected Guild representatives working in UPI bureaus across the U.S.

Under the terms of UPI's reorganization plan, announced March 7, UPI co-owners Douglas Ruhe and William Geissler relinquished their majority control of the company and a new four-member board of directors was created. Morrissey holds one seat on that board, along with UPI President and Chief Executive Officer Luis G. Nogales, Ruhe and UPI Editor-in-Chief Maxwell McCrohon.

The Nashville Banner, meanwhile, reported that a week before agreeing to relinquish control of UPI, Ruhe had telephoned multinational publisher Rupert Murdoch and asked that his News America publishing operation buy the wire service.

Murdoch, however, said he had too many other ventures underway to staff and run UPI properly and didn't know if it could be saved, the Banner reported being told by an unidentified source.

A representative of Murdoch confirmed that he had been approached and turned Ruhe down, the Washington Post reported.



BILL BURKE/Washington-Baltimore Guild

THROUGH IT ALL, UPI STAFFERS KEEP REPORTING EACH DAY'S NEWS

Photo was taken in the wire service's Washington Bureau.

ACTIVITY REPORTED IN 20 STATES

Bills to regulate VDTs burgeon

(Continued from Page 1)

Frank Prosnitz, voting against the report.

The union representatives advocate stronger measures to ensure that steps are taken to protect the safety of VDT users and they were instrumental in having a comprehensive bill re-introduced in the legislature, with support also from the state AFL-CIO and other unions. A similar measure considered last year resulted in formation of the commission.

Other proposals before the Rhode Island legislature would implement the commission's recommendations.

In Maryland, a coalition of unions, including the Washington-Baltimore Guild, is urging state legislators to pass a comprehensive VDT regulatory measure.

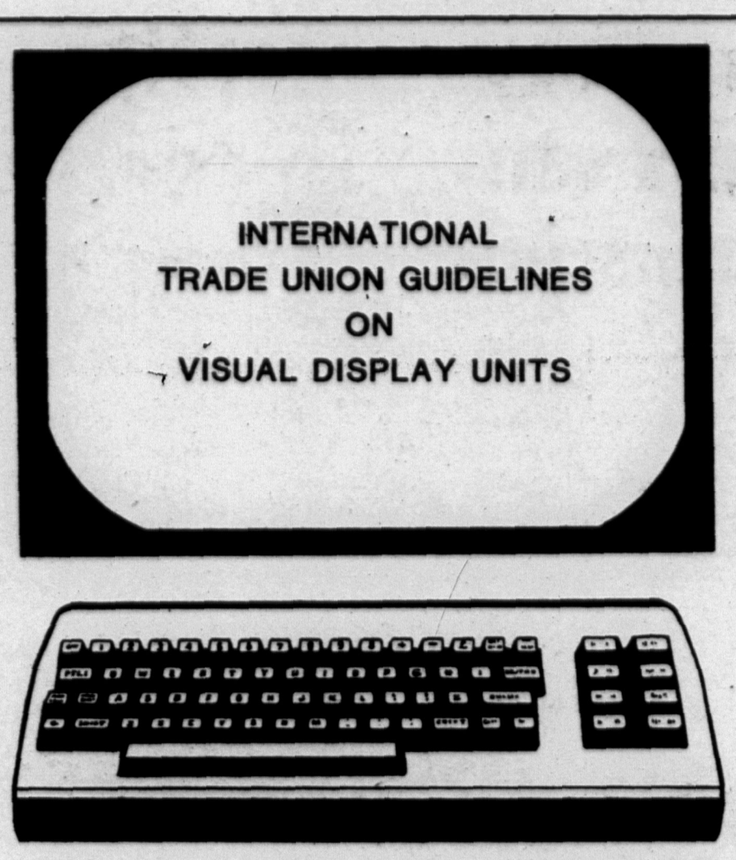
VDTs have been introduced into offices with little concern for the employees who must work at the machines, Beverly Jackson, a representative of the Baltimore chapter of 9 to 5, the National Assn. of Working Women, told a news conference. The result, Jackson explained, has been "too much glare, improper lighting, chairs with no back support and desks which strain the wrists and arms because they are the wrong height." The bill is intended to correct all that.

The Maryland Chamber of Commerce, however, has said it objects to the proposed legislation because it would set such rigid standards that much equipment currently in use would be rendered obsolete.

Representatives of California Guild locals again are participating in a VDT coalition working for passage of VDT regulatory proposals before that state's legislature. Bills before the body last year were defeated.

Other states where VDT legislation is pending include: Connecticut, Massachusetts, Illinois, Indiana, Iowa, Minnesota, Missouri, Colorado and Washington.

Bills have been drafted or are in preparation in New Hampshire, New York, Wisconsin, Pennsylvania, Michigan, Ohio and Tennessee, according to a representative for a joint VDT safety campaign sponsored by 9 to 5 and the Service Employees Int'l Union.



On the way to locals

TNG's Research & Information Dept. is preparing to send 92-page booklets containing guidelines for VDT-safety bargainers developed by more than 200 union experts from 20 countries attending an Int'l Trade Union Conference of Visual Display Units last fall in Geneva, Switzerland [Guild Reporter, Nov. 9, 1984]. It is hoped that the guidelines will serve both negotiators and those seeking development of international standards to protect "the health and safety of VDT users throughout the world," the booklet's introduction declares.

California locals set vote on 3-way merger

Members of three Guild locals in Northern California will vote June 6 on a proposal for merging the San Francisco-Oakland, San Jose and Central California Guild locals into one. If approved, the new local will be named the Northern California Guild.

The three locals currently have 3,000 members in 17 bargaining units. The proposed merger has been endorsed by the executive bodies of all three locals. It would be effective Sept. 2.

Proposed by-laws, the terms of the merger agreement and a suggested budget were to be distributed to members in April.

The merger is expected to eliminate duplication of administrative functions and enable the hiring of additional professional staff to bargain and administer the local's contracts, as well as organize new members and units.

A joint committee of representatives of each of the locals was formed in 1984 to study the possibility of merger.

The proposal they developed calls for a single chief executive officer to be elected by local membership and anticipates an initial staff of four local representatives hired by the local's governing body.

Currently the San Francisco-Oakland Guild, largest of the three locals with 1,450 members, has an elected executive secretary and an assistant executive secretary, who is hired.

Both the San Jose and Central California locals, each with about 800 members, have administrative officers hired by the locals' governing bodies.

Central California also has a local representative on its staff currently, a position partially subsidized through TNG's special organizing program.

News, sales top to $587 in 2-year Royal Oak pact

Royal Oak, Mich.—The top minimum for reporters, copy editors and photographers covered by the Detroit Guild's contract with Ingersoll's Royal Oak Tribune was raised to $587.44 a week March 6 following a $24.50 increase, the second of that amount under terms of a two-year agreement that was retroactive to March 6, 1984.

Outside salespersons are guaranteed comparable minimum earnings through salary and incentive payments.

Payment on behalf of employees to TNG's Int'l Pension Fund is raised by $2, to $12.50 a week.

The top minimum for employees working in the classified inside phone room and the business office is raised by $32.50, to $354.81, in two increments of $16.25 each.

Bookkeeping accountants receive a $40.30 increase in their top minimum, taking it to $467.25 a week this March 6. A similar $40.30 increase for janitorial employees takes their top minimum to $398.27.

ITU-GCIU merger off; Teamsters-ITU . . .?

(Continued from Page 1)

matters were not fully clarified," McNally said. The GCIU board had voted in early February to send the ITU-GCIU proposal to referendum, but said it needed answers to several questions before deciding whether to approve the merger proposal itself and recommend to the GCIU membership that it also approve the merger. The special meeting March 12-13 was for that purpose.

Motions to disapprove the merger were passed by votes of 28 to 13 and 25 to 16, according to a report in the Bureau of National Affairs' Daily Labor Report.

GCIU Recording/Financial Secretary James J. Norton said, however, that the board's actions were directed only at the ITU-GCIU merger documents themselves and that "the concept of merger remains quite alive in the GCIU," which itself is the product of mergers of five printing crafts unions.

Almost immediately after the GCIU-ITU merger referendums were canceled, the Teamsters' Presser issued a statement praising the GCIU board for its actions and declaring his continuing "determination to seek a membership vote" in the ITU on the proposal Presser and the pro-Teamster majority of the previous ITU Executive Council agreed to early in 1984.

A referendum on that proposal was stopped by a federal court pending resolution of disputes over the propriety of the election of the members of the council in 1983.

McMichen and two vice presidents opposed to the Teamsters merger were elected as the new majority of the council in a rerun election subsequently supervised by the U.S. Labor Dept.

Last fall's ITU convention directed that the ITU leadership reach a merger agreement with the GCIU or another AFL-CIO union by early January or submit the Teamsters proposal to the ITU's membership.

The Teamsters General Executive Board approved the proposal to make the ITU a division within their union last spring. There is no membership referendum required within the Teamsters on any policy or structural action.

Presser first publicly proposed to the ITU that it join the Teamsters in an address to the ITU's 1983 Convention, which subsequently voted down a motion to endorse a proposal for merger of TNG and the ITU which had been formally in the making since 1977.

Meanwhile, a hearing was scheduled for March 25 in federal district court in San Francisco on a petition by six officers of as many ITU locals asking the court to order a referendum on the Teamsters-ITU proposition.

When filed on Feb. 1, the petition also sought to stop the ITU referendum on the ITU-GCIU merger proposal. It subsequently was amended to seek an order directing a single referendum on both the GCIU-ITU and Teamsters-ITU proposals.

In addition, the Teamsters asked the court to permit them to join in the petition as intervenors with a "direct and substantial interest" in the question since it has "incurred expenses and committed its resources" to the proposal for the ITU-Teamsters merger.

Scheduled to hear arguments on the petition was Thelton E. Henderson, the same judge who ordered the Teamster-ITU referendum stopped last spring.

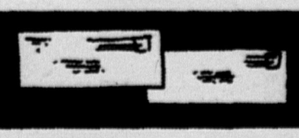
Guild loses rights at Antiques

New York—The New York Guild lost representation rights for employees of Antiques magazine when they voted 6 to 6 March 14 in an election on whether to retain the local as their bargaining representative.

The National Labor Relations Board set up and supervised the vote after a petition was filed early this year while the local was seeking renewal of its contract, expired since Sept. 30, covering advertising, business and editorial employees. Management, which took over the magazine a little over a year ago, was demanding numerous and severe retrogressions.

A union loses a representation election when there is a tie vote since the law requires that there be a demonstration that a majority favors the union.

IT SEEMS TO US



Cx: Dean Gladfelter heads *national* desk

NEW YORK, N.Y.

Editor:

One of the two names listed in "The Short of It" [GR, March 8] as editors who got a start from the late Harry Harkins of York, Pa., is one "L. Dean Glatfelter, now head of the New York Times Metro desk." Under whatever spelling or title, all of us on the Times national desk would recognize our desk head, Dean Gladfelter. However, it seems a more important error that Dean Gladfelter's name is not printed in boldface, as are the names of all the other Guild members in the "Among Ourselves" section.

Dean is such a staunch Guild member that when the national editor recently solicited material for a book of biographies for internal use, Dean included the following sentence about his service at the Philadelphia Inquirer: "Biggest achievement was managing to say only two words ('yes' followed by 'no' two months later) to a slotman who had worked during a bitter strike."

None of this is to denigrate the metro desk head, Joe Herrington, who is also a solid Guild member, as is Dave East, the foreign desk head.

BETSY WADE
Past President
New York Guild

Separate Broun Award draws another backer

MONTREAL, QUE.

Editor:

While I reserve for future judgement Wendy Jackson's observation that "broadcasting generally outdoes print in capturing nuance and atmosphere" [It Seems to Us, Feb. 22], I certainly agree with her and Broun Award judges that there be a split, one for print, one for electronic.

I urge the IEB to act on the recommendations.

LARRY McINNIS
President
Montreal Guild

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.

Attorneys must file reports, too, court rules in textile union case

Cincinnati—Management lawyers who try to "persuade" a company's employees to reject union representation must file disclosure reports under the Landrum-Griffin Act, the 6th Circuit U.S. Court of Appeals ruled Feb, 20.

The decision was a setback to a Chattanooga, Tenn., law firm hired by Southern Silk Mills, Inc., to help beat back a 1977 organizing effort by the Clothing & Textile Workers.

The law firm of Humphreys, Hutcheson & Moseley didn't deny its activist role in the campaign, including captive audience speeches by two of the partners to groups of workers. It maintained, however, that the reporting requirements weren't applicable because the speakers had been properly identified as company attorneys and no "covert" activity was involved.

One attorney's speech, quoted in the appellate court decision, referred to the union as "a company of infidels" led by "New Yorkers" whose only interest in coming "down here" was "taking money out of people's paychecks" for union dues.

The appeals court's 3-0 decision rejected the argument that Congress intended only to force disclosure of covert activity by persons hired to influence workers.

Congress considered all persuader activity as "suspect," Judge Bailey Brown wrote in the decision and did not distinguish between "disclosed and undisclosed persuaders" nor between "legitimate and nefarious persuader activities." Congress "determined that persuasion itself was a suspect activity" and its intent was to curb all such activities "by subjecting persuaders to glaring publicity," Brown wrote.

Firms or management consultants found subject to the law are required to file both monthly reports and comprehensive annual reports that disclose all receipts from all employers for labor relations advice or services. The disclosure must show all disbursements made in connection with labor relations advice and devices, and the purpose of each disbursement.

The disclosure requirements "aid employees in understanding the source of the information they receive, tend to discourage abuse, reduce the appearance of impropriety and supply information" to aid the labor department in detecting violations, the court said.

The Tennessee law firm's fallback position was that if the law indeed required it to report such information, it would violate the attorney-client relationship and have a chilling effect on First Amendment rights. Other labor relations clients would be reluctant to employ a law firm obligated to make its ties a matter of public record, the argument went.

The court said lawyers who engage solely in providing legal service and representation aren't affected by the reporting requirements. If they choose to take on an activist role in labor relations, however, they can't hide behind the lawyer-client relationship.

As for the firm's expressed fears that identification of its client list would embarrass the companies on it and perhaps subject them to union boycotts, the court held this was mere speculation. It did not involve the threat of physical harm and loss of employment that was a factor in a Supreme Court precedent protecting the NAACP from a forced disclosure of its membership list.



Moves to ban beer ads opposed by AFL-CIO

Bal Harbour, Florida—The AFL-CIO Executive Council at its winter meeting here declared its opposition to proposals to ban broadcast advertising of alcoholic beverages and to require so-called counter advertising.

Stating its deep concern about alcoholism and alcohol abuse, the council said, however, that it opposes "all schemes that offer specious, short-term solutions that fail to address fundamental problems" and that the actions against ads "would not and could not solve the problem of alcohol abuse."

"Responsible studies have shown that advertising has little or no impact on persons likely to abuse alcohol," and that "family environment and peer pressure" are "the primary influences, especially among teenagers," the council said.

It called for "programs to increase public understanding of the real causes of alcohol abuse" and said it "supports projects designed to control and eliminate them," calling among other things for on-the-job programs to treat and prevent alcohol abuse and training of union counselors to offer guidance and referral.

Paperworkers-OCAW merger passes 1st test

The executive boards of the Paperworkers and the Oil, Chemical & Atomic Workers unions have approved merger of the two unions. Approval by conventions of each is the final step.

Desk pay tops reporter minimums in 58 contracts

THE LATEST survey by TNG's Collective Bargaining Dept. of contracts' wage provisions shows that top and flat minimum rates guaranteed copy editors is higher than those for reporters under 58, or 47.9 percent, of the 121 Guild contracts currently in effect with daily and Sunday newspapers.

Included in the 58 contracts providing a copy-desk differential are those with the Bristol (Conn.) Press and the Windsor (Ont.) Star, both first-time contracts. A differential was added recently in a renewal of the Boston Guild's contract with the Malden-Medford-Melrose dailies.

In 12 of the 51 contracts, the top minimum for rewrite employees also is higher than that for reporters; in all but one of the 12, the same as the rate for copy editors.

In just under half of the 58 contracts with differentials for copy editors, less experience is required to reach the top or flat copy desk rate than is required to reach the reporter top minimum.

In five contracts which do not provide a dollar differential for copy editors over reporters, less experience is required for reporters.

Below are comparisons of the top or flat minimums for copy editors with reporter top minimums as of Feb. 1 under contracts which provide copy-desk differentials.

	Weekly top minimums				
	Copy desk	After	Reporter	After	Copy-desk Differential
Allentown Call	$520.00	4 yrs.	$507.52	4 yrs.	$12.48
Baltimore Sun and Evening Sun	*660.00	5 yrs.	630.00	5 yrs.	30.00
Battle Creek Enquirer & News	*349.00	5 yrs.	346.00	5 yrs.	3.00
Brantford Expositor	613.63	2 yrs.	600.20	6 yrs.	13.43
Bristol Press	435.00	5 yrs.	425.00	5 yrs.	10.00
Brockton Enterprise	504.99	1 yr.	477.36	4 yrs.	27.63
Buffalo Evening News	*573.22	5 yrs.	566.71	6 yrs.	6.51
Chicago Sun-Times	*773.52	5 yrs.	748.11	5 yrs.	25.41
Columbus Citizen-Journal	#	5 yrs.	517.00	5 yrs.	
Denver Post	*696.00	5 yrs.	683.00	5 yrs.	13.00
Denver Rocky Mountain News	690.00	5 yrs.	683.00	5 yrs.	7.00
Detroit News	*614.44	4 yrs.	603.44	4 yrs.	11.00
Eugene Register-Guard	637.80	5 yrs.	612.80	5 yrs.	37.00
Fall River Herald-News	551.67	1 yr.	539.96	4 yrs.	11.71
Hamilton Spectator	713.00	4 yrs.	685.00	4 yrs.	28.00
Jersey City Jersey Journal	*513.58	Flat	491.03	4 yrs.	22.55
Kenosha News	588.00	5½ yrs.	538.00	5½ yrs.	50.00
Lansing State Journal	*532.96	5 yrs.	519.04	5 yrs.	13.92
Lowell Sun	506.73	1 yr.	476.00	4 yrs.	30.73
Lynn Item	475.15	1 yr.	459.15	5 yrs.	16.00
Malden News, Medford Mercury and Melrose News	499.25	flat	474.25	3 yrs.	25.00
Manchester Union Leader	547.75	6 mo.	537.75	3 yrs.	10.00
Monessen Valley Independent	406.75	3 yrs.	352.75	5 yrs.	54.00
Monterey Peninsula Herald	609.00	6 yrs.	594.00	6 yrs.	15.00
Montreal Gazette	*827.00	5 yrs.	793.00	5 yrs.	34.00
New Brunswick Home News	483.25	1 yr.	475.75	4 yrs.	7.50
Norristown Herald	442.34	5 yrs.	431.00	5 yrs.	11.34
Ottawa Citizen	673.93	2 yrs.	642.45	5 yrs.	31.48
Pawtucket Times	525.62	1 yr.	520.15	4 yrs.	5.47
Pittsburgh Post-Gazette	*649.00	3 yrs.	645.00	4 yrs.	4.00
Portland Press Herald and Express	537.20	3 yrs.	531.00	4 yrs.	6.20
Pottstown Mercury	572.05	flat	535.99	5 yrs.	36.06
Providence Journal and Bulletin	619.00	2 yrs.	607.00	5 yrs.	12.00
St. Louis Post-Dispatch	672.36	5 yrs.	659.86	5 yrs.	12.50
Salem News	519.20	flat	500.72	4 yrs.	18.48
San Antonio Light	436.39	2 yrs.	433.76	5 yrs.	2.63
San Jose Mercury-News	688.24	6 yrs.	675.74	6 yrs.	12.50
San Juan El Mundo	312.00	5 yrs.	309.00	5 yrs.	3.00
Scranton Times	531.96	flat	519.46	4 yrs.	12.50
Seattle Post-Intellingencer	663.22	5 yrs.	658.10	5 yrs.	5.12
Seattle Times	663.22	5 yrs.	658.10	5 yrs.	5.12
Sioux City Journal	430.41	6 yrs.	414.81	4 yrs.	15.60
Tacoma News Tribune	643.10	3 yrs.	634.85	5 yrs.	8.25
Terre Haute Tribune-Star	377.87	5 yrs.	359.88	5 yrs.	17.99
Toledo Blade	*633.02	2 yrs.	604.54	5 yrs.	28.48
Toronto Globe & Mail	668.96	5 yrs.	658.96	5 yrs.	10.00
Toronto Star	710.67	6 yrs.	690.67	5 yrs.	20.00
Victoria Times-Colonist	731.47	flat	699.71	5 yrs.	31.76
Washington Post	*672.79	4 yrs.	640.75	4 yrs.	32.04
Waterbury Republican and American	470.40	1 yr.	447.32	4 yrs.	23.08
Waukegan News-Sun	559.00	5 yrs.	554.00	5 yrs.	5.00
Wilkes-Barre Sunday Independent	517.25	1 yr.	509.75	4 yrs.	7.50
Windsor Star	679.55	5 yrs.	668.09	5 yrs.	11.46
Woodbridge News	464.94	2 yrs.	451.00	4 yrs.	13.94
Woonsocket Call	436.06	5 yrs.	433.41	5 yrs.	2.65
Yakima Herald-Republic	445.00	4 yrs.	413.25	4 yrs.	31.75
York Daily Record	426.46	flat	413.96	5 yrs.	12.50
York Dispatch	428.28	flat	416.00	4 yrs.	12.28

* Rewrite top minimum identical to copy-desk minimum, except at Jersey Journal where rewrite is $504.06. At the Toledo Blade rewrite minimum is a flat rate.

\# 1.5 percent above "base pay," on top of night differential, for full shifts beginning after 6 p.m.

ALSO NOTE: At the New York Daily News, Post and Times, the Philadelphia Inquirer and Daily News and the Vancouver Sun and Province copy-desk and reporter top minimums are identical but less experience is necessary to reach the copy-desk top.

HAPPY APRIL 15!



DATELINE: OTTAWA

Pro-Liberal bias notion behind Conservatives' CBC budget cuts?

By Hugh Winsor
Southern Ontario Guiild

THE CONSERVATIVE government's monetary attack on Canadian cultural institutions, including an $85-million slice from the coming year's budget of the Canadian Broadcasting Corp., will have an important if indirect impact on Canadian journalism, especially broadcast journalism, because it brings to the forefront the smoldering conflict between private broadcasters and the now-beseiged concept of public, non-profit broadcasting.

The news and public affairs programming of the CBC survived relatively unscathed from the direct cuts (some regional personnel were declared redundant and vacant positions eliminated) because this area of CBC programming enjoys good ratings. Thus, it is considered to have too high a profile to be tampered with.

In addition, The Journal, the nightly public affairs program which has added a new dimension to Canadian television coverage, especially in international affairs, has become such an important part of the national dialogue that it is to be toyed with by politicians at their peril.

The Conservatives, in their long years out of power, were convinced that the CBC had a pro-Liberal bias and could point to a former Liberal cabinet minister appointed CBC president by former Liberal Prime Minister Trudeau as evidence.

In fact, most working journalists and a good number of former Liberal politicians would dispute this perception and suggest that the Conservatives on their climb to power got considerably softer treatment than they deserved.

Nevertheless, there is a faction within the current government which believes the CBC must be taught a lesson. There also is a natural disposition towards free-enterprise broadcasters within the Conservative Party. There have been close ties with some members of the CTV private television network. One former station owner was recently nominated to the Senate and others have been former candidates and financial supporters.

THE GOVERNMENT has announced that it will review the overall CBC mandate in the light of developments in the private sector since the CBC was originally developed and in consideration for the development of provincial educational television networks.

Everybody knows that lurking behind any change in mandate is a desire to reduce the almost $1-billion the CBC gets from tax revenues each year. Moreover, the minister responsible for cultural agencies, Marcel Masse, has cast doubt on the whole concept of arms-length relationships between the government, which supplies the funds, and the cultural agencies, which spend them.

THESE DEVELOPMENTS have combined to create a seige mentality at the CBC. It goes far beyond concern for individual jobs. It has meant a collective pulling in of the CBC horns—a treatment of the new government with kid gloves. It is not so blatant that anybody can make an issue of it, but it is there and especially evident to somebody who works in daily contact with CBC employees.

There are good reasons why the new government prefers private broadcasters. Their news departments are based upon the hit-and-run principle for today's broadcast. They do not hire the researchers and producers as the CBC does with time to dig into background, to check on promises, to burrow through libraries. They don't pose the same threat, especially to a prime minister who is a master of the 30 second film clip.

The bottom line in all of this, is that the CBC has had its teeth dulled and we are all a little less sharp as a result.

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Appeal backed in Eaton's strike

Guild locals in Canada are being urged to make every effort to contribute to the Canadian Labour Congress' fund for aid to the 1,500 employees striking the giant Eaton's department stores chain for a first contract since Nov. 30.

Canadian Director William L. McLeman urged that contributions from locals and members be sent to the "CLC Eaton's Strike Fund" as soon as possible so the strikers will know that all of the union movement backs their struggle.

DAY BOOK

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.
Int'l Executive Board, pre-convention meeting, June 21-22, William Penn Hotel, Pittsburgh.
52nd Annual Convention, June 24-28, William Penn Hotel, Pittsburgh.
Int't Executive Board, post-convention meeting, June 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

Subminimum snake oil

Once again, the Reagan administration is beating the drums for a subminimum wage, touting it in the most outrageous terms as a cure for the very high rate of teenage black unemployment.

It is, of course, nothing of the kind. If Congress is foolish enough to set up a two-tier wage system, the chief beneficiaries will be the fast food chains and convenience stores.

In the private sector, certainly, there is not a shred of evidence to back up administration claims that 400,000 new jobs will be created by lowering an already subpar wage floor. . . .

Basing wages on either age or race is clearly wrong—grievously wrong.

Among adults, black unemployment has been running twice the level of white joblessness. Should we then set up a two-tier pay structure based on race?

If the fast-food chains would be the big winners, who would be the losers?

For one, the youngsters whose summer earnings are essential to cover school expenses. The administration has already declared its desire to reduce student loans, throwing a greater burden on middle-income families struggling to make ends meet.

For another, everyone in the world of work and especially those toward the bottom of the pay ladder. Does anyone really doubt that an employer of unskilled workers will hire a cut-rate younger worker in preference to paying a living wage to an older worker?

Mr. Reagan has already made clear his belief that the entire concept of a minimum wage is suspect, and that a teenage subminimum is merely the first step.

That knowledge makes it all the more urgent that the first step not be taken.

——An editorial in the AFL-CIO News

A mystery to us, too, George

The following is excerpted from an exchange on ABC World News Tonight on March 4 between anchor Peter Jennings and George Will, the conservative commentator and columnist.

WILL: . . . It's a mystery to me, Peter, why so many conservative American businessmen complain about American unions. The principal effect of American unions has been to increase the purchasing power of American men and women. What do they buy? They buy what conservative American businessmen are selling. In the 1930s, we had a great many radical unionists in this country. Now, thanks to the unions, they have the money to buy a home in the suburb, maybe a cottage by the lake, a camper to drive to and from their home and their cottage, yet.

JENNINGS: George, let me ask you a question. How much do you think this has to do with the fact that we are one class, essentially, in this country. . . ?

WILL: I think it has a great deal to do with that, Peter, but again I think American labor unions get a large share of the credit for making us a middle-class country.

The Guild Reporter

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

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