The GUILD REPORTER

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

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VDT-regulation foes open central office

Washington— A new coalition of makers and marketers of video display terminals and their trade associations plus firms that make heavy use of the devices and their trade associations—including the American Newspaper Publishers Assn.—was to open a Center for Office Technology here before the end of May.

Aim of the endeavor is to establish a central source for information on the various issues and questions surrounding the machines and to fend off efforts to institute government regulation of their use.

Several persons connected with the center were reluctant to discuss specifics of its sponsorship and planned operations pending a formal, opening press conference.

A letter announcing the center's establishment, on stationary of the Washington public relations firm of Burson-Marsteller, however, said it initially will employ an executive director, "on loan" from one of its sponsors, plus a three-member staff to be headed by John Lengel, who signed the letter from the public relations firm's offices. The center's offices were to open just down the block from Burson-Marsteller's.

"The center is a clearinghouse . . . to serve as the central support structure for lobbying and news media relations on the VDT issue," Lengel wrote April 30.

Claudia James, ANPA counsel and its representative on the board of the new Coalition for Office Technology, said in a telephone interview, however, that she sees the center's prime purpose as education, as "a clearinghouse for information and reference to expert sources." She said "we'll have to see" if anyone on the center's staff registers as a lobbyist.

Lengel wrote that "the agenda for legislation and debate on VDTs largely has been set by the advocates of controls. They choose the states for introducing model legislation and the news media to air their arguments in favor of government action.

"There is a broad news media acceptance of unsubstantiated charges simply because there has been no readily available alternative viewpoint," Lengel charged.

"The center . . . is a response to the current situation," he continued, apparently referring to the dozens of states in which VDT regulations and legislation have been proposed, often with the support of Guild locals.

Its first objective "is to be a central source of current, authoritative information on all aspects of VDT

(Continued on Page 4)

Guild gets say on UPI bills

Washington—The Wire Service Guild is to be represented on a creditors' committee established by the U.S. Bankruptcy Court to monitor transactions involving United Press Int'l and make recommendations to the court about disbursement of the company's funds.

The creditors' committee was expanded to include the Wire Service Guild on the recommendation of a trustee appointed by the court to oversee administration of the financially beleaguered wire service after it filed for Chapter 11 protection from its creditors April 26. [Guild Reporter, May 10.]

The court, meanwhile, also has approved an agreement between UPI and Prudential Insurance assuring UPI employees continued health insurance coverage despite the objections of the Internal Revenue Service, which is seeking $1.8 million in withheld payroll taxes from UPI.

As a member of the creditors' committee, the Wire Service Guild will be representing the interests of some 700 Guild-covered UPI employees to whom the company owes varying amounts totalling possibly as much as $2 million, local president William Morrissey said.

Outstanding debts to employees include unpaid claims for reimbursable expenses, past-due overtime payments, notice and severance pay to employees who had been terminated and back payments to the Wire Service Guild pension fund.

The court-approved agreement between UPI and Prudential called for the insurance company to meet back claims and for continuation

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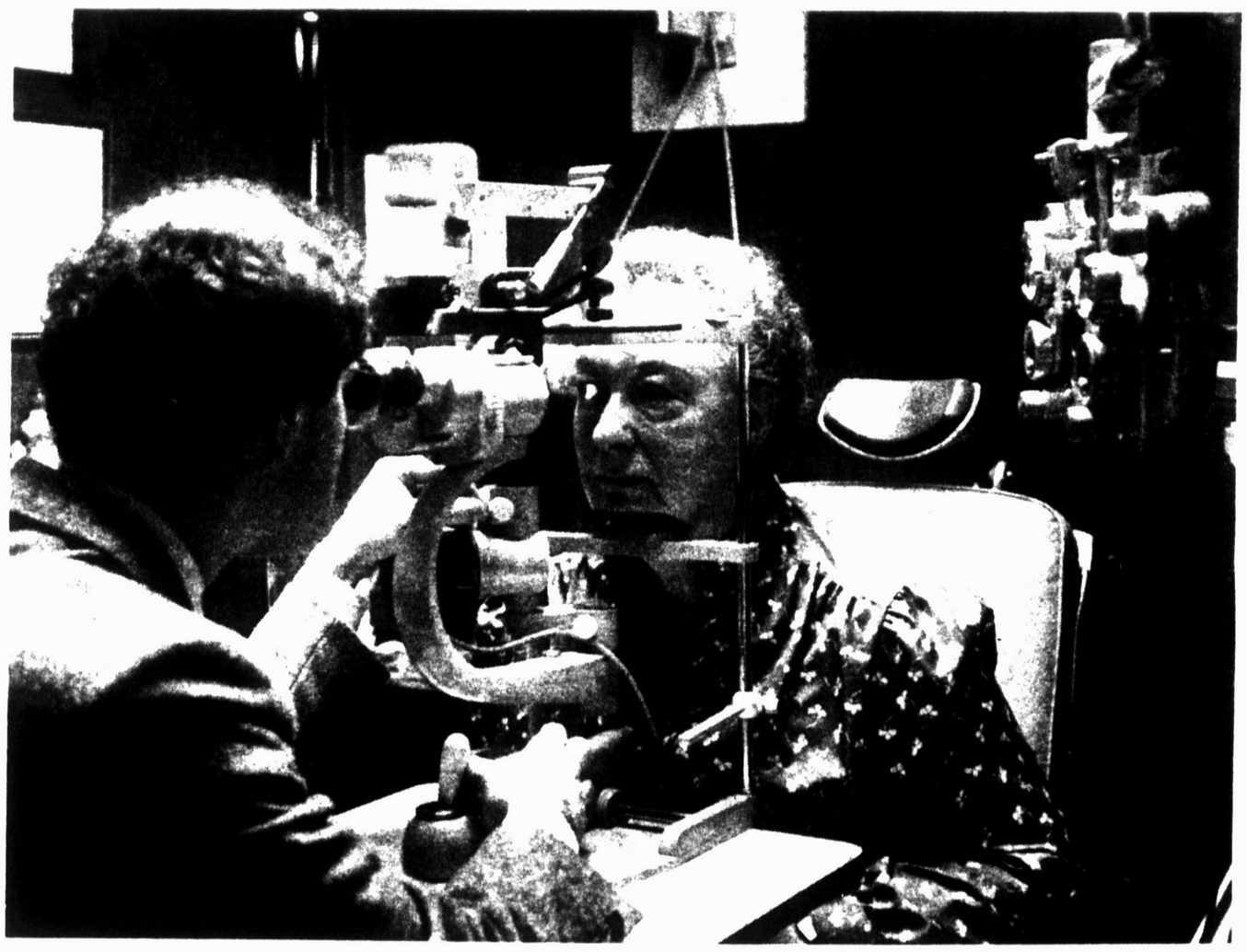

BILL MAX/New York Guild

'Check rated' VDT-user eye exam

Ophthalmologist Bruce Gordon examines eyes of Consumers Union library employee Josephine Dome under program set up by joint Guild-management health and safety committee providing exams without charge during working hours to all 86 Guild-covered and 24 exempt VDT users at the consumer-advocacy firm's Mt. Vernon, N.Y., headquarters. Through May 17, lenses had been prescribed for 28 of 90 VDT users examined. (More, Page 4.)

New unity by unions in Chicago

Chicago—In a city where newspaper unions have tended to try to go it alone, a new spirit of unity is visible among the unions and their members at the Sun-Times and the Tribune, and not a year too soon as five of the unions are in bargaining that is difficult, at best, for new contracts at one or both of the dailies.

The new spirit was most dramatically demonstrated to date on the last Sunday of April when an estimated 1,500-plus members and leaders of the unions—including the Chicago Guild and its Sun-Times unit—packed an auditorium for a solidarity rally called by the Chicago Newspaper Union Employees Unity Council.

Since that afternoon—described as an event without precedent here—members of the unions at both papers have been wearing two-inch, red and blue on white buttons bearing a single word: "UNITY!"

Before and since that day, the new spirit of unity also has been evident, though less publicly so.

(Continued on Page 2)

Third company lawyer for NLRB protested

Washington—The AFL-CIO opposes appointment of Marshall Babson or any other management advocate to the National Labor Relations Board, AFL-CIO President Lane Kirkland has informed the Senate Labor & Human Resources Committee.

Kirkland's letter to Committee Chairman Orrin G. Hatch (R-Utah) dealt with President Reagan's nominees to fill two long-standing vacancies on the NLRB. The committee is considering—and is expected to routinely approve—the nominations of Babson and Wilford Johansen, who has headed the NLRB's Los Angeles region since 1971.

Justice and the NLRB 8

Babson's nine years of legal practice have been devoted to representing employers in labor relations matters, Kirkland noted. While organized labor has no reason to think that he is "any better or any worse than the general run of lawyers who seek single-mindedly to advance management interests," members of the NLRB "should be distinguished neutrals who enjoy the trust and admiration of employers and employees," Kirkland pointed out.

The quasi-judicial agency was established to adjudicate disputes between management and labor, and its members should not be confirmed "advocates for one side or the other," he added.

Kirkland acknowledged that the Senate as a whole has confirmed other Reagan appointees to the NLRB who also had been management lawyers. But that does not detract from the AFL-CIO's opposition to such appointments, he stressed.

As for Johansen, he has been "competent and conscientious civ servant" during his 27 years wit the agency, Kirkland noted. Whil the AFL-CIO takes serious exception to his handling of a case against the Louisiana-Pacific Corp. during a temporary assignment last year as acting NLRI general counsel, "taking his ful record into account, the AFL-CIO

(Continued on Page 4)

Manchester leader to run for IEB

Manchester, N.H.— David M. Rousseau, president of the Manchester Guild, has announced that he will be a candidate for the position of TNG Vice President from Region 1 (the U.S. Northeast).

Rousseau seeks election to the seat on TNG's Int'l Executive Board currently held by Thomas R. Hiltz of Boston, who has said he will not run for re-election in this summer's biennial election of international officers.

A display advertising solicitor for the Manchester Union Leader since 1974, Rousseau also is president of the New England District Council. Before being elected president of his local last fall, he had served as its vice president and four terms on its executive board.

He chaired a committee that developed a long-range financial plan for the New England Servicing Organizing Program and has been a delegate to five of the last six TNG conventions, serving on convention bargaining, human rights and research and information committees.

He also has been his local's delegate to the Manchester Central

(Continued on Page 2)

Q *More on the FINANCE PROGRAM* **A**

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Chicago unions demonstrate new spirit of solidarity

(Continued from Page 1)

as representatives of the unions sit in bargaining with each others' negotiating committees.

Four of the five unions are bargaining beyond expiration of their last contracts with one or both of the dailies. The contract of the fifth, the Guild, at the Sun-Times will expire at the end of May.

Bargaining for the Guild's editorial only unit at the paper has been more complicated since one day's meeting when both Guild and management representatives learned that Rupert Murdoch, the paper's owner, was buying a city television station and a federal regulation might require him therefore to sell the Sun-Times.

Toughest Guild proposals in the talks involve management's increased use of stringers and free lances and its associated failure to fill staff openings, a Guild representative reported.

For its part, management is insisting on elimination of the so-called "window clause" from the Guild contract. Under that provision, staffers who do not wish to stay at the paper if it is sold are entitled to full severance pay upon resignation.

The contracts of the Typographical, Mailers, Pressmen's and Paper Handlers unions are all expired at the Tribune; the Paper

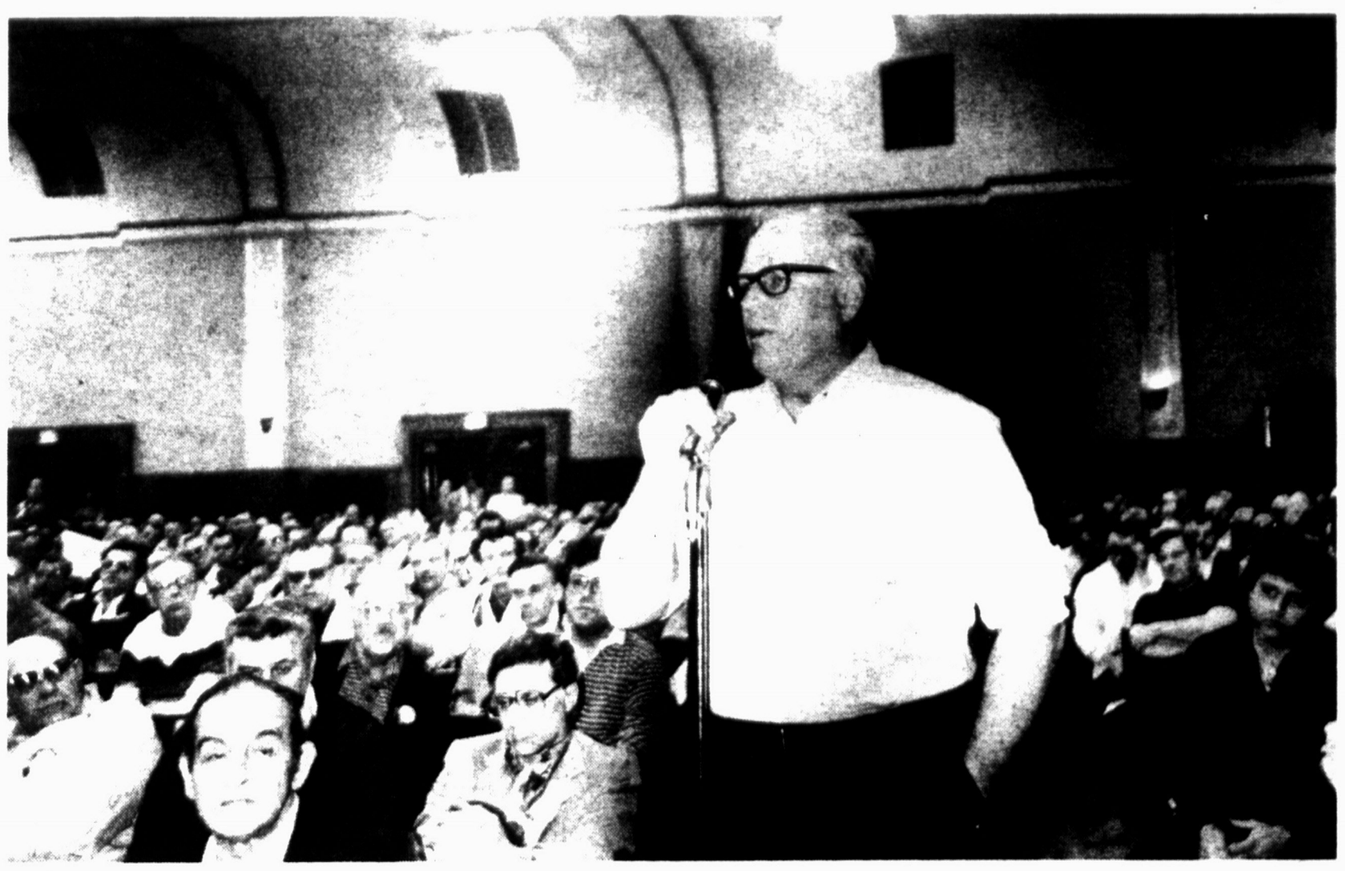
Handlers and Typographical unions also are open at the Sun-Times; while the Pressmen and Mailers have tentative settlements at the latter.

The craft unions' major difficulties are at the Tribune, where the company is demanding that it be free to transfer printers into other unions' jurisdictions, that lower paid job classifications be instituted in the press room, and that all four accept stringent no-strike provisions.

Meanwhile, the Chicago Federation of Labor is providing the unions' unity council use of the federation's facilities and has pledged them all possible additional assistance, if needed.

The council was formed a little more than a year ago, with a key role in its foundation played by the Chicago Guild. Dave Donovan of the Typographical Union and Bob Hagstrom of the Pressmen are co-chairs. Gerald Minkkinen of the Guild is secretary.

No union's membership has yet taken a strike vote.



BOB KITE/Chicago Guild

SUN-TIMES UNIT LEADER PLEDGES CHICAGO GUILD SUPPORT FOR SISTER UNIONS

Charles Nicodemus addresses April 28 rally of 1,500 from Chicago's newspaper unions.

Rousseau seeking IEB seat

(Continued from Page 1)

Labor Council and to the state AFL-CIO convention.

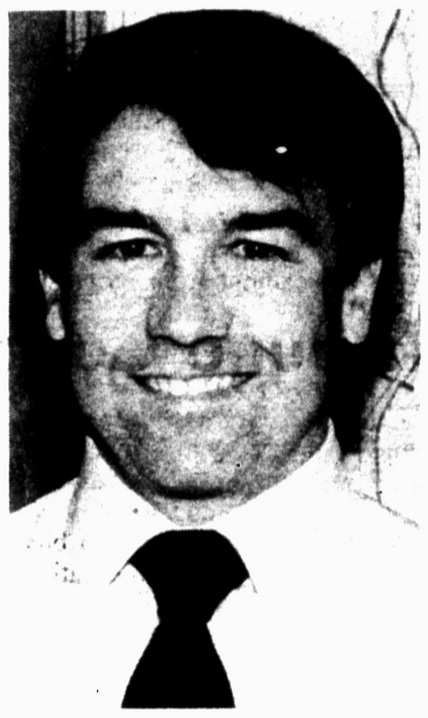
Rousseau was a participant in TNG's residential seminar for new local officers in 1983.

Fourteen of the sixteen members of the IEB have announced that they will seek re-election to new two-year terms in those offices [Guild Reporter April 26].

Also retiring from the board, in addition to Hiltz, is Roger L. Stonebanks of Victoria, Vice President from Western Canada.

Rousseau is the first nonincumbent to announce plans to seek election to the board.

Candidates for international office will be nominated by delegates to this summer's convention and uncontested nominees will be elected by the convention. Contests are resolved by membership referendum in the fall.



David M. Rousseau
Seeks Region 1 IEB seat

1984 LEUCHTER SCHOLAR

Harvard sharpens the contrasts

By Richard J. Olive
San Francisco-Oakland Guild

Olive, assistant executive secretary of the San Francisco-Oakland Guild, was recipient of the 1984-85 Irving Leuchter Memorial scholarship to the Harvard University Trade Program.

This article is adapted from one that appeared in the April issue of Bay Guild News, SFONG's monthly membership publication.

The Leuchter scholarship, valued at $5,500, is named for the late TNG counsel whose name it bears and is financed by annual contributions from Harvard, TNG and Guild locals.

THE IMPORTANCE of formal training for union staff members was underscored for me during the last three months at Harvard University's Trade Union Program. . . .

(Now two of the 17 Guild members from throughout the country who have completed the Harvard program since it was instituted 43 years ago have been professional staff members of SFONG. Former Executive Secretary Fred Fletcher, who retired in 1981, completed the program in 1975, also under a Leuchter Scholarship.)

When I applied for TNG's Leuchter Scholarship for 1984-85 at the urging of SFONG's executive committee in November, I stated that my primary intention was to examine ways of more effectively serving the union movement in general and SFONG's members, in particular.

Some of the best minds in the country for exploring such objectives are pulled together each year by Harvard—at no small expense to the participating unions.

Harvard deals in very large bucks. Considering that each trade union program group comprises 30 trade unionists, the university requires a guarantee of nearly $200,000 to make such an effort worthwhile.

Perhaps there is some tokenism by Harvard about unions, because our training program is a pittance compared with the money spent by business in its incessant quest for greater profits.

LISTEN TO this: an average number of 140 corporate representatives complete a three-month advanced management course in each of three seasons at Harvard, in the spring, summer and fall.

For each participant, business lays out $27,000.

That translates into an investment by the business community for Harvard's brainpower of $3.78 million for each three-month session; $11.34 million per annum!

There is no way organized labor can compete dollar-for-dollar.

The labor movement and big business, it was clear to me at Harvard, continue to deal with entirely different frames of reference.

Business is money and people are the means to the end.

The attitude of business in the United States was demonstrated in the Harvard Business School, where an investment of $20,000 a year for two years gets you an MBA degree (not counting housing, food and books).

We trade unionists had the opportunity in one class to mix once weekly with the young, aspiring corporate leaders in the MBA program. As we became acquainted with them, they confirmed our worst suspicions about their course: Harvard gives them little more than lip service about the importance of people in business.

Therein rests the fundamental difference. Organized labor *is* people, and organizing is the only power working people have in reminding business how vital the worker is in achieving profit.

Our study of labor history resulted in the dusting off and review of a yellowed, century-old preamble of the old American Federation of Labor. It reads, in part:

"Whereas, a struggle is going on in all the nations of the civilized world between the oppressors and the oppressed of all countries, a struggle between the capitalist and the laborer, which grows in intensity from year to year, and will work disastrous results to the toiling millions if they are not combined for mutual protection and benefit;

"It, therefore, behooves the representatives of the trade and local unions of America, in convention assembled, to adopt such measures and disseminate such principles among the mechanics and laborers of our country as will permanently unite them to secure the recognition of rights to which they are justly entitled . . ."

HAS ANYTHING really changed in the struggle between business and labor since 1886?

Surely, the labor force is shifting drastically from "mechanics and laborers" to the white-collar jobs of service industries.

But has anything else changed when you see the clerical force of more than 1,000 workers at Yale university organizing for better wages and working conditions and striking for a contract achieving those ends?

Has anything really changed when you see the clericals (e.g., secretaries of 12 years' experience making $12,000 per annum) organizing at Harvard University and wearing buttons that declare: "You can't eat prestige?"

Polls show few people believe business would bestow fairness in wages and working conditions in a union-free environment.

Three months at Harvard convinced me the majority of those polled on the question are correct.

Struzinski resigning position with Washington-Baltimore

Washington — Dorothy A. Struzinski, the Washington-Baltimore Guild's administrative officer since 1976, has announced that she will leave the local position at the end of July.

A Guild member since 1961, shortly after going to work as a classified telephone solicitor at the Baltimore Sunpapers, she said that while she could not now divulge her post-July plans, she would be able to stay on long enough to assist her replacement become familiar with the position, if requested.

Struzinski, 45, has been a full-time employee of the local since 1970, when she left the Sunpapers to become the local's office manager. At the time, she also was serving as the Washington-Baltimore Guild's secretary, a position she also held in 1966 and 1968. Before the Baltimore Guild was merged into the Washington Guild in 1964, she also served a term as the Baltimore local's secretary and was its vice president when the locals merged.

Struzinski also played key roles in the campaign that led up to the 1965 U.S. labor board vote that put down a challenge by Sunpapers management to the merged local's majority status and in the 47-day strike that spring that preceded the merged local's first contract with the Sunpapers. It was the first strike ever against the Sunpapers.

She first was appointed interim administrative officer in July of 1976 following the resignation of Brian Flores and was named to the position permanently in mid-November of that year. She had been serving as a local representative since 1972.

Struzinski's resignation was announced by Washington-Baltimore President Ernie Mercer to a local membership meeting on May 8. The local has not finalized plans for choosing her successor.

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

N.Y. Allied supports FCC waiver to save Post, members' jobs

New York—New York's newspaper unions, acting through their joint council, have decided to support waiver of Federal Communications Commission rules prohibiting cross ownership of dailies and broadcast stations in the same city so Rupert Murdoch might retain ownership of the New York Post even though he is buying a major television station here.

Murdoch and his partner in 20th Century Fox Film Corp., Marvin Davis, will acquire WNEW-TV here in their purchase of seven television stations owned by Metromedia.

Other stations in the $2-billion deal are in Chicago, Los Angeles, Dallas/Fort Worth, Houston, Washington and Boston. The Hearst Corp., however, has agreed to buy the Boston station from the Murdoch-Davis firm for $450 million. Murdoch has owned the Boston Herald for several years since purchasing it from Hearst.

Left in question by the deal announced early in May is the future of Murdoch's Sun-Times in Chicago and the Post.

FCC regulations generally prohibit a newspaper owner from owning more than 5 percent of a broadcast station in the same market. Newspapers and broadcast outlets commonly owned prior to the rule's adoption early in the 1970s are exempt from its provisions under a "grandfather clause." Covered by that exemption is the Tribune Co.'s New York Daily News and its television station, WPIX.

New York newspaper union leaders authorized the joint council to contact state legislators and New York representatives in Congress to advise them that the unions agree with Gov. Mario Cuomo's statement that he favored a waiver of the FCC rules if that is what it would take to prevent closure of the Post.

The Allied Council of Newspaper Unions also voted to create what New York Guild President Barry Lipton described as an "employee-stock-ownership-plan-information," so the machinery for an ESOP would be in place if the unions need to take extraordinary measures to try to keep the Post open.

The actions were taken after a May 22 meeting heard reports of a meeting with Murdoch from Allied President George E. McDonald, who also heads the N.Y. Mailers' Union, and labor mediator Theodore Kheel.

McDonald and Kheel reported that Murdoch pledged to keep the unions advised about his plans for the future of the Post.

While Murdoch has said that he expects the FCC to give him up to two years to comply with the cross-ownership rule, he has said he will not seek a permanent waiver. Other industry executives, however, "continue to speculate that Murdoch will find some way to keep" the Post, the Wall Street Journal reported May 17.

Murdoch has said that a decision has not been made about whether to seek a buyer for the Sun-Times, meanwhile, pointing out that the Metromedia television property in Chicago is a UHF station with a significantly less crisp signal than its VHF competitors in the city, the Washington Post reported May 11.

Earlier, however, a memo bearing the signature of Sun-Times publisher Robert Page and posted in the newsroom announced that the paper would be put up for sale.

The Sun-Times, which Murdoch bought for $90 million 16 months ago in the liquidation of Field Enterprises, is said to turn a moderate profit, while the Post is believed to be losing about $10 million a year.

The Chicago Guild, currently bargaining with the Sun-Times for a new contract, represents the paper's editorial employees.

At the Post, the New York Guild represents employees in the paper's advertising, circulation, editorial and maintenance departments.

To comply with another FCC regulation—a rule prohibiting an alien from directly owning more than 20 percent of a broadcast license or more than 25 percent of an indirect interest—Murdoch has said that he will apply for U.S. citizenship. That action, however, may jeopardize Murdoch's ownership of broadcast properties in his native Australia.

Australian law limits control of broadcast stations to citizens of that country, but citizenship terminates for any adult who voluntarily becomes a citizen of another country.

Ownership of broadcast stations had been restricted not only to citizens, but to residents of Australia, but the law was modified in 1981 to protect Murdoch's interests in television operations in Sydney and Melbourne. Special action to permit dual citizenship or otherwise allow Murdoch to retain control of the Australian television stations is doubtful under the current government, according to the Washington Post.

The Murdoch-Davis $2 billion television purchase involves a $650 million cash payment to Metromedia, assumption of some $1.3 billion in debt and another $40 million in accrued interest, the Wall Street Journal reported.

Murdoch bought a half interest in 20th Century Fox earlier this year for a reported $162 million, plus a promise to advance the company another $88 million.

MARIANNE KEFFER-ZWEIG/Washington-Baltimore Guild

Talking technology with SOGAT

TNG Contracts Committee Secretary Richard J. Ramsey, right, briefs leaders of Britain's 200,000-member printing trades union, the Society of Graphical and Allied Trades, during tour of U.S. and Canada by SOGAT's 10-member New Technology Study Group. At left is Ted O'Brien, one of SOGAT's 11 general officers; at center is the union's recently elected chief executive officer, General Secretary Brenda Dean. Briefing also involved TNG Director of Research & Information David J. Eisen and Education Director Phillip M. Kadis.

Tribune Co. announces record TV buy

Chicago—The Tribune Co., owner of the Chicago Tribune and the New York News among other publishing and broadcast properties, has announced plans to buy an independent television station in Los Angeles for $510 million.

The $510 million the Tribune has agreed to pay for KTLA-TV would be a record price for a single television station.

The acquisition also would broaden the reach of the Tribune Co.'s television stations to 19.6 percent of the U.S. households with television, the company reported.

It also owns independent television stations in New York City, Chicago, Atlanta, Denver and New Orleans.

Federal Communications Commission regulations prohibit a single company from controlling television properties that reach more than 25 percent of the nation's television households.

Under other FCC regulations, the Tribune Co. may be forced to sell its Los Angeles Daily News, published in the San Fernando Valley, as well as cable television holdings in the Los Angeles area. Those properties have an estimated value of $150 to $300 million.

The company said it would apply the proceeds from the sale of any of those holdings toward the purchase of KTLA, with the remainder of the transaction financed through a combination of "internally generated money and short-term and long-term debt," the Wall Street Journal reported.

The television station currently is owned by an investor group and senior management officials doing business as Golden West Television Holding Co.

Air discounts to Pittsburgh

Pittsburgh—Delegates flying here to TNG's 1985 Convention via USAIR are reminded by the host Pittsburgh Guild that the airline is offering 30 percent discounts on coach seats to those giving their travel agent or ticket clerk the discount code "YE763F."

The discount is available from June 16 to July 1 on all USAIR flights serving Pittsburgh, according to the local.

COMPETENT CANADIANS?

Guild protest nets ad, applicants

Toronto—If it had any doubts before, management of Maclean's now has to be convinced of the drawing power of a help-wanted ad, even when it is tucked alongside an address-change coupon at the bottom of the letters page of its weekly news magazine with no more distinguishing typographical feature than a hair-line box.

The magazine received dozens, even scores, of responses to just such an ad for a senior writer for its own staff which it ran in successive issues in late April and early May at the direction of Canada's immigration service.

That direction resulted from protests lodged by the Southern Ontario Guild when it learned that a Maclean's senior executive was interested in hiring a writer friend from the United States.

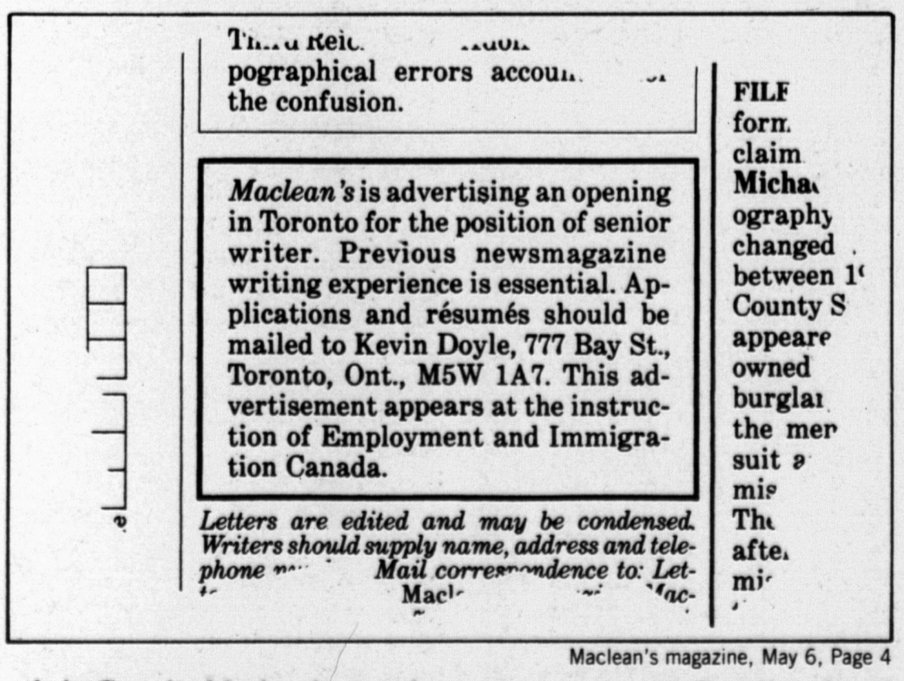
It is a job that many Canadians ought to be qualified to perform and there is much unemployment and underemployment in Canada, the Guild reasoned and said so to Employment and Immigration Canada. The agency told Maclean's to advertise the opening and ask the Guild if it knew of any qualified prospect.

While the Guild distributed bulletin board notices to all other locals in Canada, Maclean's ran ads in its own magazine and in dailies, including the Globe and Mail, Canada's national daily.

The company now will have to explain to the government agency why Canadian applicants were considered unqualified if it still wishes to obtain approval to hire a nonresident, a Guild representative said.

When Maclean's editor Kevin Doyle wrote the Guild to ask if it now would examine every news staff in Ontario and extend the protest to every non-Canadian, Local Representative Paul Pellettier said the union never before had been aware of an employer seeking government approval in similar circumstances and that it would protest if any others did.

The New York Guild several years ago lodged similar protests with U.S. immigration when the New York Post sought work permits for several Australian and English reporters and editors on grounds no qualified U.S. residents were available.



...graphical errors accou... the confusion.

Maclean's **is advertising an opening in Toronto for the position of senior writer. Previous newsmagazine writing experience is essential. Applications and résumés should be mailed to Kevin Doyle, 777 Bay St., Toronto, Ont., M5W 1A7. This advertisement appears at the instruction of Employment and Immigration Canada.**

Letters are edited and may be condensed. Writers should supply name, address and telephone n... Mail correspondence to: Let... Mac... ...Mac...

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Maclean's magazine, May 6, Page 4

GR publication shifted in June

The Guild Reporter will be published on the first and third Fridays of June—the 7th and 21st—rather than the customary second and fourth Fridays.

There will be a single issue of the paper in July.

Firing columnist for announcing sports on radio held unjustified

Montreal—The Montreal Gazette acted without justification when it suspended a city columnist who refused to relinquish a second job as a sports announcer and commentator with a local radio station, an arbitrator has ruled, ordering the Southam paper to reinstate the grievant with back pay.

The arbitrator, Harvey Frumkin, in an April 4 decision ruled that the company acted prematurely when it determined that columnist Ted Blackman's arrangement with radio station CJAD was in violation of restrictions on outside activities spelled out in the Montreal Guild's contract with the Gazette.

The contract requires an employee to obtain permission from the company "before engaging in any broadcast activity" that is related to the employee's "specific field of activity" with the paper. It also bans activities outside of working hours which are "demonstrably in conflict" with his or her duties and responsibilities as an employee of the paper or which are "demonstrably . . . in competition" with the Gazette's business.

Blackman's work for the radio station did not appear to be related to his "specific field of activity" with the paper, Frumkin held, noting that although Blackman's three-times weekly column in the Gazette often dealt with sports personalities it was not concerned with the outcome or analysis of particular sports events. His work for the radio station, on the other hand, involved reporting scores and commenting on sporting events at intervals during the station's morning programming.

To the extent that Blackman's column, focusing on happenings in the city, "drew on the area of sport for its subject matter, the perspective was entirely different" from his broadcast activities, Frumkin concluded.

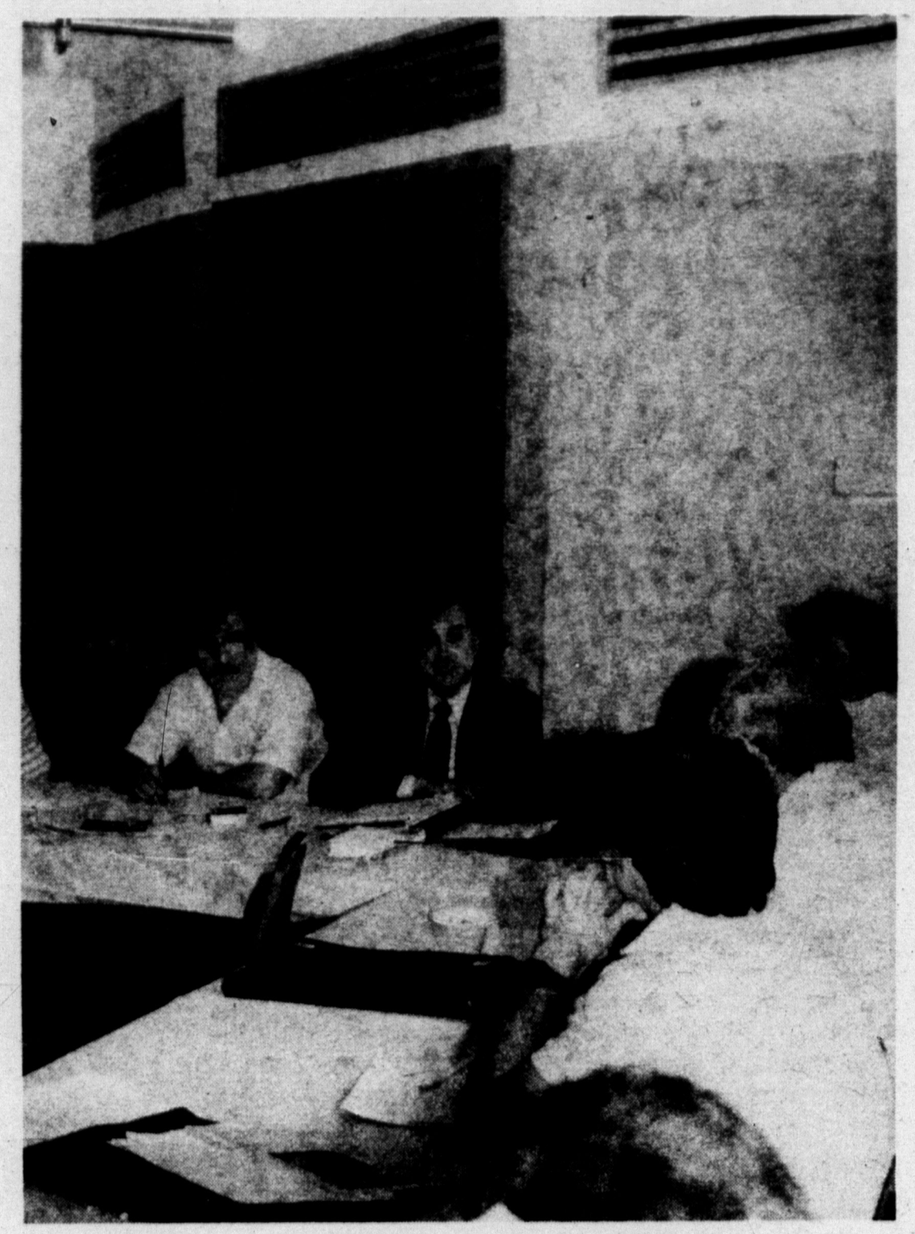
Since Blackman wrote his column from his home, setting his own hours, "fears and concerns" that his work for the radio station would have an adverse impact on his work for the paper "are open to serious question and . . . would seem to be groundless," Frumkin said.

"More importantly," Frumkin pointed out, Blackman had performed other equally onerous work outside his duties for the newspaper, including previously serving as the host on a morning radio show for nearly three years.

As for Blackman's broadcast position being in competition with the newspaper's business, Frumkin called the company's apprehension "purely hypothetical and more in the realm of speculation." The Gazette must demonstrate that an employee's working for a local radio station has an adverse impact on the paper's business, he held.

Ordering Blackman's reinstatement with back pay to Oct. 19, 1984, date of suspension, the arbitrator offered the suggestion that the company might better have suspended him pending receipt of "a clear description of his broadcast activities" rather than suspending him for refusing to withdraw from the broadcast activities.

During the six-month suspension from the paper, Blackman had expanded his broadcast activities to include commercial messages for the radio station. Following return to the paper's staff and the resumption of his column, Blackman ended the commercial broadcasts at the Gazette's direction, but resumed them within weeks, notifying the paper that he considered himself to be suspended as a result.



SARA HAMMOND/Portland Guild

NEW ENGLAND COUNCIL REVIEWS IEB PROPOSALS

TNG's Leo J. Ducharme and Phillip M. Kadis; Patricia Hammond, Manchester, Charlie Walker, Providence.

Kenosha Labor pact boosts fringe benefits

Kenosha, Wis.—A new agreement between the Kenosha Guild and Kenosha Labor, a weekly publication of the city's labor council, includes improvements in health, dental and pension benefits.

A fourth-week of vacation for employees with service of 12 years or more also is added under the terms of the three-year agreement.

Payment to TNG's Int'l Pension Plan on behalf of covered employees is raised by $2.50, to $27.50 a week.

The agreement, which includes no increases in minimums in its first year, calls for reopeners on wages and pensions in the second and third years.

Consumers Union tests VDT operators' eyes

Mt. Vernon, N.Y.—Consumers Union employees who use VDTs are having their eyes examined and when necessary for their use of the machines getting corrective lenses, all at no cost to the employees under a program developed by a joint Guild-management health and safety committee.

Under the program, the examinations by an ophthalmologist in White Plains, N.Y., are being conducted during employees' working hours and they are being transported to and from the doctor's offices in company automobiles driven by other employees detached from their regular duties for the task.

Through mid-May, 28 of the 90 VDT operators who had been examined had had corrective lenses prescribed, according to William R. South, chair of the grievance committee for the CU unit of the New York Guild and co-chair of the joint CU health and safety committee.

A total of 110 employees were to receive the examinations before the program was completed late in May; 86 covered by the Guild contract with the consumer-product testing firm and 28 exempt employees.

Before each employee was taken for the examination, South and Ed Lopez took various measurements at the employee's work station for use in the ophthalmologist's evaluation of his or her need for lenses.

Council in New England approves education steps

Portland, Me.—The New England Council of Guild locals decided at its spring meeting here May 18-19 to allocate up to $3,500 to initiate a series of educational programs on topics pertinent to member locals' interests.

The educational effort is to be kicked off in the fall when the council hosts its Middle-Atlantic counterpart for a joint meeting in Boston, in November. Plans call for the topic to be unions' duty of fair representation. Later topics could include techniques for controlling health-insurance costs without diminishing care, comparable worth and the presentation of cases in grievances and arbitrations.

TNG personnel will be called upon as well as others with special expertise, according to Council President David Rousseau.

Council delegates also discussed likely issues at TNG's 1985 Convention with TNG Education Director Phillip M. Kadis. The council at its winter meeting in February had voted to endorse the Int'l Executive Board's package of proposals to renovate the financial structure of TNG and its locals.

After the council meeting's adjournment, Kadis conducted a work-shop on training shop stewards for the Portland Guild. It also was attended by delegates from other council locals.

VDT clearinghouse opens

(Continued from Page 1)

issues, avoiding the need for manufacturer/user coalitions in each state to reinvent the wheel," he continued.

The center's second objective, he said, is providing "central support for combined news media and government relations projects in the states targeted for regulation."

Chair pro tem of the new coalition's board is Lawrence M. Zippin of the American Insurance Assn. In addition to the ANPA's James, its directors also include representatives of a half-dozen VDT manufacturing and sales companies, three large insurance companies and organizations representing the travel industry and the industries of the firms on the board.

A coalition encompassing many of the same firms and organizations that was formed early in 1984 was "subsumed into this one," James said. It had no staff and no office and met "only a couple of times."

"A number" of the companies and organizations involved with the new coalition have made contributions to support the center's operations, James said. ANPA contributed "a small amount," she said, but she was not in a position to say how much.

AFL-CIO raps NLRB nomination

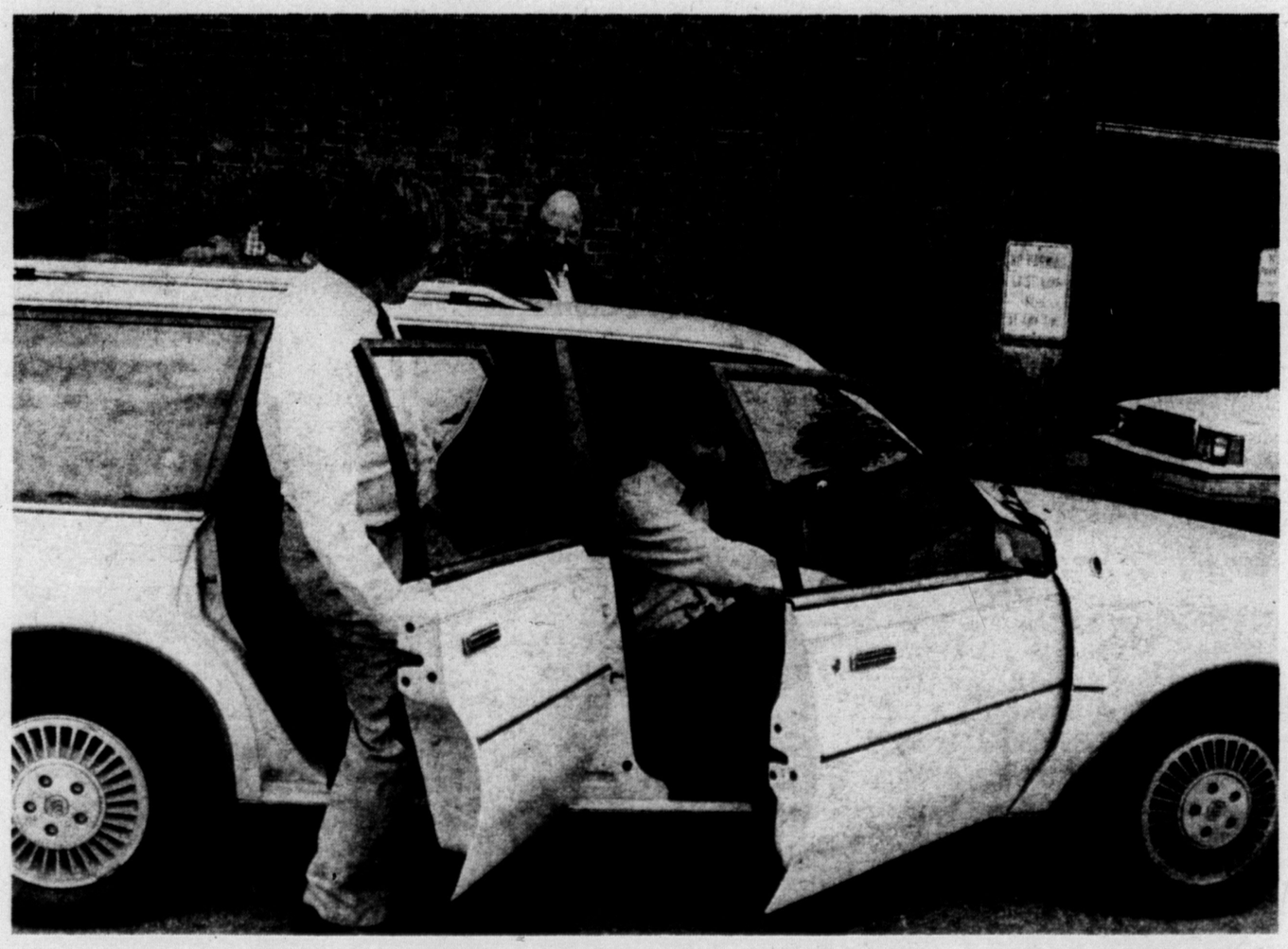
(Continued from Page 1)

does not oppose his nomination," Kirkland said.

Two of the three sitting NLRB members were management attorneys before their appointments—Chairman Donald Dotson and Patricia Diaz Dennis. The third member, Robert Hunter, was chief counsel for the Senate Labor & Human Resources Committee.

Babson, 39, was nominated to fill the vacancy left by Don A. Zimmerman for a term running through Dec. 16, 1989. Johansen would succeed Howard Jenkins, Jr., for a term expiring Aug. 27, 1988.

If both are confirmed, it would be the first time the labor board has been at its full, five-member strength since the fall of 1983.



ALEX BEAUCHAMP/New York Guild

ANOTHER CAR LOAD FROM CONSUMERS UNION TO THE OPHTHALMOLOGIST

In foreground, Jeff Blyskal and Larry Katzenstein; background, Arthur Terry and driver Bill South.

IEB's timetable on proposed finance program

The following is adapted from the Finance & Administration section of the Officers' Report to TNG's 1985 Convention where it appears as a projected timetable for implementation of the long-range financial program that the Int'l Executive Board is recommending the Convention adopt.

June 24-28, TNG Convention adopts financial program.

July	$4,400,000	in Defense Fund triggers higher dues.
August	400,000	generated by 1st month of higher dues.
	$4,800,000	
September	400,000	generated by 2nd month of higher dues.
	$5,200,000	
October	400,000	generated by 3rd month of higher dues.
	$5,600,000	
November	400,000	generated by 4th month of higher dues.
	$6,000,000	

New Defense Fund ceiling reached.

Higher Defense Fund dues replaced by new schedule at half their rate.

December	$200,000	generated for Severance Fund.
January 1986 ...	$200,000	generated for Severance Fund.
	$400,000	toward Severance Fund liability.
Feb. 1, 1986	5.5	percent Minimum Dues rate becomes effective.
Feb. 1, 1987	6.0	percent Minimum Dues rate becomes effective.
	80-20	apportionment of per capita between General, Defense Funds. Per-capita rate changes to 1.939 percent, from 1.65 percent, plus $1.35.
Feb. 1, 1988	6.2	percent Minimum Dues rate effective.
April 1, 1988	1.989	percent becomes new per-capita rate, 40 percent of increase goes into the Defense Fund.
July 1, 1988		Basic TNG strike benefit increases by $10, becomes $110 per week.
Feb. 1, 1989	6.4	percent Minimum Dues rate effective.
April 1, 1989	2.039	percent becomes new per-capita rate, 40 percent of increase into the Defense Fund.
July 1, 1989		Basic strike benefit increases by $10, becomes $120 per week.
Feb.1,1990	6.6	percent Minimum Dues rate effective.
April 1, 1990	2.089	percent is new per-capita rate, 40 percent of increase into the Defense Fund.
July 1, 1990		Basic strike benefit increases by $10, becomes $130 per week.
Feb. 1, 1991	6.8	percent Minimum Dues rate effective.
April 1, 1991	2.139	percent is new per-capita rate, 40 percent of increase into the Defense Fund.
July 1, 1991		Basic strike benefit increases by $10, becomes $140 per week.
Feb.1, 1992	7.0	percent Minimum Dues rate effective.
April 1, 1992	2.189	percent is new per-capita rate, 40 percent of increase into the Defense Fund.
July 1, 1992		Basic strike benefit increases by $10, becomes $150 per week.

Q Operating needs? . . . cost cuts? . . . a building? . . . how much more dues? A

A multifaceted, long-range program for renovating TNG's financial structure is being proposed by the Int'l Executive Board to TNG's 1985 Convention, June 24-28 in Pittsburgh.

To afford all Guild members, as well as delegates to the convention, the fullest possible opportunity to be informed about the proposal the Guild Reporter began in its May 10 issue publication of a series of articles on the details of the proposed finance program.

Q: THE IEB SAYS TNG's General Fund needs refurbishing. Why?

A: TNG'S OPERATING costs—salaries, phone and postage bills, supplies and rent, among other things—continue to climb faster than the union's income. Over the last 25 years, these operating costs have produced deficits averaging $23,776.92 per year.

TNG's only real source of income is the per capita it receives from local Guilds. The long-range finance plan proposes to raise TNG's per-capita income in a series of five yearly steps by increasing the factor in the per capita formula from the current 1.65 percent of the average reporter top minimum in Guild contracts with daily newspapers, plus $1.35, to a straight 2.189 percent of that same average reporter top minimum.

Q: WHAT ABOUT the cuts in operating costs the finance program envisions? What are they?

A: TNG—LIKE MANY organizations—has but a limited number of areas in which it can try to achieve operational savings without cutting services. One of them, already underway, is in its data processing system.

TNG now pays about $65,000 a year for very limited data processing through an outside computer service bureau. With the new generations of equipment now on the market, it is feasible and practical for TNG to undertake a major overhaul of its outmoded data processing operations and install its own computer system in house.

With expert outside help, TNG already is moving to put into place a computerized system that is expected to enhance greatly our information capabilities. Cost is estimated at between $125,000 and $175,000, an outlay that could be recovered in about three years through elimination of use of the annually higher cost of the out-of-house computer service bureau. At the same time, the efficiency and productivity of headquarters operations will be increased.

Q: ANY MORE savings involved in the finance program?

A: YES. SWITCHING from annual to biennial conventions, for one.

While annual conventions have been of great value to this union, TNG is one of the few international unions that still has them every year. Conventions are expensive. A survey late last year shows each Guild convention costing TNG and locals a total of $400,000 a year, and rising.

The long-range plan envisions a convention this year, one in 1986, another in 1987, and thence every two years: 1989, 1991, 1993, etc. The savings to locals and TNG: $200,000 a year.

Q: THE PLAN ALSO proposes as a money saving measure TNG buying or building its own headquarters. How do we save money that way?

A: SINCE 1982 TNG's rent bill in downtown Washington has gone from about $48,000 a year to nearly $200,000 a year. That's a 300 percent increase in only three years, and it is destined to go up again in two more years when TNG's current lease is due for renewal.

The long-range plan proposes that TNG come to grips with the ever escalating cost of housing its headquarters operations through the purchase or construction of a modest building either in Washington or on the outskirts of the District of Columbia, in Maryland.

The IEB is not talking about a multi-story marble ediface, but about a modest structure of about 20,000 square feet, large enough to accommodate TNG's current needs (about 10,000 square feet) with the rest available for rental, and thereby income. Early estimates are that such a structure would cost about $2.4 million, which is less than TNG would expect to pay in rent over the next dozen years.

While the building is being paid for, TNG would be collecting rent from tenants to help meet the mortgage and maintenance costs. Also while the building is being paid for, TNG would be increasing its equity in a valuable asset, rather than collecting a box full of rent receipts.

TNG currently occupies comfortable, attractive quarters in another union's building in the heart of Washington. It would be more convenient for TNG's officers and staff to remain in the heart of the U.S. capital, but a move to cut operating costs should include a move of headquarters into a facility that would over the not-so-long haul provide the Guild, and thereby Guild members, with more than ever-rising rental rates and that box of worthless receipts.

Q: WHAT WOULD be the program's impact on the average Guild member?

A: THE AVERAGE member would face the hardest part up front, and get it over relatively quickly:

- Four months of dues at the higher rate usually paid whenever TNG's Defense Fund gets hit heavily by strikes and/or lockouts;
- Then two months of dues with the extra amount reduced by half;
- Then, for members in locals which have dues at the Minimum Dues rates set in TNG's Constitution, back to very close to the dues they are paying now. For members in locals with dues that already exceed the Minimum Dues, back to the dues they are paying now. Over the ensuing six years, the Minimum Dues rate would inch up, for a total increase of 1.5 percent of a week's pay per month.

Few, if any, members relish paying dues. None likes to pay higher dues. The program is designed, however, to try to make as painless as possible the necessity of raising more money to operate Guild locals and the international.

Q: JUST HOW much would dues increase?

A: AS INDICATED above, it depends on your local's current dues rate—what you pay now.

If your local's dues rate is the minimum required under TNG's Constitution—5 percent of one week's pay per month, plus $1.50, then your dues would increase gradually in a series of seven annual steps from their present level to 7 percent, beginning in 1992 (see table at left).

For a member now being paid $500 a week, current dues are $26.50 a month; next year they would go up by $1.00, to $27.50; in 1992, a member being paid $500 a week would pay $35.00 a month—$8.50 a month more than now.

Q: WHY SHOULD any member pay higher dues?

A: NO ONE GETS anything for nothing. The contract that sets the minimum terms and conditions under which you work, the contracts you will continue to benefit from in the future, don't come free, nor even cheaply.

Each member's local needs money to operate—to pay the cost of bargaining those contracts, the cost of enforcing them (grievances, arbitrations, etc.), the cost of postage, supplies, rent or the equivalent, and more—and those costs continue to climb. Locals cannot function without TNG—and TNG, like your local, cannot function for your local's and your benefit without adequate funds. Those funds can come from only one source: the member.

Guild to get seat on committee on UPI transactions

(Continued from Page 1)

of health insurance coverage, while a $190,000 payment toward the cost of coverage was to be made by UPI within the month.

U.S. Bankruptcy Judge George Bason approved the settlement after Wire Service Guild representatives cautioned that termination of health insurance coverage likely would result in more and more employees leaving UPI to take jobs elsewhere.

In rejecting the IRS's motion to block the payment, Bason cited the prospect of "immediate and irreparable harm" that would be done to UPI by "massive defections of necessary personnel" as well as the "rare and,perhaps, unique" public interest to be served by preserving the news service.

Prudential had served notice just days prior to the bankruptcy filing that it intended to terminate its arrangement with UPI.

Despite the deduction of $80 a month from the pay of each employee with family coverage, UPI was hundreds of thousands of dollars in arrears to Prudential, Morrissey said.

Prudential administers a partly self-insured health insurance plan covering UPI employees.

The IRS sought to block the $190,000 payment on grounds that it would "irreparably harm" its chances of collecting the $1.8 million in income taxes withheld from employees' salaries and Social Security taxes due from UPI for the fourth quarter of 1984.

The IRS had placed a lien against UPI April 19, a move that apparently contributed to UPI's decision to file the bankruptcy petition.

More recently the IRS had filed notice with UPI co-owners Douglas Ruhe and William Geissler that the agency intends to hold the pair personally responsible for the $1.8 million in taxes due the government.

Ruhe, however, suggested in an interview with UPI reporter Gregory Gordon that the assessment should be disbursed among all the top UPI officials.

The decision to delay payment of fourth quarter taxes was made by "the senior executives of UPI, with the exception of [editor-in-chief] Max McCrohon, who just didn't happen to be present," Ruhe told Gordon.

"Ruhe said he and other officials believed at the time that $2 million to pay the taxes would be generated by the sale of UPI's interest in a joint-venture to develop a computerized stock-price reporting service. The sale fell through," Gordon reported.

Announcement of an agreement intended to end feuding between the co-owners and UPI Chairman Luis G. Nogales over the control and management of the news service was expected.

The elements of such an agreement were reported to have been drawn up during a May 16 meeting called by the bankruptcy court trustee, William C. White. Wire Service Guild representatives attended the nine hour meeting that involved both Ruhe and Nogales as well as UPI creditors.

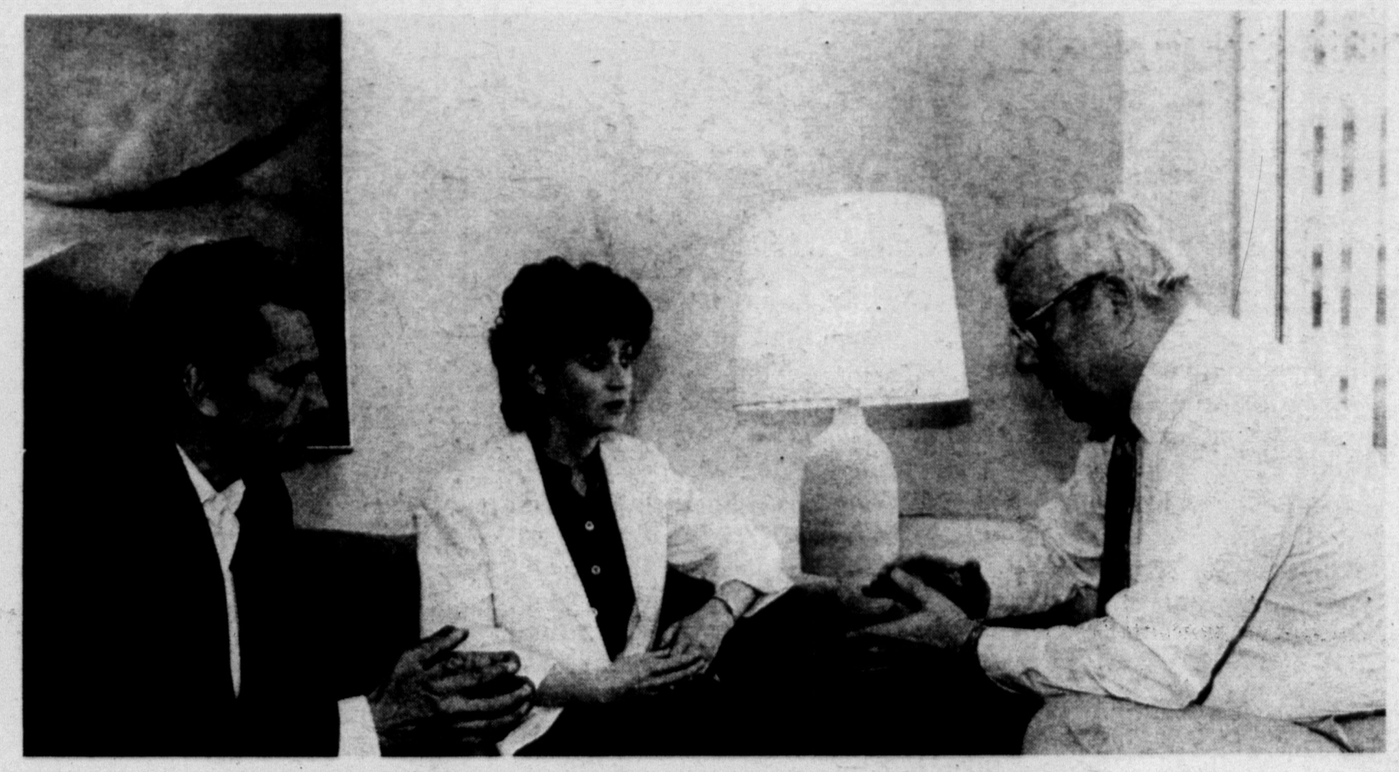
The agreement was expected to aid in efforts to find a buyer for UPI.

In an earlier agreement worked out in March, Ruhe and Geissler relinquished their control of the Media News Corp., UPI's parent company, and restored Nogales who they had fired days earlier, as the company's head for a 120-day reorganization period.

The pair have claimed recently, however, that the filing of the bankruptcy petition nullified that arrangement under provision of the agreement, and they have sought to oust Nogales once again.

Upon their petition, a Delaware court ruled that Nogales could be removed as chairman of Media News Corp., but that court had no jurisdiction over UPI itself.

Prospective buyers for UPI reportedly include Reuters, the British-based news agency, McGraw-Hill Corp. and a Miami banker, among others.



Daily still shut in Paraguay

Alcibiades Gonzalez del Valle, left, columnist for Paraguay's largest daily, ABC Color, at the time of its forced closure a year ago in March, discusses with TNG President Charles A. Perlik, Jr., the repression of the press by Paraguay's Stroessner regime. Accompanied by an interpreter, Gonzalez is visiting North American press organizations to urge renewal of protests that on previous occasions were credited with helping secure the paper's reopening. President of an outlawed journalists' union, Gonzalez was imprisoned in 1979, 1980 and 1984.

Westerners endorse UFW's grape boycott

Los Angeles—The Western District Council of Guild locals has added its voice to those calling for support of the United Farm Workers renewed boycott of nonunion table grapes.

Among the others: TNG's Int'l Executive Board at its April meeting. [Guild Reporter, April 26].

Acting at its spring meeting here May 11-12, the council pointed out that the California Agricultural Labor Relations Board, packed with new appointees by Gov. Deukmejian, has frustrated all efforts to see the state's farm-labor law enforced.

Consequently, some 36,000 UFW members are working without contracts and their union is reinstituting the table-grapes boycott it dismantled 10 years ago when the state farm-labor law went into effect.

Delegates to the council's meeting also heard TNG Secretary-Treasurer Charles Dale and Vice Presidents Larry D. Hatfield, Stan Souza and Gene Turner explain the Int'l Executive Board's package of proposals for revamping TNG's financial structure and urge its adoption by TNG's 1985 convention.

In addition, Hatfield formally announced his candidacy for re-election this summer as TNG Vice President from Region 4, the U.S. West. Souza and Turner elected from the membership at large, earlier had announced their candidacies for re-election and Hatfield had indicated as much [Guild Reporter, April 26].

Petition filed for CWA organizers

Washington—The Washington-Baltimore Guild has petitioned the National Labor Relations Board for certification as bargaining representative for some 90 employees of the Communications Workers' organizing department.

The May 21 petition asserts that an overwhelming majority of the group, which includes both organizers and support personnel, has designated the Guild to represent them.

The local currently represents the CWA's eight national organizers as well as the half-dozen employees of the union's research department.

Top to hit $612 at Kenosha News

Kenosha, Wis.—A new three-year agreement between the Kenosha Guild and the Kenosha News raises the top minimum for reporters and photographers by $74, to $612 a week, over the term.

The $74 increase comes in increments of $25, $24 and $25, with the first, effective April 27, taking the top minimum to $563 a week.

The agreement provides for improvements in health and life insurance, and a new disability insurance plan is added. Health insurance coverage is extended to part-timers working 1,000 hours a year or more.

An employee's right to refuse to perform a hazardous assignment is also spelled out in the contract for the first time.

LOCAL ELECTIONS

Peninsula (Newport News)

Bill Melton, president; **Linda Griffith,** vice president; **David G. Smith,** treasurer.

Southern Ontario

Paul Mallon, president (Mallon, 350; Martin Mittelstaedt, 283); **Doug LaRochelle,** first vice president (LaRochelle, 441; Bill McQueen, 191); **Paul Bryan,** second vice president (Bryan, 421; Sam Reyenga, 206); **Sue Craig,** secretary; **Bernadette Clancy,** treasurer (Clancy, 318; Gail Lem, 313).

Twin Cities

Neale Van Ness, president; **Karl Karlson,** editorial vice president; **Mike Felien,** commercial vice president; **Dorothy Lewis,** secretary; **Dick Hyllestad,** treasurer.

DON'T BUY

National Boycotts Officially Sanctioned by the AFL-CIO Executive Council
As of May 1985

ARMOUR PROCESSED MEATS CO.
Armour Hams, Armour Bacon, Armour Hot Dogs This UFCW boycott does not include processed meat products made by Armour-Dial.
United Food & Commercial Workers

BROWN & SHARPE MFG. CO.
Measuring, cutting and machine tools and pumps
Machinists & Aerospace Workers

BRUCE CHURCH, INC.
Iceberg Lettuce:
Red Coach, Friendly, Green Valley Farms, Lucky
United Farm Workers of America

CALIFORNIA TABLE GRAPES
Table grapes that do not bear the UFW union label on the carton or crate
United Farm Workers

CONTINENTAL AIRLINES, INC.
Scheduled airline
Machinists & Aerospace Workers and Air Line Pilots

ADOLPH COORS CO.
Beer: Coors, Coors Light, Herman Joseph's 1868, Golden Lager
Ale: George Killians Irish Red
AFL-CIO Brewery Workers Local 366

EL AL ISRAEL AIRLINES, LTD.
Air passenger and freight transportation
Machinists & Aerospace Workers

FABERGE, INC.
Personal care products:
Aphrodisia, Aqua Net Hair Spray, Babe, Cavale, Brut, Ceramic Nail Glaze, Flambeau, Great Skin, Grande Finale, Just Wonderful, Macho, Kiku, Partage, Tip Top Accessories, Tigress, Woodhue, Xanadu, Zizanie de Fragonard, Caryl Richards, Farrah Fawcett and Faberge Organics
Oil, Chemical & Atomic Workers International Union

FORT HOWARD PAPER CO.
Green Bay, Wisconsin and Muskogee, Oklahoma Mardi-Gras, Page, Sof-Knit tissues and napkins, Antique towels, Pom-etts, Econ and Dolly Madison tissues
United Paperworkers International Union

HOLIDAY CUPS, Div. of Imperial Cup Co.
Holiday Cups brand name
United Paperworkers International Union

INDIANA DESK CO.
Medium and high priced desks
United Furniture Workers of America

KOSMOS CEMENT CO.
Kosmos Portland Cement, High Early Cement, Air Entraining Cement, Kosmortar Masonry Cement
Cement, Lime, Gypsum & Allied Workers Division of the Boilermakers

LOUISIANA-PACIFIC CORP.
Brand name wood products:
L-P Wolmanized, Cedartone, Waferboard, Fibrepine, Oro-Bord, Redex, Sidex, Ketchikan, Pabco, Xonolite, L-P-X, L-P Forester, L-P Home Centers
Carpenters & Joiners and Intl. Woodworkers

MARVAL POULTRY COMPANY, INC.
Turkeys and turkey parts: Marval, Tender Pride, Lancaster, Frosty Acres, Top Frost, Table Rite, Manor House, Richfood, Food Club, Dogwood Hill Farms. All products bear USDA stamp #P-18
United Food & Commercial Workers

NIXDORFF-LLOYD CHAIN COMPANY
Heavy duty chains sold in hardware stores. The Nixdorff-Lloyd brand name appears on the chain spool.
Machinists and Aerospace Workers

R. J. REYNOLDS TOBACCO CO.
Cigarettes: Camel, Winston, Salem, Doral, Vantage, More, Now, Real, Bright, Century
Smoking Tobaccos: Prince Albert, George Washington, Carter Hall, Apple, Madeira Mixture, Royal Comfort, Top, Our Advertiser
Little Cigars: Winchester
Chewing Tobaccos:
Brown's Mule, Days Work, Apple, R. J. Gold, Work Horse, Top, Reynolds Natural Leaf, Reynolds Sun Cured
Bakery, Confectionery & Tobacco Workers

SCHWINN BICYCLE CO.
United Automobile, Aerospace & Agricultural Implement Workers

SEATTLE-FIRST NATIONAL BANK
Withdraw funds
United Food & Commercial Workers

STERLING RADIATOR
Baseboard heaters for the home
United Automobile, Aerospace & Agricultural Implement Workers

Union Label and Service Trades Department, AFL-CIO

IT SEEMS TO US

SPJ/SDX Functionary charges error by GR

WASHINGTON, D.C.

Editor:

You reported in your newsletter that the Society of Professional Journalists/Sigma Delta Chi is joining The Newspaper Guild and other groups to form a joint organization called Writers Watch.

That report was wrong. Representatives of Writers Watch approached our society about joining their effort, but we declined. The principal reason was that our membership is quite diverse, and although we may sympathize with some of the concerns writers have, there would also be issues upon which we would be likely to disagree.

I trust you will correct your error.

PETER PRICHARD
Chairman, Freedom of Information Committee
Society of Professional Journalists

Editor's note: There was no error in the Guild Reporter's story, which appeared in its Jan. 25 issue. It reported that representatives of seven organizations, including TNG and the SPJ, met Jan. 18 at TNG headquarters during the course of exploration of the possibility of joint formation of a Writers Watch to more adequately represent writers' economic, First Amendment and other interests on Capitol Hill. Tony Mauro, then chair of the SPJ's FOI Committee, in that capacity was one of those participating in that meeting.

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.

FIRM ON 'UNFAIR' LIST

B.C. board upholds refusal to handle ads

Vancouver—Employees at the Vancouver Sun and Province were not in violation of provincial labor law when they refused to handle advertisements from a firm that had been declared "unfair" during a lockout of its union-represented employees last year, the British Columbia Labour Relations Board has ruled.

In doing so, the board held that an amendment in provincial labor law earlier last year which changed the definition of a strike did not nullify contractual agreements that employees may refuse to perform work associated with an employer or publication that had been declared "unfair" by the union.

Pacific Press, publisher of the Sun and Province, had argued that the employees engaged in an illegal strike when they refused to handle advertising from a theatre chain that had locked out employees represented by a local of the Theatre and Stage Employees' union (IATSE).

The B. C. Labour Federation declared the Famous Players theatre chain unfair after it locked out employees at 15 theatres on Sept. 11, 1984. The lockout ended with agreement on a new contract 14 weeks later.

In a May 1 decision signed by BCLRB Vice Chairman Shona A. Moore, the board held that only a refusal by employees to perform work "required . . . by a collective bargaining agreement falls within the [new] definition of a 'strike'."

The Sun and Province in contracts with their unions, including the Vancouver-New Westminister Guild, have agreed to exclude service connected with a firm declared "unfair" from the work required by those contracts, Moore wrote.

An amendment to the provincial labor code enacted in 1984 broadened the definition of a strike to include concerted activities that "restrict or limit production or services," and the newspapers had argued that the refusal of employees to handle the theatre ads constituted an illegal strike, maintaining that the papers' production and services were thereby limited.

There are many matters regulated by contracts that "affect production in some broad sense," the board said, finding nothing in the legislative history of the amendment to justify rendering illegal "this broad range of subject matters that have traditionally been addressed . . . during collective bargaining."

The unions in this case, the board ruled, were not engaging in an unlawful strike but "were merely asserting their positive contractual rights to temporarily redefine the work required to be performed by their members under their respective collective agreements."

'Roll(in') the union on'

Some of the more than 50 labor musicians, artists and historians at the seventh annual Great Labor Song Exchange at the George Meany Center for Labor Studies pose on the campus's spacious grounds. Second from left is 81-year-old John Handcox, an organizer for the Southern tenant Farmers Union in Arkansas during the 1930s', recently recognized for having written one of the most popular labor songs ever, "Roll the Union On." Other participants in the three-day event included folk singer Pete Seeger and labor troubadour Joe Glazer, who has written and performed many songs for the Guild. Handcox is a member of the Carpenters union.

Paper's buyout of partner okayed

Washington—The Justice Dept. has announced that it will not challenge one of the partners in a joint newspaper operating agreement in northwestern Pennsylvania buying the other partner out.

The April 30 announcement apparently clears the way for the publisher of the Oil City Derrick, 16,000-circulation morning daily, to complete acquisition of the Franklin News-Herald, 8,500-circulation evening paper.

The papers have been published in Franklin by a jointly owned agency company since 1956. Oil City and Franklin are fewer than 10 miles apart.

In making its announcement, the Justice Dept. said its investigation of the publishers' proposal showed that the News-Herald would fail financially if operated separately and that a good-faith effort to find another buyer had been fruitless.

MADC gets data short-course

Wilkes-Barre, Pa.—Richard J. Ramsey, executive secretary of TNG's Contracts Committee, conducted a short course on making the best use of information and materials TNG provides locals as bargaining aids and on the value of TNG's bargaining program during the Middle-Atlantic District Council's spring meeting May 18-19.

Ramsey also discussed with council delegates the use of TNG's Int'l Pension Plan to provide more adequate retirement benefits for Guild members.

Council delegates also heard TNG Vice Presidents David M. Mulcahy, Peter E. McLaughlin, Marie Shellock and Carol D. McGarvey Rothman explain the finance, bargaining and other recommendations the Int'l Executive Board is proposing to TNG's 1985 Convention.

The first day of the meeting was held in the plant of the Wilkes-Barre Citizens' Voice.

Delegates agreed that the council's next meeting will be held jointly with the New England District Council, in Boston in November.

$410 is tops on list of lowest clerical minimums

A TOP MINIMUM of $415.89 a week for clerks covered by the Hawaii Guild's contract with the Maui News leads a list of clerk top minimums under 114 Guild contracts as of April 1.

Included on the tabulation, compiled by TNG's Collective Bargaining Dept., is the lowest top minimum for a clerical job covered by contracts with daily newspapers in the United States, Canada and Puerto Rico.

The lowest clerk top minimum exceeded $350 a week in 22 contracts, up from 14 a year earlier, and in 64 of the contracts it was $300 a week or more, up from 47.

The table does not include the result of settlements since April 1 nor deferred increases that have taken effect in the interim.

	Minimum	After
Maui News	$451.89	3 yrs.
Vancouver Sun and Province	414.68	1 yr.
New York Times	410.45	2 yrs.
Montreal Gazette	410.00	3 yrs.
Hilo: Hawaii Tribune-Herald	400.47	1¼ yrs.
Ottawa Citizen	397.99	2 yrs.
Detroit Free Press	391.61	4 yrs.
Honolulu Advertiser	381.91	3 yrs.
Brantford Expositor (editorial)	381.86	1½ yrs.
San Mateo Times & News Leader	380.67	3 yrs.
York Dispatch	380.26	2½ yrs.
Manchester Union Leader	379.55	3 yrs.
Honolulu Star-Bulletin	377.42	1½yrs.
Woodbridge (N.J.) News Tribune	373.10	3 yrs.
Long Beach Press-Telegram	370.05	3 yrs.
New York Post	362.05	3 yrs.
New York Daily News	359.37	3 yrs.
Windsor Star (circulation)	355.25	2 yrs.
Royal Oak Tribune	354.81	1 yr.
San Jose Mercury-News	352.28	2 yrs.
Delaware County (Pa.) Times	351.83	4 yrs.
Toronto Star	351.83	3 yrs.
Pittsburgh Post-Gazette	348.00	3 yrs.
San Francisco Chronicle and Examiner	344.77	2 yrs.
Toronto Globe & Mail (editorial)	344.33	2 yrs.
Monterey Peninsula Herald	344.00	3 yrs.
Brantford Expositor (circulation)	343.57	2 yrs.
Toledo Blade	343.50	2 yrs.
Cincinnati Post	340.44	3 yrs.
San Diego Union and Tribune	$339.06	3 yrs.
Tacoma News Tribune	339.00	2 yrs.
Detroit News	338.91	3 yrs.
Chicago Sun-Times	337.24	3 yrs.
Victoria Times-Colonist	336.22	flat
Toronto Globe & Mail (circulation)	333.83	2 yrs.
Waukegan News-Sun	330.37	flat
Cleveland Plain Dealer	329.29	3 yrs.
Minneapolis Star & Tribune	329.00	4yrs.
Windsor Star (editorial)	327.57	1 yr.
Sacramento Bee	324.02	3 yrs.
Hawaii Newspaper Agency	323.57	1½ yrs.
Boston Herald	321.82	3 yrs.
Lynn Item	321.82	3 yrs.
Mt. Clemens: Macomb Daily	316.85	2 yrs.
Akron Beacon Journal	315.00	2 yrs.
Pawtucket Times	314.97	2 yrs.
Sacramento Union	314.88	2 yrs.
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Denver Post	311.00	3½ yrs.
Providence Journal and Bulletin	309.40	2 yrs.
Stockton Record	308.98	4 yrs.
Sudbury Star	307.59	3 yrs.
Seattle Times	307.00	2 yrs.
Salem News	305.95	2 yrs.
Oshawa Times	305.56	2 yrs.
Denver Rocky Mountain News	305.00	3 yrs.
Woonsocket Call	304.89	3 yrs.
Oakland Tribune	304.35	2 yrs.
Wilmington News and Journal	304.12	3 yrs.
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Philadelphia Inquirer and Daily News	302.50	4 yrs.
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Portland Press Herald and Express	300.59	3 yrs.
Fall River Herald-News	293.72	2 yrs.
Washington Post	292.40	2 yrs.
Baltimore Sun and Evening Sun	290.00	5 yrs.
St. Paul Pioneer Press & Dispatch	283.56	1 yr.
Kingston Daily Freeman	276.95	3 yrs.
Eugene Register-Guard	274.70	4 yrs.
Gary Post-Tribune	272.88	2 yrs.
Harrisburg Patriot & News	272.32	2 yrs.
Sheboygan Press	271.67	3 yrs.
Massillon Independent	268.77	3 yrs.
Kenosha News	268.00	5 yrs.
San Juan: El Vocero	267.00	5 yrs.
Brockton Enterprise	265.66	2 yrs.
Joliet Herald-News	265.09	3 yrs.
Buffalo Evening News	265.02	3 yrs.
St. Louis Globe-Democrat	262.13	3 yrs.
Great Falls Tribune	261.00	4 yrs.
York Daily Record	259.40	3 yrs.
Peoria Journal Star	259.00	2 yrs.
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Norristown Herald	255.20	4 yrs.
Youngstown Vindicator	252.95	2 yrs.
Allentown Call	249.68	2 yrs.
Yakima Herald-Republic	247.55	4 yrs.
Lowell Sun	246.35	2 yrs.
Malden News, Medford Mercury & Melrose News	246.00	2 yrs.
Lexington Herald-Leader	245.00	4 yrs.
Waterbury Republican and American	240.03	1 yr.
Sioux City Journal	235.88	2 yrs.
Scranton Tribune	235.21	flat
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Columbus Dispatch	230.83	2 yrs.
Utica Press and Observer-Dispatch	230.00	4 yrs.
Pueblo Chieftain	229.00	1 yr.
New Brunswick Home News	226.00	1 yr.
Memphis Commerical Appeal	225.75	2 yrs.
Tonawanda News	225.10	4 yrs.
San Juan Star	225.00	4 yrs.
San Antonio Light	223.20	2 yrs.
Battle Creek Enquirer & News	222.00	3 yrs.
Canton Repository	221.43	3 yrs.
Knoxville News-Sentinel	220.00	4 yrs.
Pottstown Mercury	213.38	flat
San Juan: El Mundo	212.00	4 yrs.
Albany Times-Union and Knickerbocker News	203.50	2 yrs.
Chattanooga Times	190.00	4 yrs.
Terre Haute Tribune-Star	188.70	2 yrs.
Monessen Valley Independent	187.25	1 yr.
Scranton Times	180.00	flat
Duluth News-Tribune & Herald	168.00	2 yrs.

CLIP & MAIL

CORECT

Citizens Organized to Restore an Effective Corporate Tax

1313 L Street, N.W.
Washington, D.C. 20005

CITIZENS PETITION
To Restore the Corporate Tax

We, the undersigned taxpayers, pay our fair share of taxes and more. It's time for our largest and most profitable corporations to pay their fair share too.

As people who pay our taxes, we are outraged by the $90 billion in corporate tax loopholes which allow General Electric, W.R. Grace & Co., and hundreds of other corporate tax avoiders to pay little or nothing in taxes.

When federal deficits are a problem, handouts to corporations are NOT the answer. By putting corporations back on the tax rolls, we can reduce the federal deficit and actually cut taxes for middle- and low-income taxpayers.

In the interest of fairness to *all* taxpayers, we hereby petition the Congress of the United States to repeal these special interest loopholes and restore the corporate tax.

(Signature)

(Name typed or printed)

(Street address) (City) (State/Zip code)

CLIP & MAIL

Petition drive to plug loopholes in corporate taxes gains speed

Washington—A union-backed petition campaign aimed at convincing Congress to enact what it calls a "fair share" corporate tax collected tens of thousands of signatures in its first month and is aiming for a million by Labor Day.

A fair share tax on corporations would help significantly to simultaneously reduce the federal deficit and fund needed programs the Reagan administration wants to cut, according to the coalition of more than 30 public-interest groups, unions and other community based organizations pushing the effort as Citizens Organized to Restore an Effective Corporate Tax.

(An abbreviated version of the organization's petition is reproduced above in a form suitable for signing and mailing to its offices.)

AFL-CIO President Lane Kirkland, saying that citizens across the U.S. are "appalled by the widespread practices of tax avoidance," has called upon members of all AFL-CIO-affiliated unions to assist in the effort.

The AFL-CIO's Public Employee Dept., which is co-ordinating much of the participation by AFL-CIO unions, reports that it is convinced that the first month's effort—including both April 15 news conferences in 35 cities that launched the push and the subsequent petition gathering activities—have been a major factor in the increasing focus in Congress on a corporate minimum tax.

"It is more than coincidence that the momentum behind corporate minimum tax proposals has picked up on Capitol Hill over the past several weeks," the AFL-CIO department observed in a report.

The coalition's petition lists on its reverse side some of the reasons for its campaign. Among them:

- Corporate taxes have declined from a quarter of all federal revenues in 1960 to 8.5 percent in 1984.
- Corporate loopholes now cost far more than all federal programs for the poor combined.
- U.S. corporations get $1.42 in loopholes for every $1 they pay in taxes.
- The cost of corporate tax loopholes has more than doubled since 1980.
- A study of taxes paid by 250 major U.S. corporations between 1981 and 1983 found that 128 companies paid no taxes in at least one of those years, leaving $57 billion in profits untaxed.
- It cites some examples: General Electric paid no federal income taxes on $6.5 billion in 1981-83 profits, instead receiving $283 million in rebates of previously paid amounts; W. R. Grace, with $684 million in profits, made $12.5 million by selling off excess "tax benefits;" Boeing, General Dynamics, Lockheed and Gruman had a total of $4 billion in profits, paid no taxes and received $337.6 million in tax rebates.

The 1.8 percent tax-rate brag

Washington—Much of the data being used in the push for fairer taxes for big business was developed by Robert McIntyre, described in a Wall Street Journal report as "a rare populist among Washington's legion of tax lawyer-lobbyists."

The report he turned out after a four-month study of 250 large, profitable corporations last year hits home with many of them, the paper reported.

When Commonwealth Edison's tax director wrote McIntyre that its tax rate was 1.8 percent, not −0.1 percent as in his report, McIntyre wrote back: "It's quite a reflection of the times when a company wants to brag about paying a 1.8 percent tax rate."

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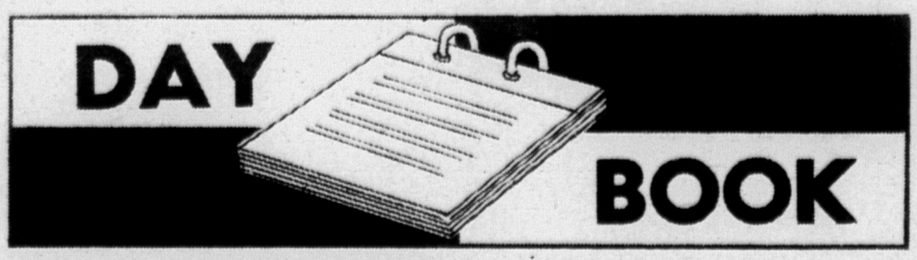

Int'l Executive Board, pre-convention meeting, June 21-22, William Penn Hotel, Pittsburgh.
Gannett Labor Caucus, annual meeting, June 22-23, William Penn Hotel, Pittsburgh.
52nd Annual Convention, June 24-28, William Penn Hotel, Pittsburgh.
Int'l Executive Board, post-convention meeting, June 28, William Penn Hotel, Pittsburgh.
Int'l Executive Board, fall meeting, Oct. 15-18, TNG headquarters, Washington.
Canadian District Council, fall meeting, Oct. 19-20, Victoria.
Midwest District Council,. fall meeting, Oct. 26-27, Milwaukee.
Western District Council, fall meeting, Oct. 26-27, Great Falls.
Western District Council, winter meeting, Feb. 1-2, 1986, Honolulu.
53rd Annual Convention, June 23-27, 1986, Buffalo.
54th Annual Convention, June 22-26, 1987, Hyatt Islandia Hotel, San Diego.

Editorial

Justice and the NLRB

Why do the AFL-CIO and its affiliated unions object when the Reagan White House nominates to the National Labor Relations Board attorneys whose professional experience consists of representing managements in labor relations matters?There's a story on Page 1 of this publication detailing the latest such nomination, which will make it three out of the NLRB's five members with just that kind of record. What difference does it make?

There's a recent case involving the Paperworkers Union and a corrugated box manufacturing firm resolved by the NLRB ordering 60 workers rehired and reimbursed a total of nearly $3 million in back pay which we think graphically points up the answer.

The case started in August of 1981 when International Paper Co. sold a box factory in Kansas City to Inland Container Corp. Five days before Inland took possession, International closed the plant and discharged all 60 of the production workers. When Inland reopened the plant two-and-a-half months later, it hired the supervisory and nonunion clerical employees who had worked for International, but none of the 60 production workers, all members of Paperworkers Local 522.

Management witnesses in an NLRB hearing denied union membership was one of the criteria for screening job applicants. The NLRB law judge took their word.

Several former International employees who were denied jobs by Inland, however, filed a separate legal action charging age discrimination. Inland management denied that, too. In response to an interrogatory in the age-bias case the company cited four criteria it used to screen job applicants:

Preferences for high school graduates and persons with two to five years industrial experience, mandatory exclusion of any person with previous corrugated box experience, and a requirement that (emphasis supplied) applicants' have a *"demonstrated willingness to work in a nonunion environment."*

When the union brought the conflicting testimony to the attention of the U.S. Court of Appeals in the District of Columbia, it directed the NLRB to consider the additional evidence. This April an NLRB law judge concluded that the original management testimony had been "knowingly false" and required reversal of his earlier conclusion that management had told the truth.

A three-member panel of the NLRB, adopting the judge's finding that Inland was "motivated by unlawful considerations," ordered job offers and back pay to all 60 former International employees, and ordered Inland to bargain with Local 522.

NLRB Chairman Donald L. Dotson appended a footnote, however: He had "reservations" about the necessity of Inland bargaining with the union but went along with members Robert Hunter and Patricia Diaz "for institutional reasons." Dotson and Diaz were management attorneys before their NLRB appointments.

Why object to management attorneys on the NLRB? Justice was done, right? Better to ask if justice before the NLRB should depend on management's telling the truth in some other adjudicatory forum.

The Guild Reporter

CALM ACPS

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

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