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Strike goes on as talks stall in Philadelphia

Philadelphia The strike that closed the Inquirer and Daily News Sept. 7 moved through its fifth week with all bargaining—both formal and informal—broken off and no new talks scheduled though both unions and management said they were ready to resume meeting at the call of the federal mediator involved.

Formal talks on economic issues between the Philadelphia Council of Newspaper Unions and management of the Knight-Ridder papers broke off Sept. 28, two days after resolution of the last of the major noneconomic issues unresolved when the strike began [Guild Reporter, Sept. 27].

Informal talks on wage and fringe-benefit improvements broke off Oct. 7 when the unions charged that a letter to striking employees from the papers' publisher outlining the parties' positions in those talks had irreparably breached the confidentiality under which those talks were being held.

Bargaining subcommittees had been meeting privately under the auspices of federal mediator Robert L. Kyler in an attempt to find acceptable grounds for a settlement away from the glare of publicity that had pervaded the formal talks, said Bill Barry, administrative officer of the Philadelphia Guild, which represents some 1,200 of the dailies' employees.

Kyler had said Oct. 1 that he had been meeting with representatives of both the unions and the company separately in quest of signs that a joint formal session would bring progress and that he

would not call such a session without such signs.

By Oct. 10, both Philadelphia's mayor and Pennsylvania's governor were issuing public calls for the strike to be settled fairly and promptly.

Philadelphia's City Council on Sept. 26 had passed a resolution calling on the dailies and the unions to resolve their dispute "as fairly and expeditiously as possible in the public interest." Some 100 striking Guild members had marched to the city hall and were present in the council chambers as it acted.

The governor said he made his call in letters to Knight-Ridder executives and to international officers of unions involved.

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SAM PSORAS/Philadelphia Guild

TENS OF HUNDREDS OF PHILADELPHIA STRIKERS RALLY OCT. 2 DEMONSTRATING UNITY
After filling 2,500-seat hotel ballroom, strikers from nine unions marched to dailies' plant.

TNG kicks off 1985 drive for '\$2 for COPE'

Washington TNG has kicked off its annual campaign for contributions to the AFL-CIO's Committee on Political Education, urging U.S. Guild locals to begin "\$2-drives" for membership contributions.

Funds collected through individual contributions to COPE are needed urgently if labor is to come anywhere close to matching the funds generated by corporate, trade and right-wing political action committees, TNG President Charles A. Perlik, Jr., emphasized in a letter to U.S. Guild leaders.

"The need for COPE contributions has grown enormously in the past several years," he said, point-

'Prepublication review' lives 4

ing to the \$20 million in campaign contributions from labor PACs in the 1983-84 campaign cycle, compared to \$80 million from their corporate, trade and right-wing counterparts.

"It was not always that way," he said, noting that labor committees "were able to hold their own" against others as recently as 1976.

"With money so crucial to election campaigns, it takes little imagination to see a tilt in Congress that parallels the trends" in fund raising, Perlik stressed.

The legislative agenda of those opposing PACs "has nothing good in it for Guild members," he said, quoting from the political action report of this year's Guild convention, held the last week of June in Pittsburgh.

"It makes no sense to struggle for gains at the bargaining table only to lose them in the legislative hopper because of failure to act in the political arena," the convention said. It called on Guild members to "respond by digging into their pockets for contributions to pro-

labor political organizations" like COPE.

Next year's congressional campaigns will be under way before the next COPE \$2 drive is launched, Perlik said, urging locals not to let up in their fund-raising efforts because no national campaign is currently being waged.

He cautioned locals to keep members' contributions to COPE "separate from local funds and accounts," to comply with federal campaign finance laws. Locals should transmit funds to TNG by cashier's check, personal check or money order made payable to COPE, Perlik said.

IERC certifies Culver, Clifford, McCracken, Peery

CANADA EAST MARGIN JUST 18 VOTES

Washington Harry S. Culver has been certified as winner of the race for the office of TNG Int'l Chairperson while Faye McCracken of Memphis, Richard M. Peery of Cleveland and Lee C. Clifford of the Canadian Wire Service have been certified winners of the three contested regional vice presidential seats.

Winners were certified by the Int'l Election & Referendum Committee at its Oct. 9 meeting here. They will join 12 others elected without opposition in June to make up TNG's 16-member Int'l Executive Board.

The officers—six at large and seven regional vice presidents, president, secretary-treasurer and chairperson—will begin two-year terms Oct. 15, the opening day of the IEB's fall meeting.

The IERC certified the winners after considering a pair of protests registered by Clifford's challenger, Dennis Robinson of South-ern Ontario, and questions raised



Culver



McCracken



Peery



Clifford

over irregularities reflected on the election return from the Southern Ontario Guild.

The four winning candidates ran as a slate with the endorsement of the Guild Unity Committee, an ad hoc group made up of leaders of several U.S. and Canadian Guild locals. TNG's top officers and

most other members of the IEB.

In the single Guild-wide contest, Culver of the Wire Service Guild defeated Louis J. Mleczo of Detroit by a better than two-to-one margin to win re-election to a seventh term on the IEB, his fifth as chairperson. Culver carried the vote in 46 of the 60 locals report-

ing. Mleczo carried in 13 of the locals, and in one the vote was a tie.

In Region 2, the South, McCracken carried seven of the eight locals. Her challenger, Patrick J. Hunt of Washington-Baltimore, won a majority of the votes in his own local. McCracken's margin

Official results

CHAIRPERSON

Harry S. Culver 4,868
Louis J. Mleczo 2,299

REGION 2

Faye McCracken 891
Patrick Hunt 661

REGION 3

Richard M. Peery 1,194
Gene Schabath 748

CANADA EAST

Lee C. Clifford 505
Dennis Robinson 487

(For local by local, region by region results, see Page 7.)

for her third term on the board was 230 votes.

Peery won re-election to a third term as vice president from Region 3, the Midwest, by beating challenger Gene Schabath of Detroit.

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Guild seeks creditor position in St. Louis bankruptcy filing

St. Louis—The St. Louis Guild is seeking a seat on a five-member creditors' committee expected to be set up by a federal bankruptcy court judge overseeing the affairs of the financially beleaguered St. Louis Globe-Democrat.

In doing so, the Guild is asking that Guild-represented employees of the paper be included among its largest unsecured creditors.

Many of those 300-plus are owed back pay totalling "up to nearly \$7,500 each," the local reported, while another \$50,761.15 in Guild dues deducted from the pay of employees has gone unpaid as well, the local pointed out.

The paper's 20 largest unsecured creditors listed by the Globe-Democrat in a filing with the court Oct. 1 were due amounts ranging to a high of \$792,000 (a printing company) from a low of \$14,000 (a delivery service).

Also on the list was \$40,000 due to United Press Int'l and \$72,000 due the Internal Revenue Service. Neither the Guild nor Globe-Democrat employees were included on the list.

Members of the Globe-Democrat unit, meanwhile, have called on Federal Bankruptcy Court Judge Robert McDonald to take immediate steps to reorganize the paper's finances and to remove current owner Jeffrey M. Gluck as its publisher.

The members issued the call in a "statement of concern" adopted unanimously at an Oct. 5 unit meeting. The action was contin-

gent on Gluck's failing to meet an Oct. 9 court-ordered deadline for making back payments to employees, a failure that appeared likely, the unit said.

In that event, the unit urged the court to meet with a committee of employees to consider recommendations to save the paper "free from the roadblocks presented by the personal interests of the current ownership."

While expressing gratitude to "Jeffrey and Debra Gluck for stepping forward and committing their energies and financial resources to preserving the Globe-Democrat" when its "demise had been accepted by others," it appears those "resources have been depleted," the statement said.

In the past four months virtually every employee of the paper "has suffered the financial hardship and embarrassment of being issued pay checks that were not honored by the company's bank" and "most employees have worked a month or more without pay," it noted.

In addition, the statement said, premiums on basic medical and life insurance policies have gone unpaid leaving employees "unprotected in emergencies" and creating "tragic hardships" for those facing major medical expenses.

Staff is eroding because of these conditions, while circulation and advertising is declining, the unit said.

"We would like nothing more than to continue to produce a great newspaper for another 133 years,"

but to do that "the Globe-Democrat must maintain the basic wages and health protection necessary to secure and expand a professional staff," they said.

The unit's statement also pointed out that "a substantial part" of the paper's value is composed of "at least three unquestioned assets:"

✓ Its "loyal, experienced and energetic staff" of news, advertising, business-office, circulation and production employees "without whom the newspaper could not exist;"

✓ "Readers of unswerving loyalty . . ."

✓ "Advertisers who have remained loyally" with the daily "through all her trials."

It pointed out that the employees have made continual sacrifices through wage and other contract concessions "in an attempt to provide financial stability for the paper," but it has not been forthcoming under the Glucks' management.

The paper was placed under the protection of the bankruptcy court after 14 current and former employees filed a petition with the court seeking back pay due them and then the Globe-Democrat itself told the court it would "consent to" being placed under the Bankruptcy Act's Chapter 11.

A local investor group has taken an option to purchase a 90 percent interest in the paper from Gluck. That option runs through Oct. 25 [Guild Reporter, Sept. 27.]



Tunisia calling

TNG President Charles A. Perlik, Jr., left, greets Neji Chaari, deputy general secretary of the National Tunisian Workers Union, which includes newspaper and broadcast workers among its members. Chaari, a former reporter, visited TNG headquarters during a 30-day visit to the United States sponsored by the U.S. Information Agency. The African-American Labor Center arranged the visit.

Walking but no talking in Philaldephia strike

(Continued from Page 1)

Mayor W. Wilson Goode, after meeting with representatives of local management and the unions' council Sept. 9, said he was unable to suggest a solution for the "differences of the two philosophies."

Guild bargainers, meantime, told a membership meeting Oct. 10 that they expected to meet early the following week with counsel to take up some of the questions remaining on the possibility of starting a strike paper. Consideration of that possibility had been on hold since just after settlement of noneconomic issues in the strike.

Guild and other union representatives said the company offer outlined in the publisher's Oct. 7 letter to employees was little more in reality than its prestrike economic proposal of a \$90 wage-fringe package over three years.

The informal offer outlined in the letter was for \$133 over four years: "\$33 and some change each year and some vacation improve-

ment for long-term employees," a Guild representative reported.

The unions proposed \$145 over 37 months and suggested the company restate its offer in "a three-year context," but it refused to respond, the representative said.

Sam McKeel, the dailies' publisher, said in a television interview Oct. 6 that the company has a 60-day strike insurance policy but that its payments were covering only 18 percent of costs.

Meanwhile, the Philadelphia Guild reported that contributions to its local strike fund through October 4 included the following from Guild locals and other unions:

Akron Guild	\$ 450
Brockton Guild	100
Cleveland Guild	200
Detroit Guild	500
Erie Guild	50
Hawaii Guild	300
Lehigh Valley (Allentown) Guild	50
Northern California Guild	1,000
Pacific Northwest Guild	250
San Jose Guild	150
San Diego Guild	50
Twin Cities Guild	250
GCIU Local #14	300
Typographical Union Local #2	150

Bureaus covered, daily concedes

San Jose—Representatives of the San Jose Mercury News have conceded that two reporters who staff a pair of news bureaus created last year are covered by the San Jose Guild's contract with the Knight-Ridder daily.

The company acknowledged that contract coverage extends to reporters assigned to its new Seattle and Los Angeles bureaus after the National Labor Relations Board refused to review a regional director's ruling to that effect.

Regional Director James S. Scott had ruled on the case in April after the company filed a unit clarification petition with the board seeking a determination on the status of the two bureau employees. The Guild had taken the case to arbitration.

Scott found the bureaus to be "functionally integrated" with the paper's headquarters and the work performed by the reporters essentially the same as that performed by reporters in 10 other outlying bureaus covered by the contract.

Scott pointed out that all bureau personnel consulted with the newspapers' management for approval of larger expenditures and proposed assignments of extraordinary scope or duration and that all bureaus used the same means to file copy to San Jose, namely computers, overnight mail and the telephone.

He also noted, referring to the distance between Seattle and San Jose, that the NLRB had held in an earlier case that "mileage alone should not bar . . . inclusion in a bargaining unit."

Noting that a single employee cannot constitute an individual bargaining unit under federal labor law, Scott held that to exclude the employees from contract coverage "would effectively disenfranchise them from the fullest freedom in exercising their rights guaranteed" by the National Labor Relations Act.

Robert F. Zonka, once led Chicago

New Buffalo, Mich.—Robert F. Zonka, a former president and treasurer of the Chicago Guild who since 1978 had been editor and publisher of the weekly New Buffalo Times, died of an apparent heart attack Sept. 29. He was 56.

He had worked at the Chicago Sun-Times from 1952 until 1975, starting as a copy clerk and working successively as a reporter, desk editor and, from 1966, as an assistant managing editor.

He was treasurer of the Chicago

Guild from 1957-62, its president from 1963-65 and many times during that period was one of the local's delegates to TNG's annual conventions.

In 1960 he was an unsuccessful candidate for one of TNG's at-large vice presidencies, a candidacy kicked off by a nomination on the floor of that year's convention that was spectacular by Guild standards then and since.

As the first delegate—from Rockford—rose to second Zonka's

nomination, colleagues unfurled from a balcony of the meeting room six-foot block letters hand drawn on strips of newsprint to spell Z-O-N-K-A's name.

Later, three delegates—from Manchester, Milwaukee and Vancouver—teamed up to sing a song composed for the occasion.

The night before he died, Zonka had hosted an autograph party for a new book by Sun-Times movie critic Roger Ebert dedicated to Zonka, who hired Ebert at the Sun-Times.

NLRB dismisses petition for organizers

Washington—The National Labor Relations Board has dismissed a petition from the Washington-Baltimore Guild seeking recognition as the bargaining representative for about 100 employees on the organizing staff of the Communications Workers of America.

In a Sept. 27 decision, NLRB

Regional Director Louis J. D'Amico disqualified the Guild on grounds that most of the employees in the group are supervised by CWA national organizers who are covered by a Guild contract.

To extend the Guild's representation to the project organizers, as well, could create a "conflict of interest," D'Amico said.

CORRECTION

COHA report free to members

Washington—The Council on Hemispheric Affairs is offering its survey of "Press Freedom in Latin America 1984-85" to Guild members without charge [Guild Reporter, Sept. 27].

Published in co-operation with TNG, the 72-page booklet is regularly \$6.95 a copy.

Requests should be addressed to Larry Birns, executive director of COHA, 1612 20th St. N.W., Washington, D.C. 20009. Guild members should so identify themselves. The Sept. 27 Guild Reporter gave the wrong address for COHA.

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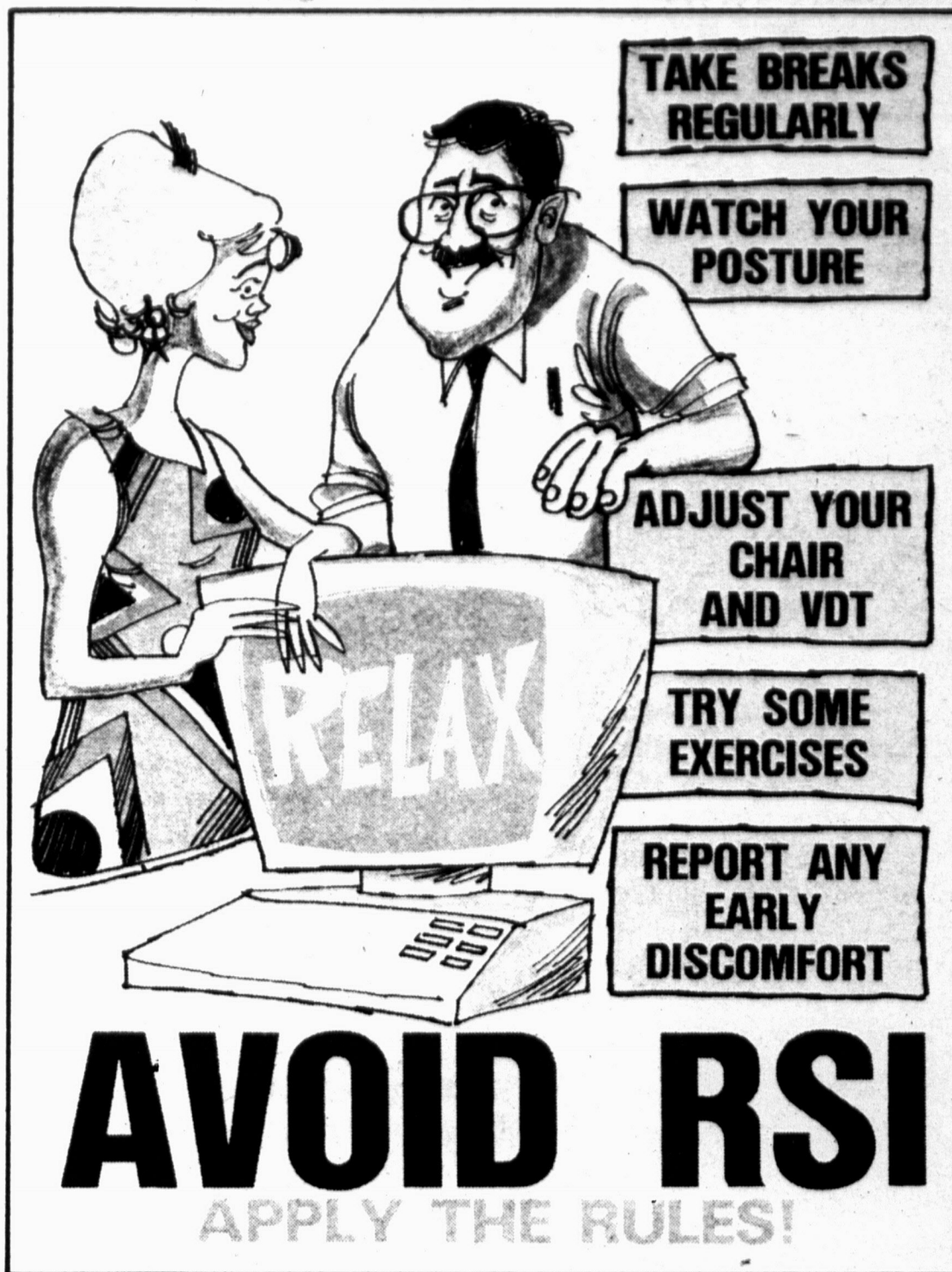
Postmaster: Send address changes to The Guild Reporter, 1125 15th St. NW, #550, Washington, D.C. 20005.

VDT manual gets third revision

Washington—The third edition of "Humanizing the VDT Workplace," the manual co-published by TNG and the Int'l Typographical Union, is off the press, Guild locals have been notified.

It has been updated "in several minor respects and one major aspect," wrote David J. Eisen, TNG director of research and information in distributing samples to locals. The major update involves changes in TNG's bargaining program dealing with VDTs during the last four years.

Copies are available for 75 cents each from TNG's Research & Information Dept.



The Australians' approach

Reacting to what they term "the upsurge" in reported cases of repetitive strain injuries (RSI) such as carpal tunnel syndrome and other "complaints associated with muscles and tendons" among newspaper employees using VDTs, the Australian Journalists Assn. and the country's Metropolitan Daily Newspaper Publishers have jointly published a 12-page booklet on avoiding the afflictions through preventive measures such as exercises and proper posture and keyboard technique. The cover of a copy of the booklet sent TNG by the AJA is reproduced above.

500 AT CLC CONFERENCE

Women urged to action for equity

Ottawa — Woman unionists have a unique opportunity to influence federal policies on affirmative action, a conference organized by the Canadian Labour Congress was told Sept. 29.

Chaviva Hosek, president of the two-million-member National Action Committee on the Status of Women, urged delegates to the five-day biennial CLC women's conference to organize a grassroots campaign to demand improvements in proposed federal "employment equity" legislation.

She urged the delegates not only to organize a letter-writing campaign but to arrange appearances before the Parliamentary committee that will study the legislation, which is expected to be introduced soon.

Int'l Representative Frederica Wilson represented TNG at the

conference. Sue Craig and Marian Stinson of Southern Ontario also were delegates. Two Ottawa Guild members were to have been delegates but, owing to a mixup that delayed their registration, had to be seated as press at the over-subscribed conference.

The proposed legislation discussed at the conference would require some companies with federal contracts to implement affirmative action programs to actively recruit and promote the advancement of women, visible minorities and the handicapped.

However, there are large loop holes:

- ✓ The legislation would apply only to Crown firms and to private corporations employing 100 or more persons and with federal contracts worth more than \$200,000;
- ✓ The affirmative action pro-

grams need not meet any government standard or be approved before implementation;

- ✓ There is no requirement for consultation with employees or their unions;
- ✓ The only offense under the legislation is failure to report and the maximum fine is \$50,000.

Hosek, the last speaker at the conference, echoed the opening remarks of CLC President Dennis McDermott, who told delegates that organized individual action by thousands of unionists would be much more effective than any representation the CLC could make.

Commenting on the proposed affirmative action legislation, McDermott said that, like the tainted tuna that became a major embarrassment to the Tories last month, "it just ain't good enough, Charlie."



SUE CRAIG/Southern Ontario Guild



GUILD MEMBERS AMONG MORE THAN 500 AT WEEK-LONG CLC WOMEN'S CONFERENCE

From left: Donna Balkan of the Public Service Assn. and the Ottawa Guild; Marian Stinson of the Southern Ontario Guild; TNG Representative Frederica Wilson.

Advisory to locals addresses VDT emissions tests, shields

Washington—A memorandum and a paper on materials and ways to shield older VDTs against emitting Very Low Frequency (VLF) radiation have been distributed for guidance to all Guild locals by TNG.

VLF is the focus of concern about the possibility of adverse reproductive-system effects from VDT use.

The Sept. 26 memo, by TNG Director of Research & Information David J. Eisen, also advises locals that the only type of instrument "presently capable of accurate field testing" for VLF emissions is expected to be commercially available by the end of the year.

That instrumentation was developed by Hari Sharma, professor of nuclear chemistry at Canada's Waterloo University and an authority on electromagnetic radiation, Eisen wrote in another memo to locals five weeks earlier.

TNG for the past two years has been recommending that locals seek to have managements employ Sharma and his specially crafted instruments for emissions testing, but several have expressed skepticism about his credentials, Eisen noted in the earlier memo.

Locals will find "some powerful help to overcome that resistance" in the report written for IBM earlier this year by the University of Washington's Arthur W. Guy, Eisen wrote Aug. 19.

"Guy, an internationally recognized authority, not only recommended shielding to protect against VLF, as reported in the April 26 Guild Reporter, he also credited Sharma with accurately detecting much higher" emissions than a company using standard equipment at a hospital in British Columbia where there was a cluster of reproductive problems among employees, Eisen pointed out.

The report also notes that both Guy and Sharma have developed their own instruments to overcome the problem of error inherent in standard instruments being used to measure VDT emissions, Eisen noted.

With his Sept. 26 memo, Eisen enclosed a copy of a paper by Eileen Senn Tarlau of the Occupational Safety & Health Administration describing the use of metal sheeting and mesh as well as metallic paint to block emissions, including VLF, where they are detected in older VDTs.

Detecting VLF emissions "is only the first step," Eisen wrote, adding: "the second, and more important one, is shielding against them."

Tarlau's paper, though not an official OSHA document, "is authoritative and is scheduled for early publication in the American Industrial Hygiene Assn. Bulletin," Eisen pointed out.

He also noted that all terminals manufactured after Oct. 1, 1983, and all models introduced after July 1, 1981, are required by FCC regulations to be shielded against radio-signal interference "and thus, at the same time, against VLF radiation," so only older models may need shielding.

The cost of both shielding methods described by Tarlau is low, Eisen notes, though he points out that her citation of \$15 per machine for external metal sheeting may be \$10 low. Metallic paint is likely to be even less costly.

An advantage of external over

internal shielding, Eisen noted, is that "it can be installed without any concern about voiding the VDT's warranty."

He also cautioned that when metallic paint is chosen, "the cabinet surface must be prepared correctly to prevent the paint from cracking."

A third, newer method of shielding is "a nickel-impermeated cloth fastened to the exterior of the cabinet and grounded," Eisen also wrote, pointing out that it is manufactured in Japan and is available from a firm in Santa Cruz, Calif.

In her 10-page paper, Tarlau said that "all shielding must be grounded, usually to the chassis of the terminal, thereby draining off the electrical field."

While conductive paint may be filled with graphite, copper, nickel or silver and sprayed over either the inside or outside of a terminal's casing, Tarlau wrote, "silver is preferred as both copper and nickel tend to oxidize over time."

She also cautioned that installation of metal sheeting "must allow for surface airflow" and therefore "perforated or mesh rather than solid metal should be used over ventilation openings."

Tarlau also discussed two kinds of commercially available shields for VDT screens and advised that machines be retested after shielding is installed to "check especially for leakage" at such places as "the area between the chassis shield and screen shield."

Eisen cautioned in his memo that while the instruments Tarlau discussed in her paper for radiation testing are the best now commercially available, "the results they give will be only very rough approximations of the true emissions levels" and their margin of error "may be as high as 30 percent."

He also cautioned that even after Sharma's instruments are commercially available "do-it-yourself testing by people who are not trained professionals is highly inadvisable."

Seconds reported by 6, 5

Washington—With 16 days remaining in the seconding period, six Guild locals had reported to TNG that meetings of their memberships have seconded one or both of the motions seeking union-wide referendums on two actions by this summer's TNG convention aimed at improving TNG's financial position.

Through Oct. 9, latest to report seconds for the motion to rescind the convention's authorizing TNG to buy, build or lease with purchase-option a headquarters building and to borrow up to \$750,000 from the Defense Fund for the project were the Chicago, Kenosha and Pittsburgh Guilds.

Three other locals had reported like actions on the headquarters-building motion earlier—Detroit, Lake Superior and Washington-Baltimore [Guild Reporter, Sept. 27].

In addition, the Chicago, Kenosha and Pittsburgh locals reported that the same meetings of their memberships also seconded the motion aimed at repealing the \$1-million increase—to \$6 million—in the asset level of TNG's Defense Fund at which higher dues to build the fund are cut off.

With like actions reported ear-

lier by the Detroit and Lake Superior locals, the three bring to a total of five the number of locals to have seconded the defense-fund cut-back motion. [Washington-Baltimore members voted down a motion to second the defense fund proposal.]

TNG distributed to all locals on Aug. 26 both referendum motions, passed by a Twin Cities Guild meeting, under procedures set up in TNG's Constitution for locals to initiate referendums aimed at changing the union's constitution or convention-established policy.

Such motions require seconds by membership action in at least 10 additional locals in five states, territories or provinces. The moving and seconding locals must include at least 5 percent of TNG membership in good standing.

Motions are open for seconds for 60 days after being mailed to locals by TNG, in this case through Oct. 25.

The Lake Superior seconds were approved on Sept. 7, those by Pittsburgh on Sept. 9, Detroit on Sept. 12, Chicago on Sept. 26 and Kenosha on Sept. 27, while Washington-Baltimore's membership action took place on Sept. 11.

Who says 'prepublication review' is dead?

By Angus Mackenzie

AS JEANE J. Kirkpatrick was preparing to leave her post as U.S. Representative to the United Nations during the last week of March, State Dept. security officers presented her with an unexpected task: she was given a pre-publication review contract to sign, an agreement that would obligate her to submit her future writings to government censors.

"It binds you," Kirkpatrick said, "not to write, not even from unclassified material that may have come to you in the course of your work in the State Dept. It is an extraordinary document. You could never write after signing it."

Perhaps more extraordinary is that for the past 23 months the press has widely reported that the Reagan administration has put on hold its efforts to expand pre-publication review. To the contrary, the Reagan team has been quietly expanding secrecy measures that soon will affect more than four million federal employees and every taxpayer.

The administration's secrecy czar, Steven Garfinkel, says the programs are aimed not at the recent rash of espionage, but at leaks to the press that damage national security. The administration has given a high priority to its grave concern about unlawful disclosures of classified information by news media, but critics argue that the new security measures will silence civil servants who would tell taxpayers about government waste.

Among the recent developments: After Congress halted expression of pre-publication review under the 1983 presidential order (NSDD 84), security officials merely returned to using a nearly identical 1981 pre-publication-review form, keeping alive the program Congress attempted to kill. Agreements that require pre-publication review continue to be used in almost all federal agencies, including the State Dept. which presented one to Kirkpatrick.

After two years of Pentagon resistance to NSDD 84, the administration convinced an Army general in February to take the unprecedented step of ordering nearly four million Defense Dept. employees to sign nondisclosure agreements. Information security officers say the best way officials can be sure manuscripts don't violate nondisclosure agreements is to submit to pre-publication review.

Some former officials charge the program will halt leaks that expose wrongdoing while accomplishing little to improve security. The head of the program says it may not even stop leaks. The expansion of censorship is re-

Angus Mackenzie, director of the Freedom of Information Project for the Center for Investigative Reporting in San Francisco, is a member of the Northern California Guild. Several other publications also have carried his articles on continuance of Reagan administration efforts to impose prepublication review.

flected in statistics compiled by Pentagon security officers. In 1983, the last year for which statistics are available, Pentagon censors reviewed 10,088 books and articles before publication, up dramatically from 6,457 in 1982 and 2,784 in 1981.

Some books and articles are sold to the public without notice that the contents have been screened by government censors, according to one National Security Council information officer. She would not publicly release titles of censored books without permission from the censored authors. "Sometimes the author will not let his publisher know we reviewed the book," she explained. "Perhaps he's worked out a deal with the publisher that they're getting a real exposé—and they're not."

THE IMPACT of the nondisclosure program is potentially enormous. Of five million federal employees, nearly four million, mostly at Defense, have access to classified information, according to a General Accounting Office study, NSDD 84 requires all those with access to secrets to sign the nondisclosure forms.

Some high-level officials, though, are refusing to submit their writings for censorship. Kirkpatrick has no intention of submitting the book she is writing this summer "on love and life at the U.N. and the White House." In September she begins a column for the Los Angeles Times Syndicate in which "foreign affairs will figure importantly," she said. That column will not be censored either.

Kirkpatrick said "nothing was made of me not signing" the pre-publication review form. Ambassador John Richard Burke, chief of the censorship operation at the State Dept., confirmed that he had never reviewed a manuscript of Kirkpatrick's.

Although censorship enforcement on Kirkpatrick had been lacking, lower-level officials at State and Defense will sign similar contracts or be fired, according to security officers.

One Defense Dept. employee who recently has been forced under protest to sign a nondisclosure agreement is Lucille Manko, 49, who charts oceans for the Defense Mapping Agency, which sells her maps to mariners. Manko holds a high-level security clearance because occasionally she draws top-secret maps of foreign waters for the Navy.

On April 24, a security officer gave

Manko, who hopes to become an author when she retires, a nondisclosure agreement to sign. She became dismayed by the contract's fine print.

"The form says I can't disclose classified information," said Manko. "I already know that. But the form is vague and binding for life. It says I can't disclose any information that is *classifiable*. Everything is *classifiable*. It makes me liable for life for things that could be classified after I cease working."

Manko told the security officer the secrecy agreement was "an abridgement of my First Amendment rights," and refused to sign it.

At work the next morning, Manko was ordered to report to security. An officer told her the agency would begin immediate revocation of her security clearance, necessary to her job, if she refused to sign. Humiliated, with tears in her voice, she recalled, "I considered this blackmail, I have mortgage payments, I have children I support. I signed the form."

CENSORSHIP of federal officials was almost unknown in the U.S. before 1974, when the CIA got court approval for its censorship of the book *The CIA and the Cult of Intelligence* by Victor Marchetti and John D. Marks. Under the Reagan administration, censorship programs have accelerated.

The Reagan program dates back to the earliest days of the administration, when officials from the CIA and departments of Defense, Energy, Justice, State, and Treasury studied how to more closely control bureaucrats' contacts with the news media.

On March 31, 1982, those officials recommended to the president a series of restrictions, including the drafting of stronger nondisclosure agreements to prevent leaks. The group acknowledged to the president that many leaks "occurred in the context of revealing improper government activities."

The group's proposals were adopted in the 17-paragraph National Security Directive 84, which President Reagan signed March 11, 1983.

NSDD 84 is sweeping. It orders high-level officials to sign pre-publication review forms. It orders all officials with access to classified data to sign far reaching nondisclosure agreements which in effect also require pre-publication review.

At big agencies where signing up huge numbers of workers would create an administrative burden, like the Defense Dept., nondisclosure contracts were to be signed only by new employees.

This application to new hires did little to calm congressional concern, however. In October, 1983, Congress—by means of a rider to a State Dept. money bill—halted the use of the explicit pre-publication review portions of NSDD 84. In response, the Reagan team advised Congress it would suspend two of the seventeen paragraphs of the directive. The press misunderstood that to mean the whole directive was shelved, and with it the administration's efforts to spread pre-publication review.

"Senate Shelves Plan to Censor Federal Workers," proclaimed a *San Francisco Chronicle* headline last October 21. "Senate measure blocks secrecy plan, announced the *New York Times* the same day. Later, columnist William Safire misreported that "the notorious

National Security Directive 84 has been temporarily withdrawn."

STEVEN GARFINKEL, the administration's director of the Information Security Oversight Office, however, continued his efforts to implement NSDD 84. "The Senate action on pre-publication review agreements did not touch what we're doing in this office," he said in an interview. The congressional vote did cause the administration to stop using the 1983 pre-publication review agreement. Instead, it began spreading a nearly-identical 1981 form requiring pre-publication review to approximately 200,000 high-level officials.

Garfinkel also continued to promulgate the NSDD 84 nondisclosure agreement, to be signed by four million employees. According to the secrecy czar, the new nondisclosure agreements now being signed by public servants like Manko will allow the government to obtain from courts temporary restraining orders "to prevent publication and to deprive the person of profits from any such publication, even when the agreements signed do not call for pre-publication review."

The stiffest resistance to the directive came from the Pentagon. Back in 1981, Pentagon officials tried to duck the then-strengthened pre-publication review agreement, according to L. Brit Snider, Pentagon director for counterintelligence and security policy. Beginning in 1983, the Pentagon delayed for two years the implementation of NSDD 84.

"We weren't quite sure what parts of NSDD 84 were going to survive," explained Snider. "We didn't take action right away. Getting employees and contractors to sign the forms—four million of them—was going to be an extraordinary burden."

Gen. Richard G. Stilwell, then deputy under-secretary of defense, hinted to Congress that NSDD did not have the support of defense employees. "It is not, and never has been, our intent to institute a program which did not have the support of Congress as well as our own employees," he told Rep. Patricia Schroeder (D-Colo.) at a hearing before her civil service subcommittee.

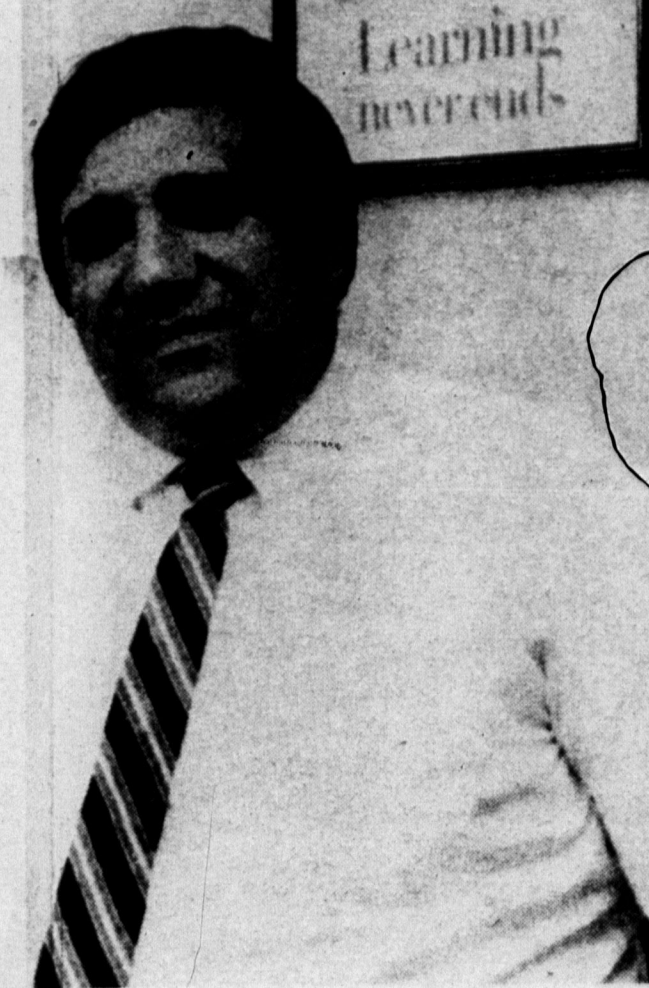
Both sides in the dispute agree that last December and January Garfinkel began insisting to Snider's men that the directive be retroactively applied to all four million defense employees. Snider's men resisted, claiming that their existing security programs were adequate.

HOWEVER, on Feb. 28, Gen. Stilwell bent to the administration's demand. He ordered secretaries of each military department and defense agency to sign up the four million employees with nondisclosure agreements during the next five years. The administration had wanted the task accomplished in three years.

Although some defenders of NSDD 84 claim it is not an expansion of censorship, Garfinkel said the reason he expanded NSDD 84 is simply that most of the Pentagon's employees had yet to come under any nondisclosure agreements at all.

"We were working under the assumption that people within the military had executed some form of nondisclosure agreement, and were rather surprised to see that they had not," Garfinkel said.

Garfinkel is expecting continued resistance to the spread of the agreements. He anticipates a lawsuit brought by "some employee who absolutely refuses to sign the form." Civil liberties lawyers expect the administration to win such a suit because the Supreme Court in its *Marchetti and Sneep* cases has already



Steven Garfinkel
Information Security Oversight chief.

upheld contractual obligations for pre-publication reviews to insure no secrets will be revealed in manuscripts.

Ironically, the spread of censorship may not accomplish what the administration wants. "We don't know whether ultimately the forms are going to be useful or not in preventing leaks."

"What is a leak is a toughy. We're always prone to say, well, the guys at the top do the leaking, so it's no big deal," Garfinkel said.

GARFINKEL POINTED out that leaking is the job of agency chiefs—not underlings. "The guys at the top have some very special responsibilities," he explained. "Disclosure of classified information may fall within those responsibilities."

Garfinkel is trying to stop "unauthorized leaks by what I'd call your second-tier people who are vying for influence." But some former officials complain the program is nothing more than censorship and it will chill political discourse by civil servants who are most qualified to inform the public.

President Dwight D. Eisenhower's son John was chairman of the Inter-agency Classification Review Committee (Presidential) from 1972 to 1973, and thinks "people who have the power to classify information as secret . . . tend to protect themselves by stamping everything."

A Nuclear Regulatory Commissioner until 1982, Peter A. Bradford writes articles and speeches and says, "abuse by censors . . . is virtually certain. The entire concept seems . . . inconsistent with basic American principles."

Authors who submit to censorship also find problems with the new program. Mr. Richard V. Allen, former assistant to President Reagan for National Security Affairs, has reviewed the works of others before publication, a system he finds "appropriate." But he says, "too much 'nitpicking' goes on in the process." After 31 years at the CIA and State Department, Ray S. Cline goes a step further. Mr. Cline, now at Georgetown University, thinks the "new procedures are too extensive and likely in practice to be so cumbersome that they break down and tie up the system . . . and jeopardize the good will and sense of responsibility for security that most former employees now have."

Mailbox ban unfair, labor law judge holds

Washington—Gannett's Cincinnati Enquirer should pay the Cincinnati Guild for extra costs it has incurred since the company discriminatorily forbid the union to use in-plant mailboxes to communicate with employees it represents, a National Labor Relations Board administrative law judge has ruled.

The mailbox charge was one of three made by the Guild and upheld by Administrative Law Judge John H. West in an Aug. 21 decision.

West also upheld charges that the Enquirer violated federal labor law by unilaterally changing the duties and cutting the pay for the job of wire editor and by unilaterally creating an exempt deputy features editor position in place of a Guild-covered assistant features editor job.

In ordering the company to reimburse the Guild for its extra postage costs, West also ordered the Enquirer to terminate the discriminatory policy on mailbox use.

Citing the findings of the NLRB's general counsel, West said that "once an employer opens its normal means of communications to employees for all em-

ployee organizations for all sorts of purposes . . . then that employer must open the same means of communication to a union."

While denying the Guild access to the in-plant mailboxes, the distribution system was open to material from the Society of Professional Journalists, announcements of social activities and the employee golf league, West noted.

In addition, the mailboxes had been used to distribute material from the independent union that had represented Enquirer editorial employees for 40 years before its membership voted to affiliate with the Guild in December of 1983, he pointed out.

The company "disparately denied the Guild access to the mailboxes," West held, and ordered reimbursement for extra postal costs since January of 1985, when the Guild requested their use following certification by the NLRB as the employees' representative.

In creating a Guild-exempt position of deputy features editor following a vacancy among one of four assistant feature editors the company "has done . . . nothing more than change the title of the job," the general counsel had ar-

gued in support of the Guild's charge.

West agreed noting that the new deputy features editor is in fact "performing most of the duties" of the former assistant features editor. The change had an impact on bargaining unit work, West said, calling on the Enquirer to rescind its action and bargain with the Guild about future changes.

The Enquirer, West pointed out, had sought exclusion from the Guild unit of the four assistant feature editors in protracted representation hearings.

San Juan daily agrees to recognize the Guild

San Juan—The Puerto Rico Guild has been recognized as the bargaining agent for all employees of *El Reportero*, a 43,000 circulation Spanish-language daily.

Management representatives of the paper agreed to recognize the Guild as the bargaining agent for its employees after the local filed a representation petition with the National Labor Relations Board.

Similarly, West ordered the company to rescind the change in pay and duties of the wire editor, instructing the Enquirer to bargain about any proposed changes.

West also ordered back pay, plus interest, for any Guild-covered employees who lost pay following the company's decision early in the year restructuring work performed in the wire editor position and reducing the weekly pay for the job by \$30.

The company has filed an appeal to West's decision with the full NLRB.

Guild and company representatives have begun negotiations over the specific makeup of the unit, with the status of outside circulation personnel an issue to be resolved.

Meanwhile, the local has withdrawn a petition to the board for recognition as the bargaining representative for about 100 circulation department employees of *El Nuevo Dia*. In doing so it deferred to the Steelworkers Union which represents the paper's other employees and had intervened in the case.

Rights sought for 200 in Reading, Pa.

Reading, Pa.—The Philadelphia Guild has petitioned the National Labor Relations Board for certification as the bargaining representative of more than 200 employees of the *Reading* (Pa.) Times and Eagle.

In the petition filed Sept. 27, the local seeks recognition as the bargaining agent for employees in the papers' accounting, advertising, circulation and editorial departments. It filed the petition after a majority of employees in those departments signed Guild membership cards.

The papers have a combined morning and evening circulation of 82,000, while the *Sunday Eagle* has a circulation of more than 100,000.

SONG files at Metroland

Toronto—The Southern Ontario Guild has asked the Ontario Labour Relations Board for certification as bargaining representative for 140 editorial department employees of the *Metroland* chain of community newspapers.

The chain, owned by Torstar, publisher of the *Toronto Star*, includes 17 weekly and semiweekly papers distributed in communities surrounding metropolitan Toronto.

The local said its petition, filed Oct. 4, was backed by Guild membership application cards signed by a substantial majority of the employees in the unit it seeks.

Under Ontario labor law, the board can certify a union upon a showing that 55 percent of the eligible employees have designated a union as their bargaining representative.

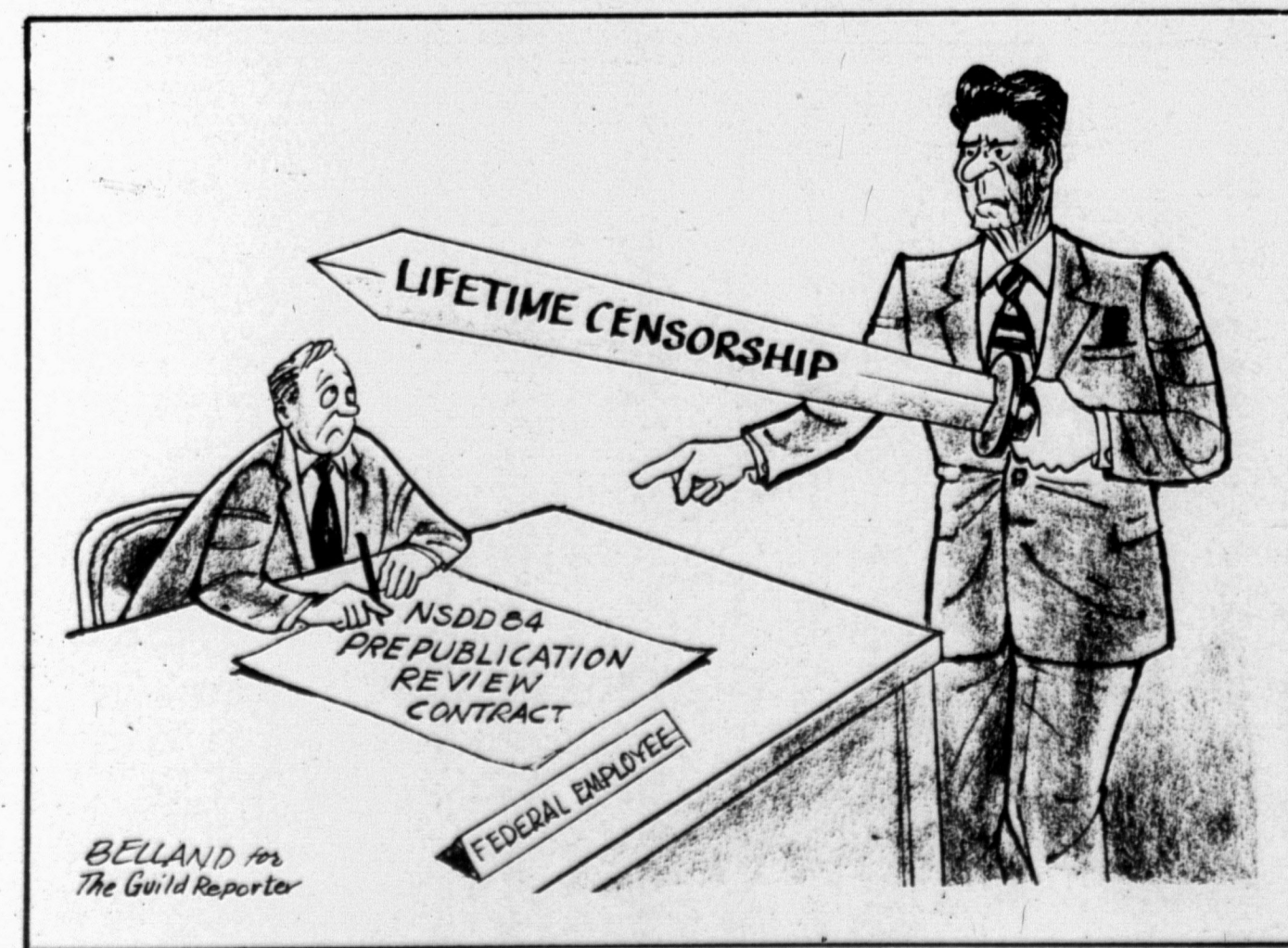


ALLIED INDUSTRIAL WORKER

Labor Day in Milwaukee, Toronto

Guild members in Milwaukee (above) and Toronto (below) participate in parades marking Labor Day 1985 in those cities, as did members in Albany, New York and Toledo [Guild Reports, Sept. 13 and 27]. In Toronto about 40 members, spouses, friends and children sported brand-new SONG (Southern Ontario Newspaper

Guild) T-shirts for the trek, which drew a total of about 15,000 marchers. In Milwaukee, two dozen marched and rode in an open convertible behind the local's identifying banner, carried by Neil Rosenberg and son, Lonnie. The auto bore a second banner heralding the local's "historic first contract/August 1985" at the *Journal and Sentinel*. S.O.N.G. SHEET



BELLAND for
The Guild Reporter

Mightier than the pen?

IERC certifies Culver, Clifford, McCracken, Peery

(Continued from Page 1)

by 446 votes. Peery carried the vote in 14 of the region's locals, while Schabath carried in five.

In the closest contest, Clifford edged out Robinson by 18 votes to win a second term as Eastern Canada Vice President. Clifford carried the vote in two of the region's six locals, his own Canadian Wire Service and Northern Ontario (Sudbury).

In a telephone call to IERC Chairperson Robert A. Steinke early on the morning of the election committee's meeting, Robinson challenged inclusion of returns from Northern Ontario on grounds that the vote had been conducted Sept. 26, two days after the close of the six-day voting period the IERC had set.

Robinson also questioned the validity of returns from the Canadian Wire Service Guild, alleging that members of the local's election committee were not present when the ballot box was opened.

The IERC ruled the second of Robinson's protests without merit after Jerry MacDonald, administrative officer of the local and a member of the IERC, explained that ballots cast by the local's 950 members in bureaus across Canada traditionally have been counted where cast and the results phoned to the local's Toronto headquarters where they are tallied by the elections committee.

MacDonald abstained from voting on Robinson's challenges as well as on questions raised by the

committee itself over returns from Southern Ontario.

Questions over including SONG's returns were raised after the IERC discovered that the local's election committee reported on the official return to the IERC that the local had not closed its polls until Sept. 26.

In addition, the local failed to report the number of votes cast for the respective candidates on the election-return form. The ballots cast were returned, however.

While finding apparent technical violations in the conduct of the election in both Northern Ontario and Southern Ontario, the IERC held them to be "immaterial irregularities" and ordered the inclusion of returns from both.

Members of the committee counted the ballots from Southern Ontario cast in the regional vice presidential contest, while leaving uncounted those cast in the chairperson race since they could not affect the outcome of that race. Applying its rules, the IERC followed the same procedure in the case of other locals that supplied ballots but no election return, or an incomplete return.

Citing provision in TNG's Constitution governing the conduct of international elections, the IERC pointed to a mandate that the rules be "interpreted and applied liberally to ascertain the actual intent of the voter and the true result of any election" while not unnecessarily disqualifying "eligible voters for immaterial irregularity."

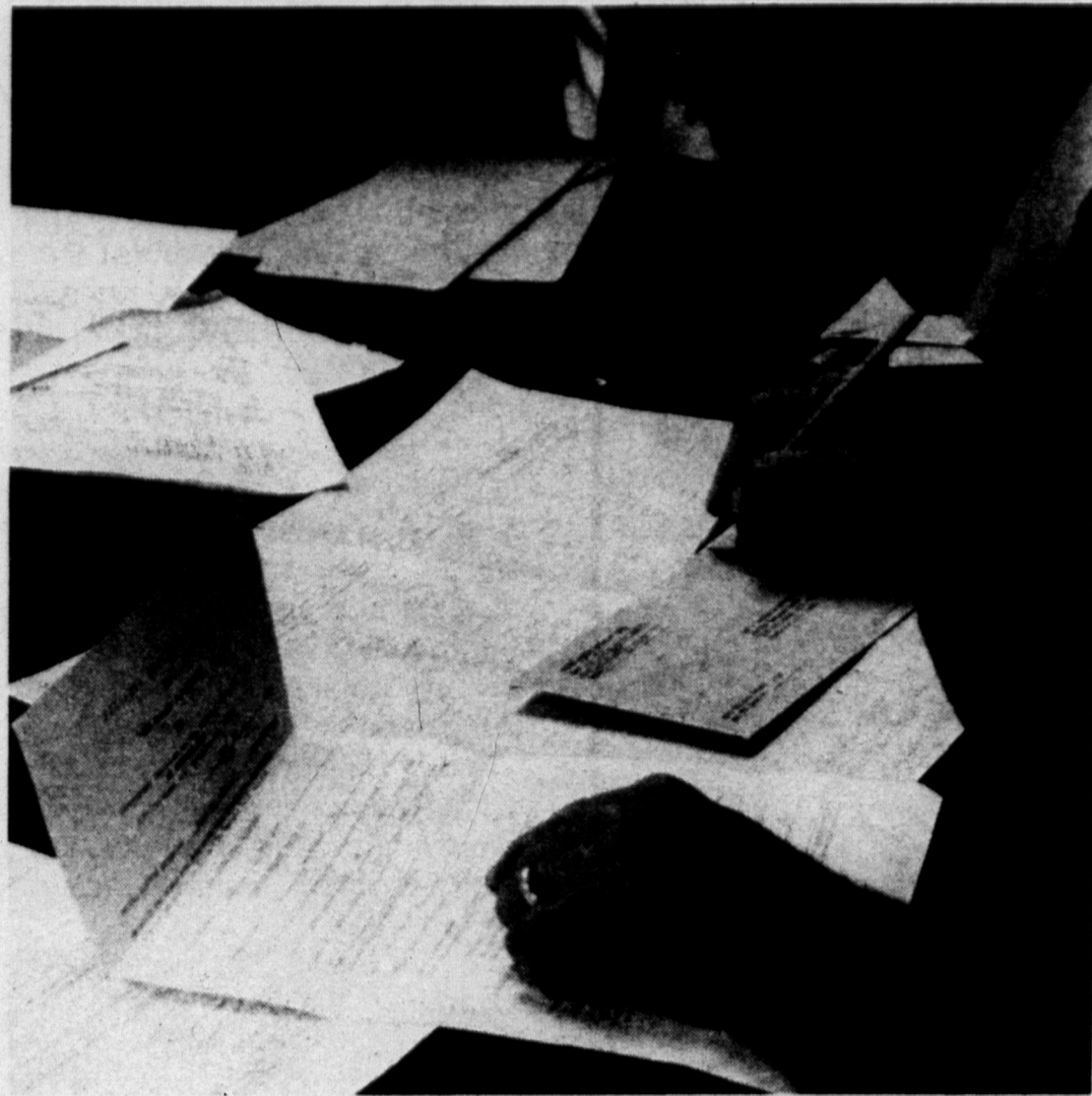
In the votes conducted in both Northern and Southern Ontario there was "no indication of fraud or irregularity in the voting process" itself, the IERC explained. Nor was there reason to believe the voters in either local had knowledge of the results of votes in other locals, the panel said.

The IERC's ability to conduct the election was not affected in any way by the irregularities, the committee also noted. It explained its ruling in letters to the two locals.

Re-elected by acclamation by TNG's convention in June were President Charles A. Perlik, Jr., and Secretary-Treasurer Charles Dale, plus the six at-large Vice Presidents: Robert C. Holt, Jr., of St. Louis; David M. Mulcahy of New York; Carol D. McGarvey Rothman of Philadelphia; Marie Sherlock of Youngstown; Stanley Souza of Hawaii; and Gene Turner of Northern California.

Region 4 Vice President Larry D. Hatfield of Northern California and Region 5 Vice President Peter E. McLaughlin of New York also were re-elected by acclamation. Region 4 includes Guild locals in the U.S. West; Region 5, those in New York City and vicinity.

Elected without opposition to first terms on the board were David



RAYMOND CROWELL/Washington-Baltimore Guild

TOTING UP THE TALLIES IN THE FOUR IEB RACES

At work is TNG election committee member Bill Buchanan of Erie.

M. Rousseau of Manchester, to the IEB seat from Region 1, the Northeast, and Doug Louth of Vancouver-New Westminster, to the seat from Western Canada.

In addition to Steinke and MacDonald, members of the IERC are Richard Brandow of New York, Michele Davis of San Diego and William Buchanan of Erie.

IT



SEEMS TO US

Bankruptcy: Bonanza for counsel?

The United Press Int'l bankruptcy case "is a bonanza for the bankruptcy lawyers," especially those representing UPI, the Wire Service Guild reported in its September edition of "Wireport."

Through June, lawyers representing UPI had submitted bills totalling \$407,000, the local reported, noting that the figure does not include the cost of UPI's in-house counsel.

In addition, an attorney representing the creditors' committee has submitted a bill for \$60,000 and an accountant for the committee was seeking another \$54,000. UPI is responsible for those bills as well, the Guild said.

The Guild's two attorneys, who have "compiled an impressive list of victories against the higher-paid, much larger group of lawyers working for UPI," had submitted bills totalling \$51,000 through the end of July, the local reported.

Erie trio urges support of convention's actions

ERIE, PA.

Editor:

As TNG members decide on seconding those referendums proposing to overturn the actions of the 1985 TNG Convention, there are several things to be considered.

First, they should look at the hours spent by delegates, both in committee and on the floor, questioning the details of the officers' report and, eventually, the finance committee's report, to make sure that the best interests of members of all TNG locals were being served by their actions. There was certainly no quick approval of any pre-convention plan.

The referendum proposals, for some reason, try to link the defense fund and the TNG building. There was lots of discussion about the building, but almost nobody voted against the \$6-million defense fund. We didn't hear them being connected at the convention.

The delegates themselves decided to ask the rank and file to vote on dues and other financial matters in January, hardly an undemocratic action. But why have a convention at all, if everybody who loses a vote gets a referendum?

We think the convention delegates did their best to represent the rank and file of TNG. We're proud of that and urge other locals to support convention decisions.

WILLIAM BUCHANAN
President
CAROL PRZYBYSZEWSKI
Secretary
TERRY TRAMBLEY
Erie Guild

Editor's note: The three signatories—Buchanan, Przybyszewski and Trambley—were their local's delegates to TNG's 1985 Convention.

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.

Opponent congratulates winner of Region 2 race

WASHINGTON, D.C.

Editor:

Congratulations to Faye McCracken on her election victory. I salute her and her supporters, and I respect the members' decision to choose Faye's experience over my pledge for more forceful and activist solutions to the problems in our workplaces and the union.

The issues that I raised during the campaign will not disappear now that the election is over. I wish Faye the best of luck as she confronts the members' concerns about new technologies, fiscal reform and the need for more effective organizing.

I wish Faye the best of luck as she confronts these issues with the rest of the IEB.

To those members who encouraged my candidacy, I promise to continue my participation in Guild programs and to adhere to my activist approach to the issues that affect the membership.

To those who supported Faye, I hope that my ongoing Guild activity will help me gain the experience they correctly admire.

And to all the members of the Newspaper Guild, my thanks for the opportunity to present my ideas in the democratic election process. I look forward to working constructively with all of you to build a better union.

In Unity,

PATRICK HUNT
CWA unit
Washington-Baltimore
Guild

ITU-Teamster(s) story: corrections, a comment

TORONTO, ONT.

Editor:

Just a small set of comments on your "ITU-Teamster" story of 13 September.

First, the Victoria (British Columbia) Mailers Union No. M-121 voted in favor of the IBT merger, not against it as reported. Their margin as announced here in Canada was 19 for, 5 against.

Secondly, Manitoba is not, in spite of its alphanumeric, a Mailers local. Its entire name is Media Union of Manitoba No. M-38 and it comprises editorial and commercial workers at the Winnipeg Free Press.

Finally, it's disappointing that you allowed to pass without comment the Teamsters' speculation that ITU retirees torpedoed the merger.

You see, ITU balloting does not differentiate between active and retiree members. How the Teamsters reached their conclusion indicates either clairvoyance or something else, but evidence is not apparently a factor. In addition, the percentile figures you use (74 percent voted, 36 percent of total votes were retirees, 66 percent of voters rejected the Teamsters) encourages a very relevant inference: given proportionate voting, the retirees could not have changed the outcome.

Thank you in advance for your attention to and airing of these facts.

JEFFREY MASUDA
Secretary-Treasurer
Toronto Typographical
Union

Editor's note: We regret the errors. We also found the percentile figures pertinent.

DON'T BUY

National Boycotts Officially Sanctioned by the AFL-CIO Executive Council
As of September 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.

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 1858, 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: Aphrodite, Aqua Net Hair Spray, Babe, Cavale, Brut, Ceramic Nail Glaze, Flambeau, Great Skin, Grande Finale, Just Wonderful, Macho, Kiku, Paragade, 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, Sol-Knit tissues and napkins, Antique towels, Pom-ettes, Econ and Dolly Madison tissues.

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.

LOUISIANA-PACIFIC CORP.

Brand name wood products: L-P Wolmanized, Cedarstone, Waterwood, Fibreline, Oro-Bord, Redex, Sidex, Ketchikan, Pabco, Xono-lite.

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.

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.

TROJAN LUGGAGE COMPANY

Luggage—Hampton, Vagabond, Newport, Nassau, Going to Grandmas, Monterey, Aspen, Magnum, Biscayne, Executive Briefs, Dant's. United Furniture Workers.

Union Label and Service Trades Department, AFL-CIO

Official IERC election tabulations

LOCAL Region 1 (U.S. Northeast) ¹	Voters eligible	Votes cast	Int'l Chairperson		Regional Vice Presidents	
			Mieczko	Culver		
Albany	292	129	26	101		
Boston	306	141	28	113		
Brockton	147	71	12	57		
Buffalo	394	76	14	61		
Erie	160	95	14	81		
Harrisburg	60	13	5	7		
Hazleton	23	23	2	17		
Hudson County (Jersey City)	52	19	3	15		
Kingston	51	25	21	4		
Lehigh Valley (Allentown)	18	14	7	7		
Lynn ²	31	—	—	—		
Manchester	121	37	1	36		
Pawtucket ²	36	—	—	—		
Philadelphia ²	1,452	—	—	—		
Pittsburgh	154	109	102	7		
Portland	326	115	18	94		
Providence	418	111	24	86		
Rochester	30	15	5	10		
Salem	71	52	12	39		
Scranton ²	99	—	—	—		
Wilkes-Barre	94	92	13	76		
Wire Service	Results in Regions 1, 4 and 5 reported under Region 5					
Woonsocket	42	14	0	14		
York	76	74	31	30		
Members at large	1	1	0	1		
Region 1 totals	4,454	1,226	338	856		
Region 2 (U.S. South and Puerto Rico) ¹					Hunt	McCracken
Chattanooga	42	26	11	15	8	18
Knoxville	53	24	1	19	0	23
Lexington	25	13	2	9	2	11
Memphis	388	245	19	205	7	238
Puerto Rico	965	656	34	485	81	448
San Antonio	98	14	10	3	3	10
Washington-Baltimore	1,862	716	354	189	545	107
Wire Service	357	51	15	34	15	34
Members at large	2	2	0	2	0	2
Region 2 totals	3,792	1,747	446	961	661	891
Region 3 (Midwest) ¹					Peery	Schabath
Akron ²	134	—	—	—	—	—
Chicago	572	109	103	6	15	94
Cincinnati	107	25	4	20	23	2
Cleveland ³	442	275	—	—	243	32
Columbus	131	74	17	33	53	10
Denver	594	89	15	63	62	14
Detroit	1,101	353	309	18	32	285
Gary	72	32	6	17	17	6
Indianapolis ²	20	—	—	—	—	—
Kenosha	47	17	2	15	12	5
Lake Superior (Duluth)	41	23	20	3	11	12
Lansing ²	37	—	—	—	—	—
Peoria	58	13	12	1	3	10
Pueblo	87	22	1	21	22	0
St. Louis	1,060	478	88	348	366	71
Sheboygan	64	27	22	5	5	22
Sioux City	7	7	0	7	5	2
Terre Haute	83	53	8	45	46	6
Toledo	347	57	23	34	40	15
Twin Cities	844	304	139	140	143	136
Wire Service	194	29	9	19	15	12
Youngstown	149	96	15	78	80	14
Members at large	1	1	0	1	1	0
Region 3 totals	6,192	2,084	793	874	1,194	748
Region 4 (U.S. West)						
Bakersfield ²	120	—	—	—	—	—
Eugene	70	9	2	7	—	—
Great Falls	15	12	2	9	—	—
Hawaii	441	99	13	83	—	—
Los Angeles	330	61	15	44	—	—
Northern California (formerly San Francisco-Oakland and Central California)	2,166	356	105	234	—	—
Pacific Northwest	1,063	190	59	129	—	—
San Diego	961	99	24	75	—	—
San Jose	883	134	22	111	—	—
Wire Service	Results in Regions 1, 4 and 5 reported under Region 5					
Yakima ²	22	—	—	—	—	—
Region 4 totals	6,071	960	242	692		
Region 5 (New York City and vicinity)						
Bristol	37	16	2	14	—	—
New York	5,277	1,189	218	959	—	—
Wire Service	563	85	14	66	—	—
Region 5 totals	5,877	1,290	234	1,039		
Canadian Region East (of Manitoba)					Robinson	Clifford
Canadian Wire Service	947	477	115	317	105	366
Montreal	312	124	42	52	76	23
Northern Ontario (Sudbury)	24	16	0	16	0	16
Ottawa	359	103	53	50	71	32
Southern Ontario ³	2,223	349	—	—	225	59
Windsor	118	19	11	8	10	9
Canada East totals	3,983	1,088	221	443	487	505
Canadian Region West (of Ontario)						
Vancouver-New Westminster ⁴	1,038	—	—	—	—	—
Victoria	169	28	25	3	—	—
Canada West totals	1,207	28	25	3		
GRAND TOTALS	31,576	8,423	2,299	4,868		

¹ No eligible voters in Utica in Region 1; Mountaineer, Hampton Roads (Norfolk) and Peninsula (Newport News) in Region 2; nor in Battle Creek, Madison or Milwaukee in Region 3.

² Neither election-return forms nor ballots were received from Lynn, Pawtucket, Philadelphia and Scranton, in Region 1; from Akron, Indianapolis and Lansing,

in Region 3; nor from Bakersfield and Yakima, in Region 4.

³ Election-return form incomplete; IERC counted ballots itself in regional race in which local result could affect the outcome.

⁴ No election-return form received. Ballots could not affect result; not counted.

Letter about confrontation held improper

From the 'guildpaper,' Twin Cities Guild

Minneapolis—The Minneapolis Star & Tribune has been ordered to remove a disciplinary letter from the personnel file of a reporter with 24 years of seniority.

The letter was issued in July of 1984 following a verbal confrontation between the reporter and a state government employee while the reporter was on an assignment.

Arbitrator James Hetland, Jr., noted in his decision that the "aggressive verbal confrontation" was the only fact basis established at the hearing for the disciplinary letter.

"In light of the fact that the company desires its reporters to be aggressive in obtaining information, and in light of the fact that no guidelines or work rules exist to define appropriate limits for aggressive conduct," Hetland said, he found that the company did not have just and sufficient cause to issue the letter.

The Guild had argued, and Hetland agreed, that an employee must be informed by a specific work rule or a specific disciplinary warning regarding permissible and unpermissible conduct before discipline can be imposed.

"In circumstances where the expected conduct is vague or uncertain or the nature of the prohibition was not clear to the employee," Hetland said, "the employee is entitled to be advised regarding expected conduct before the first step in the progressive disciplinary process (a letter of reprimand) can be employed."

News top hits \$464 in Pueblo

Pueblo, Colo.—The top minimum for reporters, photographers and senior artists is raised by \$14, to \$464 a week, in a new one-year agreement between the Pueblo Guild and the Pueblo Chieftain.

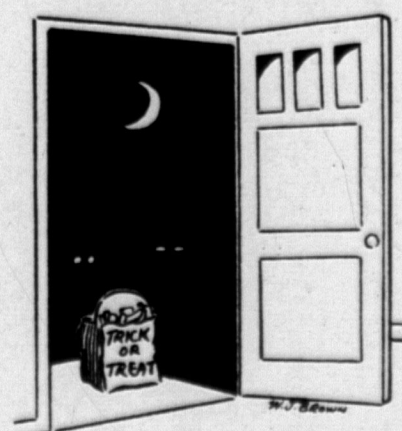
The new agreement, effective July 18, replaces the local's contract with the daily that expired April 30.

Top minimum for district managers is raised by \$12, to \$418 a week, and that for inside classified sales staff is increased by \$8, to \$285.

A \$400 weekly top minimum for outside advertising sales employees is supplemented by a new incentive plan that provides for annual commissions of up to \$6,000. The top minimum for the job in the expired contract was \$450 a week.

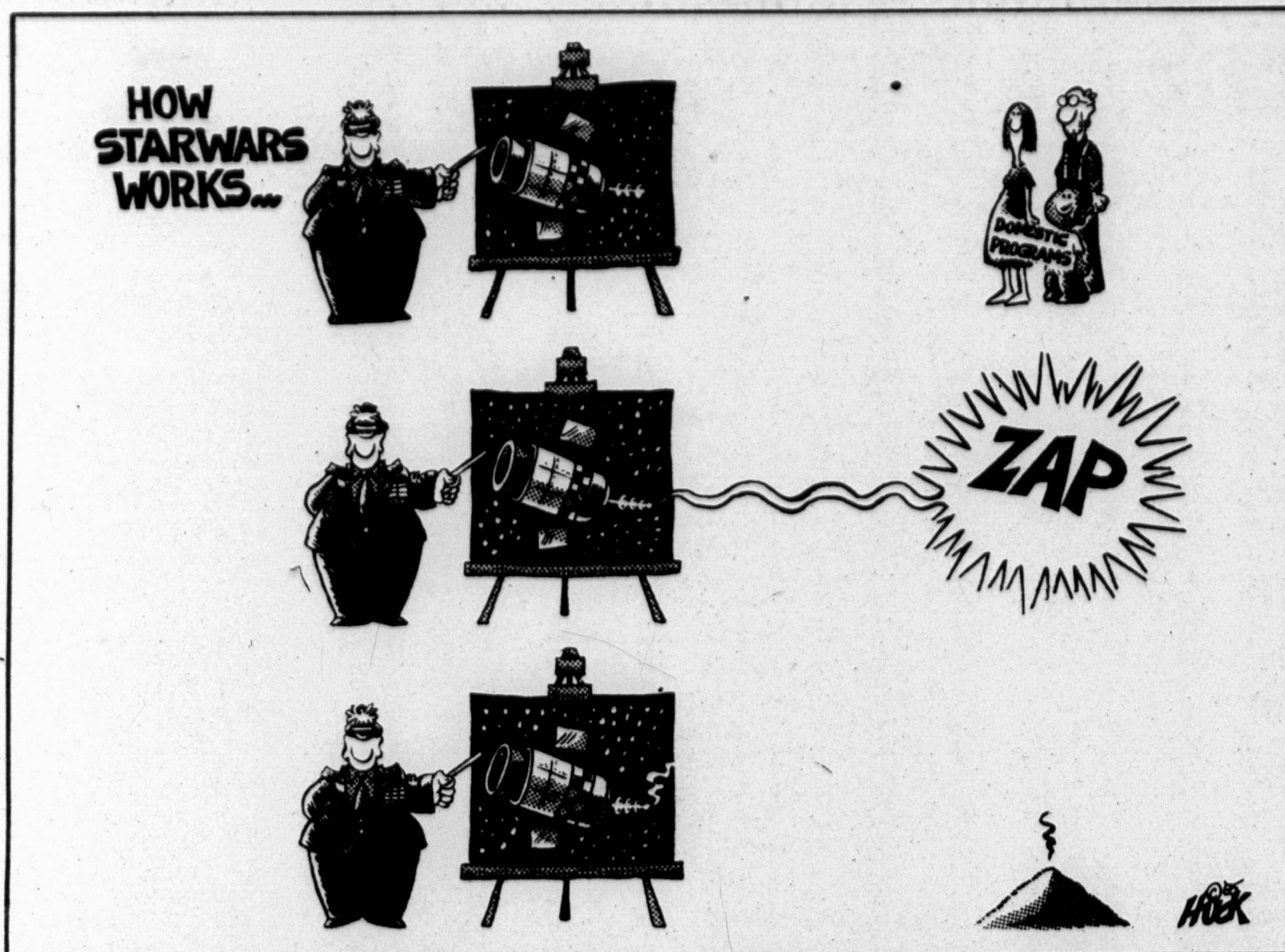
The agreement also calls for a 15 percent increase in pension benefits.

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'Conglomeration' of corporations is spawning employee discontent

By V. R. Buzzotta

THE DRAMATIC growth of corporate mergers and takeovers in the last few years is having a disturbing effect on the nature of job commitment in the United States. Perhaps unwittingly, and certainly without much public notice, these corporate maneuvers are undermining the elusive pursuit of job satisfaction in America. Unless we address this condition, the nation will find that it is restructuring its economic resources on quicksand.

For years, sociologists have noted an undercurrent of worker discontent in this country. In 1973, a special presidential task force on "Work in America" concluded that "significant numbers of Americans are dissatisfied with their working lives." Later, Studs Terkel's best seller "Working" reached the same conclusions through hundreds of interviews with people in all walks of life.

Today, however, the American worker is buffeted by an assortment of new pressures.

NOT LONG AGO a corporate acquisition or merger was as unusual as a bankruptcy. Now, hardly a day passes without one of significant scope. General Motors has acquired both a data processing and an aviation supply company; U.S. Steel and DuPont are now in the petroleum business. The list seems endless.

A leading business publication recently found that about 23 percent of the nation's leading 850

This article is reprinted, with permission, from the OpEd page of the New York Times. Buzzotta is chairperson of Psychological Associates, a management and sales training firm headquartered in St. Louis.

corporations have undergone an "operational restructuring" since the beginning of last year—buying, selling or consolidating businesses. The same study estimated that 1.3 million workers were directly affected by these moves. And about half a million management jobs alone have been lost since 1979, most of them in the aftermath of a merger or related development.

According to the Opinion Research Corp., employee morale is suffering. While the number of workers who profess to "like" their jobs has remained fairly uniform since the early '70s, there has been a sharp increase during the last five years among those who say they don't know what's going on at their companies, that they are treated with less respect and that no one listens to their problems. They regard their company as only an "average" or "below average" place to work. Significantly, the biggest decline in support has occurred in the managerial ranks.

One can argue that employees, particularly those of the younger generation, have excessive and unrealistic expectations about the satisfactions work can provide. But work must be more than the means to food, shelter and warmth. The urge to work is a fundamental part of human nature, one that is distinct from material compensation. Researchers at the University of Michigan, for example, asked a sampling of workers how important they regarded some 25 aspects of their work. Their main concern was "interesting work," followed by enough help, information and authority to get the job done.

It is through work that most adults reaffirm their identity and self-esteem. Work is the stage where we daily re-enact our ability to master circumstance and fate, where we achieve distinction and receive recognition and where we socialize and act toward common

goals. The importance of these needs has been widely documented. A 15-year study by the sociologist Erdman Palmore found that the strongest predictor of longevity was work satisfaction. The devastating physiological effects of occupational stress are, of course, well-known.

Ultimately, it is our failure as a nation to heed and to cultivate the human dimensions of work that helped induce and now sustains our productivity crisis. If the American worker's output has fallen behind that of the Japanese worker, if our manufactured goods no longer command their former respect in the international marketplace, if our troubles with defective military hardware raise questions about our national security, perhaps these are all the wages of the quiet frustration in the collective heart of our work force.

There are no easy solutions to the problem. Strategic business decisions cannot always be held hostage to the views of employees, whatever their disruptive effects. The work place won't ever become secure and predictable—certainly not in today's predatory climate.

WHAT IS REQUIRED is a rededication to employees on the part of all managers. The place to begin is with the employee-boss relationship. It is at this point that the challenges and rewards of work most clearly arise and can be most easily explained. And it is through the meeting of these needs that managers build employee contentment and enlist worker commitment. A variety of familiar techniques are available—regular performance review, year-end evaluations, and so on. But the trick is to develop a relationship and to give the employee goals that link his fortunes to those of the company.

If the nation's human resources are its most precious commodity, then we have an obligation to safeguard them. And in this regard, we stand well to remember Albert Camus' warning: "Without work all life goes rotten. But when work is soulless, life stifles and dies."

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Editorial

The right on information

There is a relatively new "think tank" in Washington devoted to examining issues involving the First Amendment. In July it issued the second of what it calls an "imprint series"—short, printed position papers—on "Issues in Communications." Its title: "Threats to Freedom of Information." Its focus: "three specific ways in which the [federal Freedom of Information] Act has been quietly weakened" by the Reagan administration without the approval of Congress.

The adverb "quietly" is inappropriate in that description, we think, and the "three specific ways" it examines are familiar to all who pay attention at all to policies this administration pursues. The "imprint" is noteworthy nonetheless as much for what it represents as for what it says.

It first takes the administration to task for the 1981 Justice Dept. memorandum that stood on its head the Carter administration's directive that the Justice Dept. defend agencies seeking to withhold information only when disclosure would be "demonstrably harmful" to legitimate public or private interests covered in the information act's exemptions. The new policy "specifically requires agencies to withhold all documents which fall within any exemption," the "imprint" points out.

Secondly it points to the executive order (No. 12356) signed by the current president on April 2, 1982, which requires that when there is doubt about the appropriate level at which to classify any information it must be assigned the highest possible level. This emasculated a 1978 order requiring the lowest possible classification level and mandating that there be "identifiable" potential damage to national security as well as consideration of the public's right to information about its government.

Lastly, it points to the administration's directive that agencies pay substantial attention to their "obligations to safeguard the public treasury," among other things, when they receive requests for fee waivers under the information act.

"Clearly," the "imprint" states, "this administration's record reveals that it believes the Freedom of Information Act is too expansive and access to information about government activity needs to be restricted in the interests of political expediency."

"Although policymaking is sometimes complicated by the openness the FOI Act promotes, governing is not designed to be easy," the publication continues. "In our system it must be accomplished through the consent of the governed, which cannot occur when citizens only receive sanitized information."

As we said, the cases cited already are well known. The publication, however, is by The Media Institute, which is to be found generally in the part of the political spectrum occupied by this administration. That, we think, is noteworthy.

And we couldn't agree more with the statement by Media Institute President Patrick D. Maines in the foreword that there now is "less justification than ever for government policies that hinder media access to the nation's affairs."

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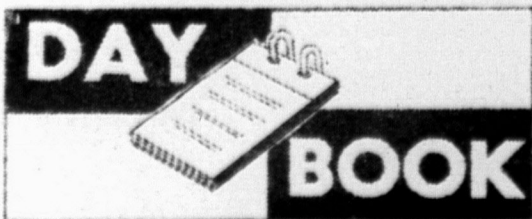
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Southern District Council, fall meeting, Oct. 19-20, Quality Inn, Knoxville.
Western District Council, fall meeting, Oct. 26-27, Great Falls.
Midwest District Council, fall meeting, Nov. 2-3, Milwaukee.
Great Lakes District Council, fall meeting, Akron, Nov. 9-10.
New England, Middle Atlantic District Councils, joint meeting, Nov. 9-10, Park Plaza Hotel, Boston.
Western District Council, winter meeting, Feb. 1-2, 1986, Honolulu.
53rd Annual Convention, June 23-27, 1986, Buffalo.