

OMB nixes study of VDTs and pregnancy

Washington—A long-planned study by the National Institute for Occupational Safety & Health to try to determine if there are unusual reproductive risks for women VDT workers has been squelched by the Office of Management & Budget.

A part of the Executive Office of the President, the OMB did so on Dec. 13 when it disapproved the project under the federal Paperwork Reduction Act.

In doing so, the OMB charged that the study was poorly designed scientifically—that it contained “four major design flaws” which

would prevent NIOSH’s “successfully testing the hypotheses of interest,” according to copies of the OMB action notice obtained by TNG.

Because of those flaws, the OMB notice alleged, the study “might lead to spurious correlations that might be incorrectly interpreted.”

NIOSH first announced plans for such a study in late 1982 after reports of the first few of several “clusters” of abnormal pregnancies experienced by and children born to women who worked on VDTs while they were pregnant.

While those plans were put aside late in the summer of 1983, plans for another study were announced by Dr. J. Donald Millar, NIOSH’s current director, in the spring of 1984. He told a congressional subcommittee the study had high priority because of additional reports of problem pregnancy clusters.

In December of that year, NIOSH research professionals held their first meeting with others from the scientific community as well as representatives of business and unions to review the first detailed draft of the study proposal.

While NIOSH “made a credible

case for the conduct of a study, a more carefully crafted study design is required to produce data that can be used for federal policy making,” the OMB concluded in its action notice.

An OMB “Paperwork Docket Worksheet” bearing the same date appears to note that the proposed study would not “exceed budget.”

A “supporting statement” submitted to the OMB with the study proposal listed the total cost of the study over a two-year period at \$363,100—\$181,550 per year—with the largest single line item

being for work to be contracted out: \$250,000.

NIOSH proposed that the study be conducted among approximately 3,000 married women of child-bearing age employed by three phone companies in the South. Half were to be VDT operators, the other half, non-users. The “reproductive history” of each from 1983 through the present was to be examined through a questionnaire.

The flaws alleged in the study’s design by OMB in its action notice include a charge that the size of

(Continued on Page 2)



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Key ad, news tops up \$100, to \$750, in San Diego pact

San Diego—San Diego Guild members have ratified a new three-year agreement with Copley’s Union and Tribune that will raise the top minimum salary for key advertising and editorial employees by \$100 over the term, taking the top minimum to \$750 a week.

The contract, retroactive to June 3, also includes upgrades in several job classifications, an additional holiday and increases in the company’s payment toward the cost of employees’ health insurance coverage.

The \$100 increase for reporters, photographers, outside advertising personnel, artists and copy desk staff comes in six increments over the contract term.

The first two increases—\$19.50 retroactive to June 3 and \$14.12 from Dec. 2—immediately raises the key top minimum by \$33.62, to \$683.62 a week. In 1986 the top minimum will rise by \$16.17, to \$699.79, on June 2 and by \$13.26, to \$713.05, on Dec. 1, followed by an increase of \$18.09, to \$731.14, on June 1, 1987, and

a final increase of \$18.86, to \$750, on Dec. 7, 1987.

The top minimum for circulation district managers is raised by \$93.04, to \$697.77 a week, in increments of \$18.14, \$13.14, \$15.04, \$12.23, \$16.83 and \$17.55 on the same dates.

An upgrading for telemarketing sales representatives and transient display advertising desk staff in the retail advertising department takes the top minimum for those jobs up by \$123.37 over the term, to \$631.21 a week, with the first increase, \$55.63, retroactive to June 3 and \$11.88 from Dec. 2, fol-

lowed by increases of \$13.61, \$11.16, \$15.22 and \$15.87.

Warehouse persons also are upgraded, raising their top minimum by \$110.84 over the term, to \$455.77. The increase comes in increments of \$61.92, \$8.58, \$9.83, \$8.06, \$10.99 and \$11.46.

The company’s monthly payment toward the cost of family health insurance coverage is raised by \$47.50, to \$249.14, over the term. Employees continue to have a choice of health plans to select from, with a new one to be added in July.

(Continued on Page 6)

Vote on dues, benefits set for March 20-25

Washington—The Guild-wide referendum on one-step increases in the Minimum Dues and per-capita rates set forth in TNG’s Constitution and a four-step increase in the benefits paid to striking or locked-out members from TNG’s Defense Fund will be conducted March 20-25.

The six-day voting period was set by TNG’s Int’l Election & Referendum Committee.

Earlier the Int’l Executive Board ordered the referendum in keeping with actions by the Guild’s 1985 Convention [Guild Reporter, Dec. 13].

Members in good standing as of

Dec. 1, Jan. 1 or Feb. 1 will be eligible to vote in the election, to be conducted in each Guild local under rules adopted by the IERC. Thus members whose dues have been paid at least through November and remitted to TNG will be eligible to vote in the referendum, TNG Secretary-Treasurer Dale explained in a Jan. 2 notice to all locals.

The five-member IERC will meet at TNG headquarters Feb. 28 to approve voter eligibility lists and assemble ballots and other material for distribution to locals. It set the voting period and related

(Continued on Page 6)

Lower dues for March said possible

Washington—TNG hopes to be able to announce by the end of the month that February will be the final month of the higher dues that have been in effect since August, all locals have been informed by TNG Secretary-Treasurer Charles Dale.

While it had been projected earlier that January could be the final month, amounts received from locals through the end of December fell “considerably short of the amounts needed” to realize the goals set by TNG’s 1985 Convention when it instituted the levy, Dale wrote Jan. 6.

In all, Dale wrote, receipts from the levy for the August-December period were more than \$650,000 short and the amount due from Jan-

(Continued on Page 6)



RAYMOND CROWELL Washington-Baltimore Guild

Partners ready to sign on (and on and . . .)

Top officers of TNG and the firm with which TNG has joined to build a new headquarters building pose before signing—in quintuplicate—the seemingly endless series of documents filling the table before them to formally launch the project. From left: Sidney Moskowitz and Michael J. Ferraguto, Jr., vice president and president respectively of Ocean Atlantic; TNG President Charles A. Perlik, Jr., and Secretary-Treasurer Charles Dale.

Headquarters building venture is launched

Washington—TNG took several giant steps in the last days of 1985 toward having its own headquarters building when in rapid order it:

✓ Completed formation with a developer of a joint venture to buy the site, build the building and run it for five years after its completion;

✓ Advanced the joint venture funds to buy the site—in Silver Spring, Md., just outside the northern-most border of the District of Columbia, 6.5 miles from

the current location of TNG’s offices—for \$300,000 with an interest-free loan from TNG’s Defense Fund, under authority voted by the Guild’s 1985 Convention;

✓ Secured a \$2.45-million mortgage—with an interest-rate pegged at 78 percent of the issuing bank’s prime rate thanks to tax-exempt development bonds approved in September by Montgomery County, Md.—to finance approximately 85 percent of the estimated \$2.84-million total cost of the undertaking, including the site;

✓ Began a series of meetings with the architects who are designing the four-story, Tudor-style building.

It will contain 23,500 square feet of office space on its upper three floors while the ground-level is given over to an entrance-way and off-street parking.

TNG will occupy just over half the office space, on the third and second floors, with the balance, on the second and first floors, to be rented out.

All of the actions, in which TNG

President Charles A. Perlik, Jr., and Secretary-Treasurer Charles Dale acted under authority voted by the 1985 Convention to TNG’s Int’l Executive Board and officers, technically were taken by the joint venture following its formation. The IEB had approved the specific actions, including entering the joint venture. TNG and the developer have equal representation and authority within it.

TNG’s partner in the joint venture is Ocean Atlantic Limited (Continued on Page 4)

PAPERWORK REDUCTION ACT

OMB disapproves NIOSH VDT study

(Continued from Page 1)

the sample "is barely adequate to investigate the incidence of miscarriages" and that it is "insufficient to test the hypotheses of other increased adverse pregnancy reactions."

OMB also charged that the "sample frame" was "incorrectly defined," that "major variables to be used in the analysis... are poorly defined," and that the questionnaire contained "a large number of irrelevant questions with no practical utility."

These appeared to reflect objections and criticisms raised to OMB while it was considering the study proposal by at least one official of a company whose employees were expected to participate in the study and by a pair of professors who were retained by the company to write a critique of the proposal which the company submitted to the OMB.

Roy B. Howard, director of industrial relations for BellSouth

Corp., of Atlanta, in a Nov. 5 letter to NIOSH's Dr. Millar, said that company was concerned that "the study design be sound."

He said BellSouth was interested in the study because many of its employees use VDTs and because "we have a large investment in such terminals."

He said he felt that NIOSH "is obligated to take the time needed to develop a protocol that will in fact allay public concern" about any reproductive hazard from VDTs.

"It would be a step backward" if the study were inconclusive or yielded "scientifically spurious results," he said.

In response, Millar said that because of "consistent support for the design of the study from scientific peers" he could see "no scientific justification" for withdrawing the proposal from OMB, but invited Howard to send the critique by the two professors.

Leave limit limited, an arbitrator rules

Vancouver—A limit on the number of employees from a single department who can be on a leave of absence at the same time does not apply to leaves for any of six specific conditions included in the Vancouver-New Westminster Guild's contract with the Vancouver Sun and Province, an arbitrator has ruled.

The limit applies only to leaves of a general nature, the arbitrator held in a case brought by the Guild.

To include employees on maternity leave, leave for Guild work or leaves for any of the other specific conditions in a 3 percent per department limit set out in the general leave provision could lead "to potential anomalies," arbitrator Stephen Kelleher wrote in a Nov. 4 decision.

Noting that even the company acknowledged that the limitation would not apply if more than 3

percent of the employees in a single department were eligible for maternity leave at the same time, Kelleher said that "the chronological order in which leaves are sought" could produce different outcomes.

Granting a maternity leave could put a department over the 3 percent limit and block additional leaves of a general nature under the company's interpretation, Kelleher said. If the reverse were true, however, and a general leave putting a department at the 3 percent limit were sought before the maternity leave, the maternity leave would be granted nonetheless, Kelleher pointed out, citing an example raised by the Guild.

He upheld the Guild's interpretation of the contract, noting that should its application result in "an unusual number of people" being on leave at the same time, the company could limit general leaves under the contract's qualification that leaves "not cause unreasonable disruption of operations."

The local's contract with the Southam-owned dailies calls for the company to grant requests for leaves of absence, provided not more than 3 percent of the employees in a single department are on leave at one time, while also providing for leaves of absence for specific conditions such as serving in or seeking election to public office, serving in military forces or engaging in certain Guild-related activities, as well as for maternity and paternity leaves.

the bargaining committee, however, a local representative said.

The first bargaining session following the strike's suspension was set for Jan. 8.

The SNPJ publishes a weekly paper, Prosveta, provides its members with life, health and accident insurance and operates a 500-acre resort in Western Pennsylvania.

The local is seeking renewal of its contract that expired April 30.



STRIKING WASHINGTON-BALTIMORE GUILD MEMBERS PICKET AFL-CIO BUILDING Employees of Food & Allied Trades Dept. march for pay-equity with others working there.

Pay equity issue in FAST strike

Washington—The Washington-Baltimore Guild continued to seek an equitable pay increase for its dozen members in the AFL-CIO Food & Allied Service Trades Dept. Jan. 9, a week after the bargaining unit struck FAST and began picketing AFL-CIO headquarters, where FAST's offices are located.

For the strike's first 4½ days,

AJA-TNG ties to grow more, Perlik asserts

Melbourne, Australia—TNG and the Australian Journalists Assn. can expect to continue to grow ever closer despite the physical distance that separates the countries that are home for their respective memberships, TNG President Charles A. Perlik, Jr., told the AJA's federal council early in December.

He was in Australia at the AJA's invitation to help mark that union's 75th anniversary and spoke to a banquet toasting the occasion.

As the two unions have grown closer together in recent years, he said, the leaders of each have discovered how similar are the situations their members face.

Perlik pointed particularly to "our growing mutual support on such major problems as the proliferation of VDTs and the profusion of safety and health problems following in their wake."

He congratulated the AJA for its arbitration victory two years ago mandating adequate rest breaks for news workers utilizing VDTs, pointing out that North American publishers have been particularly adamant in resisting Guild calls for like measures.

Hans Larsen, secretary general of the Int'l Federation of Journalists, also participated in the AJA's anniversary observance. The AJA recently affiliated with the international secretariat of news workers' unions.

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more than 200 AFL-CIO employees who work under separate contracts of the Guild and the Office & Professional Employees, in a display of solidarity, refused to cross the picket lines, leaving only contract-exempt personnel at work inside the union-federation's headquarters building. Each group had voted to support the FAST unit's bargaining efforts as its Guild contract headed toward expiration on New Year's Eve.

The groups voted to return to work when the Guild local's administrative officer, Sandra Polaski, told a joint meeting that she could foresee bargaining progress in newly scheduled talks and the dozen strikers concentrated their picketing on the building's main entrance.

The AFL-CIO, meanwhile,

filed an unfair labor practice charge with the National Labor Relations Board alleging that the strikers illegally picketed a side entrance to the building that was posted as the entrance for employees not in the FAST bargaining unit.

Polaski said the Guild was seeking a contract to provide FAST members pay parity with the lowest paid workers in their job categories in other areas at the AFL-CIO. The strikers are researchers, writers, safety and health specialists and clerical workers.

A prestrike Guild bulletin estimated a settlement providing an average increase of \$130 a week would achieve that bargaining goal. Average prestrike pay for the group was \$333 a week, ranging from \$269 to \$507 a week.

Ergonomics conference Feb. 3-5

Washington—Guild locals are being encouraged to send representatives to a three-day conference in early February that will examine how ergonomically correct workplace design can prevent occupational injuries.

Much of the program will be devoted to safety and health problems related to the use of video display terminals and similar equipment, TNG Director of Research & Information David J. Eisen said in a letter to Guild local administrative officers and health and safety chairpersons.

Speakers will include Dr. Steven Sauter, director of motivation and stress research for the National Institute for Occupational Safety and Health, Dr. Michael Smith, formerly of NIOSH, Dr. Albert Arndt of the University of Wisconsin and Swedish researcher Olov Ostberg, all "noted VDT authorities," Eisen pointed out.

Registration forms and a detailed program were included in the notice to locals. The conference will be held Feb. 3-5 at the Machinist union's education center near Washington.

Canada's price elevator

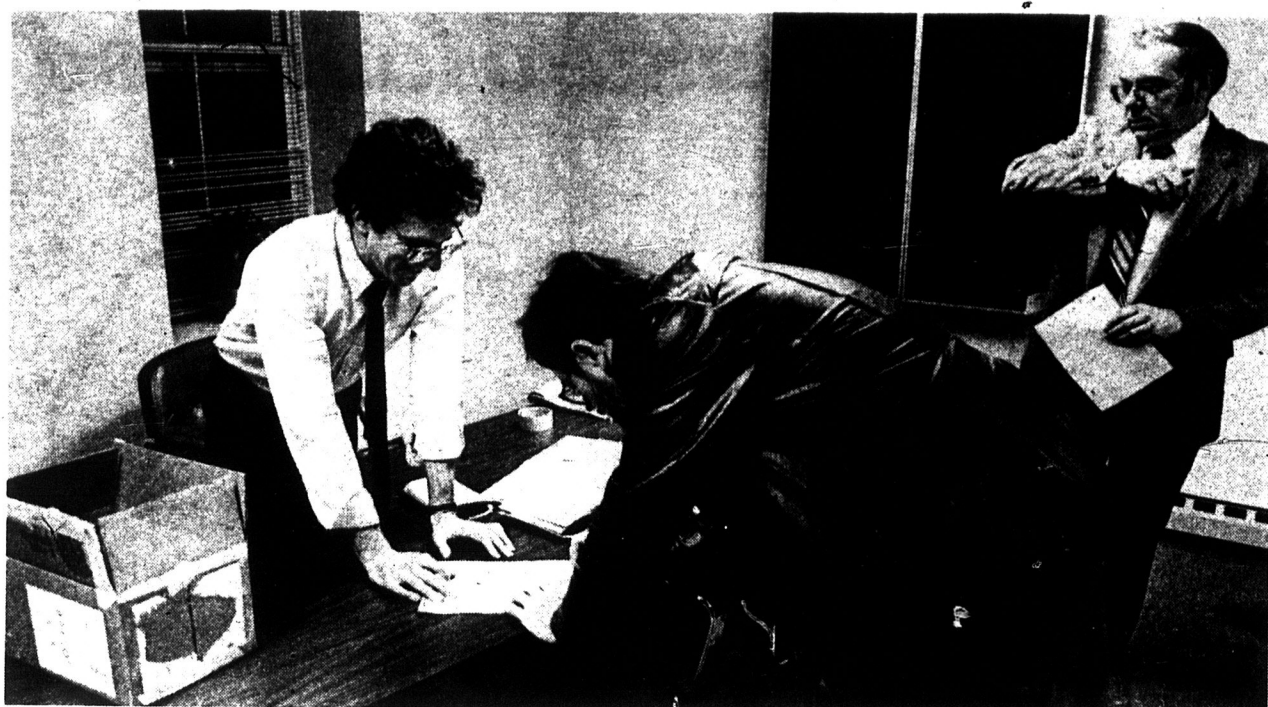
The table below records the ascent of Canada's Consumer Price Index over a 24-month period following a 0.5-point increase in the index in November to 128.9, up 4.9 points from November 1984, and 9.7 points from November 1983. The first column lists the index for each of the last 12 months, the second the percentage increase over the same month of the preceding year and the third, the percentage increase over November 1983.

	Index*	Percentage over	
		Same month prior year	November 1983†
December, 1984	124.1	3.8	4.1
January, 1985	124.6	3.7	4.5
February	125.4	3.5	5.2
March	125.7	3.7	5.5
April	126.2	3.9	5.9
May	126.5	3.9	6.1
June	127.2	4.1	6.7
July	127.6	3.8	7.1
August	127.8	4.0	7.2
September	128.0	4.1	7.4
October	128.4	4.2	7.7
November	128.9	4.9	8.1
*1981 = 100		†Index = 119.2	

Slovene unit removes picket line

Burr Ridge, Ill.—The Chicago Guild's 15-member unit at the Slovene National Benefit Society (SNPJ) returned to work Dec. 16 after picketing the fraternal organization for nearly a week.

Members of the unit halted a strike that had begun Dec. 10 after the company sent letters advising employees that they would be permanently replaced. Resumption of the strike is subject to the call of



ROBERT RAGAINI/Albany Guild

SIGNING THE TALLY SHEET AFTER GUILD VOTE AT HUDSON REGISTER-STAR

NLRB agent Barney Horowitz; Albany Guild President Tom LaPoint; Tim Donnelly, general manager.

Hudson unit votes for Albany Guild

Hudson, N.Y.—The Albany Guild has been voted in as bargaining representative for a plant-wide unit of employees of the Hudson Register-Star and the commonly owned weekly Chatham Courier.

Employees in the papers' advertising, circulation, business, composing, editorial, maintenance, mail and press departments voted by 36 to 22 for the Guild in a Dec. 19 election supervised by the National Labor Relations Board. The

Guild local petitioned the NLRB for certification as the group's representative late in October after a majority had signed cards.

The employees are the first to form a Guild unit at a property owned by the growing Park Communications chain, which bought the papers here earlier in 1985.

They also are the second group of newspaper employees to choose representation by the Albany Guild

in recent months. Employees of the Glen Falls Post-Star voted for representation by the local in a federally supervised election in the summer of 1984. The local continues to bargain for an initial contract covering the 60-plus employees of the Glen Falls paper [Guild Reporter, Nov. 22].

The Register-Star has a daily circulation of 15,600 and the weekly has circulation of 7,800.

Vazquez Rana seen step closer in UPI sale

Washington—Mexican newspaper publisher Mario Vazquez Rana appeared to be a step closer to becoming the principal owner of United Press Int'l after his plan to purchase the news service won the approval of the federal bankruptcy court judge overseeing UPI's operations.

The Financial News Network, however, leading a consortium that had urged the bankruptcy court to reopen the bidding process, promised to keep alive the uncertainty about UPI's future.

FNN notified a federal district court that it would appeal Bankruptcy Court Judge George F. Bason, Jr.'s, Dec. 16 ruling approving Vazquez Rana's purchase agreement. While in a separate action, FNN initiated a suit in district court seeking nearly \$1 billion in damages from UPI, the Wire Service Guild and Vazquez Rana, along with his minority partner, Houston real estate developer Joe E. Russo.

FNN charges those parties and the bankruptcy court-appointed creditors' committee and repre-

sentatives of each with conspiring to block FNN from acquiring UPI. The suit alleges violations of federal racketeering, antitrust and fraud statutes were involved in the conspiracy.

Bason issued the Dec. 16 ruling approving the Vazquez Rana purchase agreement after conducting three days of hearings that began on Friday, stretched over the weekend and consumed 21 hours of testimony.

He refused to reopen the bidding for the news service, ruling that the creditors' committee had made a "contractual obligation" in endorsing the Vazquez Rana offer.

The creditors' committee had asked the court's permission to reopen the bidding after FNN boosted earlier bids and said it would pay unsecured creditors 60 cents for each dollar owed them by UPI.

The Guild and UPI management, as well as the creditors' committee, had endorsed the Vazquez Rana purchase proposal that would pay unsecured creditors about 40 cents on the dollar and

pay employee claims in full.

A temporary restraining order blocking FNN from directly communicating with UPI creditors about its offer was continued by Bason in his Dec. 16 ruling in the form of a temporary injunction.

He approved the Vazquez Rana purchase agreement after it was amended to provide that UPI chairman and chief executive officer Luis Nogales would continue to head the company as long as it remains under the bankruptcy court's jurisdiction. Bason held that a provision in the agreement that would have made Vazquez Rana UPI's chief operating officer immediately would have violated an earlier order confirming Nogales in the top position while the company is in bankruptcy.

Approval of the purchase agreement cleared the way for Vazquez Rana to invest \$1 million in UPI's operation and make additional operating funds available. During the hearings a UPI representative and an accountant for the creditors' committee both testified that the company would run out of money by early January without an infusion of new cash.

UPI co-owners Douglas Ruhe and William Geissler, who hold most of the stock in UPI's parent company, Media News Corp., have formed an alliance with FNN and asked Bason for standing before the court to submit a plan of reorganization. That motion was opposed by both the Guild and UPI management in comments filed with the court Dec. 20.

UPI will remain under the bankruptcy court's jurisdiction until a formal, detailed plan of reorganization has been submitted to the court and approved by the court and UPI creditors.

Guild leaders have "agreements in principle" on a contract extension with the New UPI, Inc., as the company would be known if the proposed sale to Vazquez Rana

MT. SINAI ANALYSIS

Legionella blamed for N.Y. Times' illnesses

New York—A report by the New York City Health Dept. on last summer's outbreak of respiratory illness among workers at the New York Times, many of them in Guild-covered departments, "leaves no room for doubt" that "all or most of the cases of pneumonia were in fact cases of Legionnaire's disease."

That is the conclusion of the director of the Mount Sinai Medical Center's Division of Environmental and Occupational Medicine, retained by the New York Guild to interpret a lengthy and often highly technical report by the New York City Health Dept. which it titled "Unexplained Respiratory Illness at the New York Times."

In a two-page analysis of the report, Mount Sinai's Dr. Philip J. Landrigan said that while the title is "worded too cautiously" the report reveals that the department's "study was thorough and well done" and the "body of the report leaves no room for doubt... that a species of Legionella organism was the cause" of the outbreak.

Landrigan pointed to "four lines of evidence" in the report in support of his conclusion that "unquestionably an outbreak of Legionnaire's disease occurred among workers at the New York

Times in the summer of 1985."

✓ "The clustering of the cases in a short period of time and in relation to certain ventilation systems."

The health department study identified 26 employees as having displayed evidence of pneumonia on X-rays, with 19 of the cases having occurred during the 11 days from June 15-26. The cases occurred most frequently among employees working in two parts of the Times plant and the pattern suggests that the illness was spread via the building's ventilation system, Landrigan pointed out.

✓ "The fact that two patients developed antibodies against Legionella during the course of their illness."

✓ "The fact that recovered cases had higher Legionella antibody titers than non-cases."

✓ "The fact that Legionella was recovered from six nearby cooling towers, although not from the towers on the Times building itself."

The six towers were among 19 tested by the health department on buildings near the Times, the report reveals. (The Aug. 9 issue of the Guild Reporter reported that two days previously the health department had found the bacteria that causes Legionnaires' disease in a water tower atop a building next to the Times' plant.)

Landrigan also pointed out in his analysis that the health department's report itself in at least two places also concluded that "the outbreak of pneumonias at the New York Times building during the period of June 1 through July 10 was most likely Legionella illness" (on page 9) and then again (on page 11) that "we feel that a Legionella species is the cause for this outbreak."

From mid-June through early August approximately 50 Times employees, about half in Guild-covered departments, reported having suffered from illnesses the company's medical officer described as ranging from flu-like through pneumonia-like.

As late as Aug. 7, however, the Times's Dr. Howard R. Brown was insisting to the Guild Reporter that there had been "no confirmed" cases of Legionnaire's disease.

Norton elected GCIU head

Washington—James J. Norton is the new president of the Graphic Communications Int'l Union. He had been the GCIU's acting president since the end of August when the union's founding president, Kenneth J. Brown, retired.

Norton, who had been the GCIU's recording and financial secretary under Brown, was declared elected to the balance of the presidential term running through mid-1988 when no other candidate received the number of endorsements by GCIU locals required to secure nomination under the GCIU's election procedures. Norton's candidacy was endorsed by 40 percent of the union's locals; four others eligible to run received one endorsement each.

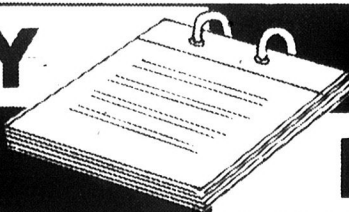
In one of his first actions after being declared elected, Norton joined a rally for members of the GCIU and the Int'l Typographical Union who have been striking the Chicago Tribune since mid-July.

Pointing to the unions' unity in



the strike, he said their solidarity could serve as a model for unions throughout the industry and—referring to the resumption of merger talks between the ITU and the GCIU set for January—said the locals' internationals also "hope to be speaking with one voice in the near future."

DAY



BOOK

Int'l Executive Board, winter meeting, Jan. 21-23, TNG headquarters, Washington.
Midwest District Council, winter meeting, Feb. 1-2, Hotel Continental, Chicago.
Western District Council, winter meeting, Feb. 1-2, Ala Moana Hotel, Honolulu.
Great Lakes District Council, winter meeting, Feb. 8-9, Executive Inn, Buffalo.
Middle-Atlantic District Council, winter meeting, Feb. 8-9, Philadelphia Centre Hotel, Philadelphia.
New England District Council, winter meeting, tentatively Feb. 8-9, Manchester, N.H.
Southern District Council, winter meeting, Feb. 22-23, Sheraton Hotel, Memphis.
TNG residential seminar for new local officers, Feb. 14-17, George Meany Center for Labor Studies, Silver Spring, Md. (suburban Washington).
Int'l Election & Referendum Committee voter eligibility and referendum materials distribu-

tion meeting, Feb. 28, TNG headquarters, Washington.
Minimum Dues-per capita-strike/lockout benefit referendum, six-day voting period, March 20-25, all locals.
Local Election Committees count ballots cast in March 20-25 referendum, March 26 or March 27, all locals.
Last date for postmark on locals' returns of all ballots and referendum materials to IERC, March 29.
Int'l Executive Board, spring meeting, April 21-25, TNG headquarters, Washington.
Western District Council, spring meeting, April 26-27, Eugene, Ore.
Canadian District Council, spring meeting, April 26-27, Toronto.
54th Annual Convention, June 22-26, 1987, Hyatt Islandia Hotel, San Diego.
55th Annual Convention, summer 1988, Vancouver.

TNG headquarters building venture launched

(Continued from Page 1)

Partnership. Prime contractor for the building under provisions of the joint venture agreement is Ocean Atlantic Construction, Inc., a related firm.

The joint venture agreement also provides that all of the work on the project must be performed by union labor, with union-made materials.

Ocean Atlantic's president, Michael J. Ferraguto, Jr., through that firm and others headed by him, also has been a principal in a dozen other commercial and residential projects in the Washington area which currently are valued at more than \$200 million. Among them are a pair of office buildings adjoining the site of the TNG building, one substantially completed while construction of the other is just under way.

Perlik said construction of the TNG building will begin as soon as all plans are completed and building permits secured.

Groundbreaking this spring is foreseen, he said, which would give Ocean Atlantic until mid-1987 to complete the building.

Both Dale and Perlik expressed the hope that TNG will be able to move its offices to the building sometime in the spring of 1987, two to three months after the lease for its current quarters expires. TNG would expect to continue on a month-to-month basis in its current quarters until the new quarters are habitable, the pair said.

It was the steadily escalating cost of rent for TNG's current

quarters and in the surrounding downtown Washington area which precipitated the move away from rented space. It was part of a report local leaders from throughout the Guild made following a three-day meeting on TNG finances in the fall of 1984.

That report in turn led, as part of a larger financial overhaul proposal, to the IEB recommending and last summer's convention giving TNG authority to buy, build or lease with an option to buy a headquarters building "in or reasonably near" Washington with ample space for its own needs for the foreseeable future as well as additional space for rental to others so TNG will have "an income producing home of its own."

The convention also authorized financing the project by borrowing from non-Guild entities as necessary and with an interest-free loan of up to \$750,000 from TNG's Defense Fund, to be repaid over no more than 10 years.

Progress on the project was stalled following the convention pending the result of an attempt to seek to rescind the building authority through an initiative referendum. The motion for the initiative referendum, however, failed to garner seconds from 10 locals as required by TNG's constitution.

Under the joint venture agreement, TNG will rent its space in the building from the joint venture at a rate to cover the costs attributable to its portion of the building's space for the first five years after the building is substantially com-

pleted. That base rate currently is estimated at \$14.67 per square foot, compared to the \$19 per square foot TNG now is paying.

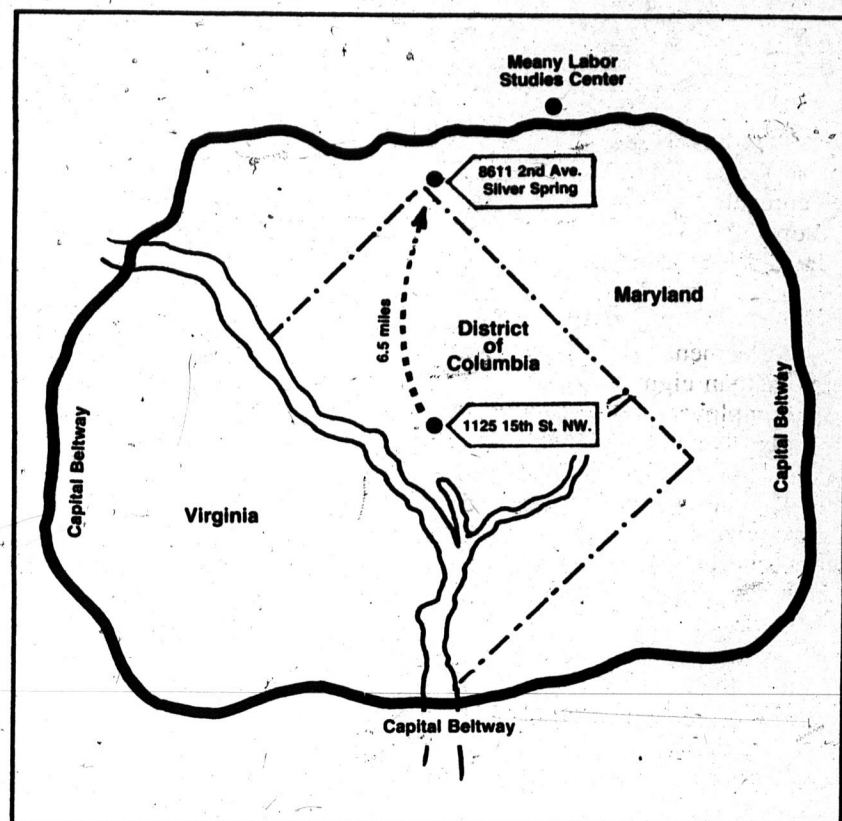
For those same five years, Ocean Atlantic is responsible for renting the portion of the building not used by TNG. Any short-fall on that rental during the period is to be borne by Ocean Atlantic. Any gain from that rental is to be shared equally by Ocean Atlantic and TNG, Perlik and Dale reported.

At the end of the five years, TNG is to buy out Ocean Atlantic's interest in the joint venture, and the building, for half the difference between the cost of the building and its fair market value at that time as determined by an appraisal.

The 12,000 square feet of space offices of TNG and TNG's Int'l Pension Fund will occupy in the new building will be about 25 percent greater than the space currently rented for TNG headquarters.

The new building, to be located at 8611 2nd Ave. in Silver Spring, will be bordered on the north by land that is owned by Montgomery County and currently is vacant. On the south it will abut one of two other low-rise office buildings of like architectural style and size also put up by Ocean Atlantic. Both are being sold as condominium offices. The first is substantially complete now and is 85 percent sold, Ocean Atlantic reports.

The TNG-building site is currently occupied by a single-story

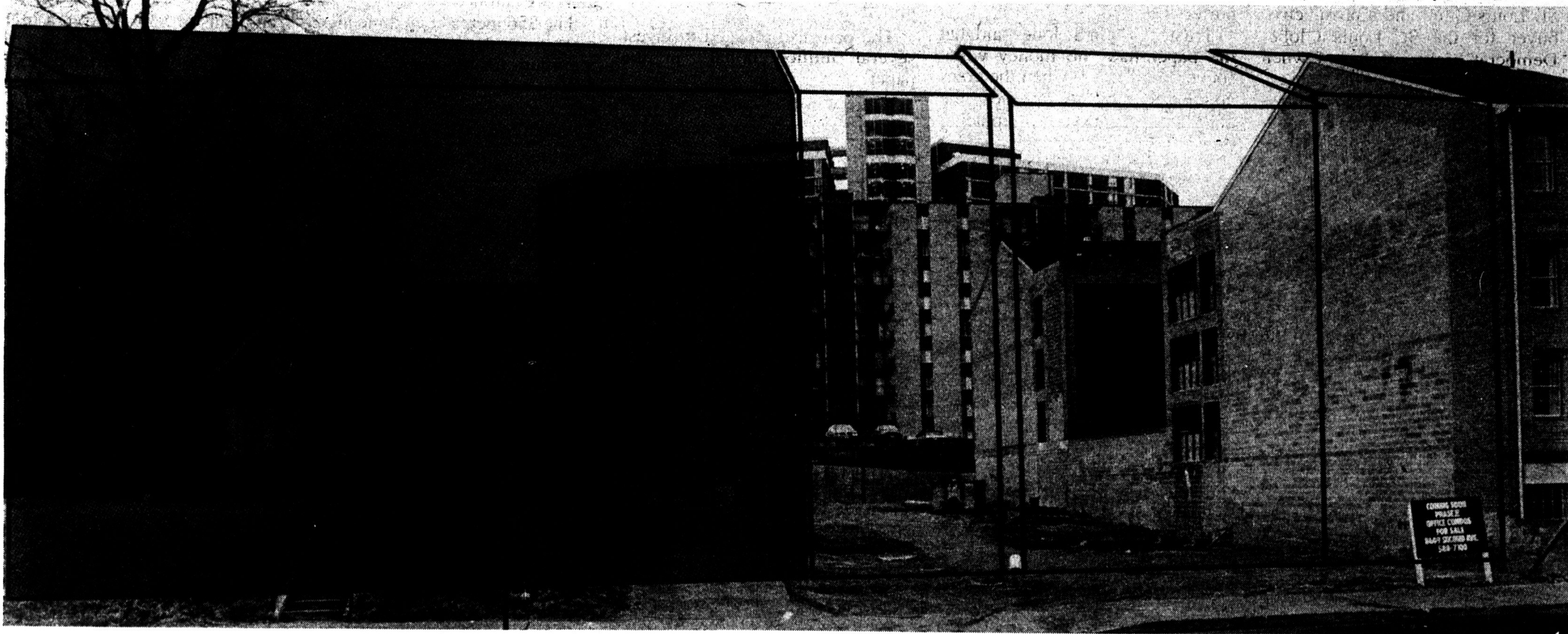


ARROW POINTS TO NEW TNG HEADQUARTERS SITE

brick structure built as a home and most recently occupied by a dentist's office. It is on the edge of an area just inside the Capital Beltway that is undergoing substantial redevelopment. Two-and-a-half to three blocks south of the building site is a station on the Washington-area subway system. The subway line the station serves runs directly into downtown Washington. Another of the stations on the same line is located 3½ blocks from TNG's current offices.

The \$2.45-million mortgage for

the project was obtained from the Maryland National Bank, headquartered in Baltimore. The entire amount of the note was immediately placed in an interest-bearing account with the same institution and will be drawn upon as funds are needed during development and construction of the building, Perlik and Dale reported. Interest earned by and interest accruing to the note during construction should balance each other out until the building is ready for occupancy, TNG's officers said.



TNG's new headquarters building: the site (above), style (right)

TNG's new headquarters building will be located in the area highlighted and outlined in the left half of the photograph above showing the site it will occupy. The vacant house now located there will be removed. The TNG building will be in the Tudor architectural style, similar to that of the building pictured at right, which is located two lots to the right of the TNG site. (Its left side is at the right edge of the photo above.) The outline in the center above shows

the location and relationship to the TNG building of a third office building in the same Tudor style which will abut the TNG building and on which construction has just begun. Office space in each of the other buildings is being sold under a condominium arrangement. Some 85 percent of the first has been sold. The trees looming at left above are on vacant, county-owned land that abuts the other side of the TNG-building site.



First pact ratified in Newport News

Newport News, Va.—An initial Guild contract between the Peninsula Guild and the Newport News Daily Press and Times-Herald has been ratified by members of the editorial department unit.

Agreement on the pact came more than eight years after editorial employees of the papers voted to dissolve an independent association and affiliate with the Guild.

The company first refused to recognize the Guild as the employees' chosen bargaining representative, forcing a federally supervised election to confirm the decision three months later. In the period that followed bargaining was protracted.

The agreement, ratified in December, covers some 100 full-time reporters, photographers, copy editors, proof readers, librarians and darkroom assistants.

It includes a top minimum of \$350 a week for reporters, photographers and copy editors from Nov. 1 and a top minimum of \$240 for other covered employees.

The agreement also calls for further negotiation of wage rates to take effect on Nov. 1, 1986, and on Nov. 1, 1987. It expires June 1, 1988.

Six annual holidays are speci-

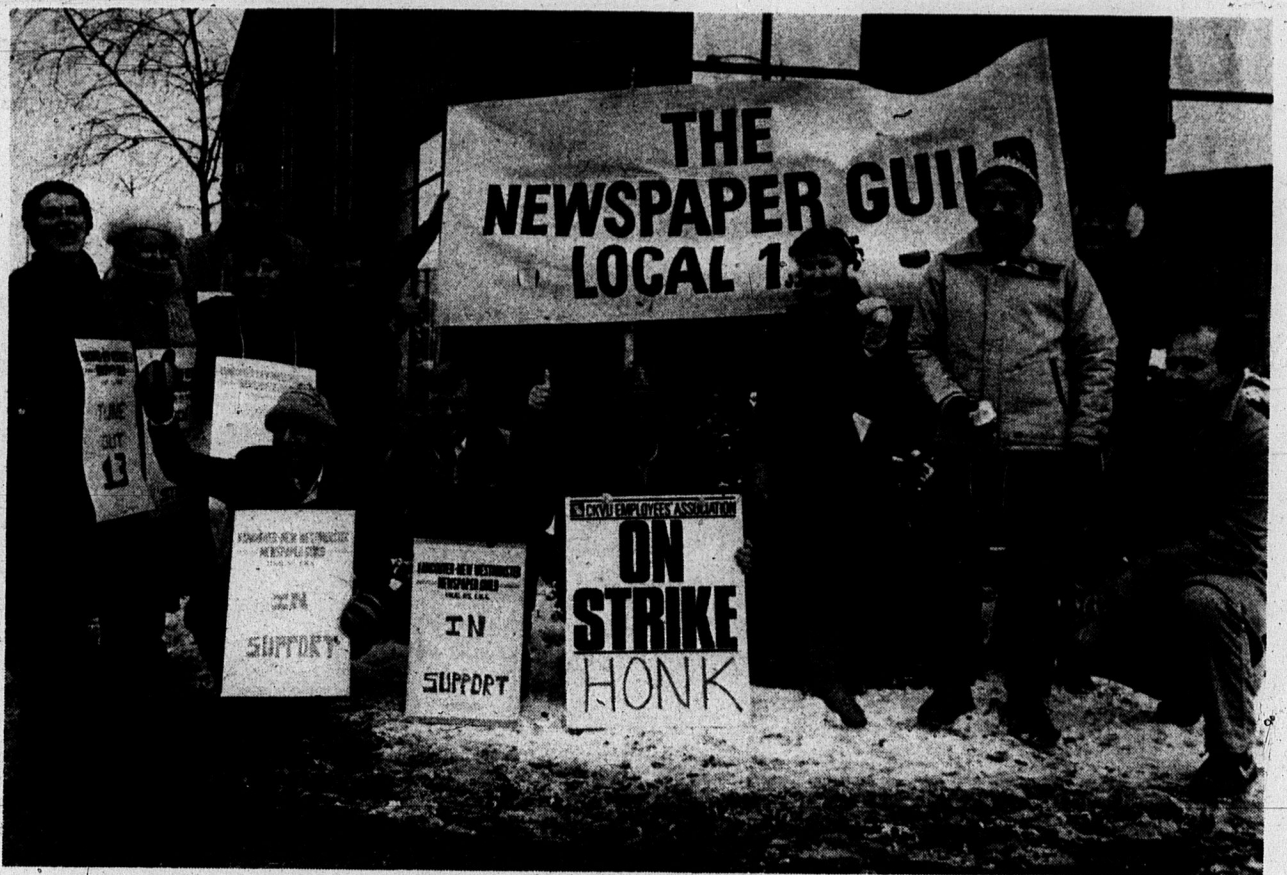
fied, with 12 hours' pay guaranteed for a "normal work shift" of four hours on five of them, with double-time thereafter, and double-time for all work required on the sixth, Christmas.

Grievance and arbitration machinery included in the contract calls for TNG's president and the head of the American Newspaper Publishers Assn. personnel-relations office jointly to select an arbitrator if the Guild local and publisher are unable to agree on one.

The new procedure is intended to ensure a more neutral selection process than that included in the old agreement between the papers and the independent association, which called for a local circuit court judge to make the selection, a Guild representative said.

Reimbursement rate for employees using their own vehicles on company business is set at 20 cents a mile, employees are guaranteed up to 10 days with pay if called to serve on a jury and provision for paid bereavement leave and unpaid leaves of absence also are included.

The contract also guarantees employees the right to withhold by-lines and credit lines from material to be published and calls for the removal of a by-line where it



Inter-media solidarity in Vancouver

Leaders and members of the Vancouver-New Westminster Guild provide lunch-time picket-line relief for members of an unaffiliated union who have been striking independent TV station CKVU in Vancouver since mid-November in quest of an

equitable new contract. The CKVU Employees' Assn. represents more than 100 employees of the station's technical, maintenance, clerical and news gathering and writing departments. The Guild also has made its offices available to the strikers.

is impracticable to bring substantive changes in copy to an employee's attention before publication.

TNG Representative James H. Griffin was the local's bargaining spokesperson in the talks that resulted in the settlement.

Canton rates rise by \$56 in new pact at Repository

Canton, Ohio—The top minimum for key editorial, advertising and circulation employees is raised by \$56 over the three-year term of a new contract between the Cleveland Guild and the Thomson-owned Canton Repository.

The \$56 increase, in three increments over the term, takes the top minimum for reporters, photographers and display advertising salespersons to \$502.86 a week. The first increase, \$20 retroactive to March 6, 1985, takes the top minimum to \$466.86 a week, followed by two increases of \$18 each on March 6, 1986, and on March 6, 1987.

The top minimum for circulation district persons also is raised by the same amounts on the same dates, with the total increase of \$56 taking the rate to \$446.57 on March 6, 1987.

Outside classified advertising salespersons are upgraded, with the top minimum for their job rising by \$104.36 over the term, to \$439.51 a week. The top minimum

is raised by \$72.90, to \$408.05 a week, retroactive from March 6 and by \$15.73 in each of the final two years.

The top minimum for classified telephone salespersons is raised by \$50.14, to \$227.18 a week, in increments of \$30.30 from March 6 and \$9.92 in 1986 and 1987.

The option of participating in a health maintenance organization in lieu of coverage under the health insurance plan will be made available to Guild-covered employees as soon as a locally sponsored HMO plan is opened.

A joint Guild-management committee is to meet to seek solutions to problems associated with video display terminals.

The top minimum for drivers is raised by \$32.41, to \$291.03 a week, while an addendum to the contract permits the company to transfer drivers' work to independent contractors through attrition.

The top minimum for library and office clerks and telephone operators is raised by \$34.05, to \$255.48, over the term, and that for maintenance employees is raised by \$32.41, to \$291.03.

Employees paid above the top minimum for their job will receive a general increase equal to 90 percent of the increase in the top minimum for their classification.



Globe bidder's demand halts talks

St. Louis—Talks between the St. Louis Guild and a prospective buyer for the St. Louis Globe-Democrat broke off Jan. 4 when one of two partners in the transaction insisted that the Guild contract for the employees include management rights provisions a Guild leader said would negate all employee protections elsewhere in the pact.

A federal bankruptcy court judge had approved the sale of the paper to the Veritas Corp., headed by a pair of local business executives, on condition that the buyers reach agreements with the Guild and the paper's creditors.

The paper suspended publication Dec. 6, leaving its 260 employees, most represented by the Guild, without a job or a final paycheck. The daily has been under protection of the bankruptcy

court since September. [Guild Reporter, Dec. 13.]

Trustee Edwin S. Jones said that the paper had "no money whatsoever" on Dec. 9 when the court appointed him to oversee the daily's operations, replacing owner Jeffrey M. Gluck.

When Gluck consented to protection by the bankruptcy court in September he listed debts of \$8 million, including back pay due employees. He valued the paper's assets at \$4.3, including nearly \$3 million in accounts receivable.

The prospective purchasers, William E. Franke and John B. Prentis III, who own and operate apartments in St. Louis and Florida, have offered to pay \$500,000 for the paper's assets, \$100,000 to employees and \$75,000 for lifetime subscriptions to the paper that had been sold by

Gluck, the Associated Press reported.

The pair also pledged to invest several million dollars in the paper.

Talks with the Guild broke off after Franke renewed a demand to include the management rights clause in any agreement with the Guild. Earlier in the negotiations, which began Dec. 31, the other partner had withdrawn the proposal.

"One paragraph" in the two-page management proposal "would wipe out the other 42 pages" of the Guild contract, according to Guild Executive Secretary Robert A. Steinke.

A Jan. 8 meeting of members of the local's Globe-Democrat unit was called for a report on the situation.

Job search underway as last C-J published

Columbus, Ohio—Efforts to help employees of the Columbus Citizen-Journal find new jobs were underway as the paper published its last issue Dec. 31.

Job counselling and placement services were being made available to employees of the paper under a "termination agreement" between the Columbus Guild and the paper's Scripps-Howard management. Terms of that agreement were bargained in the weeks preceding the year-end expiration of a joint operating agreement between Citizen-Journal and the Columbus Dispatch [Guild Reporter, Dec. 13].

The Dispatch, which performed commercial and production functions for both papers under the joint agreement, had refused to renew or modify it. The Dispatch took over the morning publishing slot Jan. 1, with the joint operation's demise.

Prospective sale of the Citizen-

Journal to one of a pair of investor groups that had announced plans to buy the paper and publish it independently fell apart as 1985 drew near its end.

Nyles V. Reinfeld, who in mid-November had announced that he would head an investor group that would buy the paper from Scripps-Howard, said Dec. 29 that he had fallen \$100,000 short of raising the \$1.5 million he needed to operate the paper.

At the same time, a group of newspaper executives that had announced early in December that they were negotiating with Reinfeld for the rights to operate the paper were unable to come to terms with the Ohio businessman on a satisfactory price.

An executive director of a management consulting firm in Bath, Ohio, Reinfeld earlier this year helped found an organization intended to provide a public forum for conservative religious and

political issues. While having said initially that he would not interfere with the paper's editorial policy, he later acknowledged that he would hold a seat on its editorial board.

Nine of the 65 editorial department employees represented by the Guild had secured new jobs by Jan. 6, a few were eligible for immediate pensions and planned to retire and at least one member of the unit was returning to school.

For those seeking jobs, Scripps-Howard paid the fee to register with a job bank and had asked other Scripps properties to give the former Citizen-Journal staffers priority consideration in filling vacancies.

An office was being maintained in the Dispatch building in a portion of the area where the Citizen-Journal had operated and telephones and long distance lines were available to former employees for job-related inquiries.

Assistance in preparing resumes and applying for unemployment benefits was also available.

In addition, the Guild's termination agreement called for Scripps-Howard to maintain employees' health insurance coverage for five months or until covered by another employer's plan and guaranteed severance pay of three weeks' to one year's pay, based on service.

Cx: Pottstown pact's for one year

The Guild Reporter erred in reporting in its Dec. 13 issue that the Philadelphia Guild's recent settlement at the Pottstown Mercury produced an agreement covering two years.

The new contract between the Guild local and the Ingersoll-chain daily is a one-year pact which increases covered employees' salaries by \$22 a week in two increments of \$11 each. The first \$11 increment is retroactive to Sept.

15, 1985; the second is effective March 1.

The March 1 increase will produce top minimums which include \$557.99 a week for reporters, photographers and outside advertising salespersons and circulation supervisors, and \$367.29 a week for telephone advertising solicitors.

Highlights of other provisions of the settlement were reported accurately in the Dec. 13 issue.

IERC sets vote for March 20-25 on increasing dues, benefit rates

(Continued from Page 1)
dates in a telephone meeting on Dec. 30.

Delegates to TNG's convention in June approved increases in the dues and per-capita rates and TNG strike benefits subject to ratification by Guild members in a referendum to be conducted after January.

The increases would, effective July 1, 1986:

- ✓ Raise the monthly Minimum Dues set forth in TNG's Constitution to a straight 6 percent of one week's regular compensation, from the current 5 percent plus \$1.50.

- ✓ Increase the formula used to calculate locals' monthly per-capita payments to TNG to a straight 1.939 percent, from the current 1.65 percent plus \$1.35. (The formula is applied to the reporter top minimum average in ef-

fect in Guild daily newspaper contracts annually to establish the per-capita rate of the next year.)

- ✓ Raise the basic benefit from TNG's Defense Fund to striking or locked-out Guild members by \$25, to \$125 a week, to be followed by increases of \$10 on July 1, 1987, and again on July 1, 1988, and another increase of \$5 on July 1, 1989, putting the weekly benefit at \$150.

The proposals are part of a larger package to renovate the union's finances at both the local and international levels approved by the convention.

The parts of the finance package which took effect upon approval by the convention were:

- ✓ An increase of \$1 million, to \$6 million, in the asset level of TNG's Defense Fund at which higher dues to build the fund are cut off.

- ✓ Implementation of higher dues effective Aug. 1 to build the fund to \$6 million and authorization for an additional month of higher dues after that level is reached to fund the union's severance pay liability to its employees. [Dale forsee lower dues in March, Page x.]

- ✓ Extension to February 1987 of a temporary reapportionment of TNG's per-capita income which puts 85 percent in the General Fund and 15 percent in the Defense Fund, rather than an 80-20 percent split.

- ✓ Authorization for the IEB to buy or build or lease with an option to buy a new TNG headquarters to enable the union to realize savings on rental costs and acquire "an income producing home of its own." [See: 'Major steps taken on headquarters,' Page 1.]

Ad, news top up \$100 in San Diego

(Continued from Page 1)

An employee's employment anniversary date is added as a holiday, bringing to eight the number annually.

Bonus formulas for circulation district managers and classified telephone salespersons are improved and photographers are guaranteed half of the proceeds from the sale of their photographs to a newspaper or magazine not affiliated with Copley Press.

Added to the contract is a requirement that an employee's permission be obtained before a byline or credit line is reused on material furnished to another publication.

Sexual or affectional preference

is added to the fair employment practices clause, which protects employees against discrimination because of a variety of factors including age, sex and national origin.

The top minimum for library assistants is raised by \$61.62, to \$462.12 a week, while library technicians are upgraded to the same group, raising their top minimum by \$92.50 a week.

Other increases and resulting new top minimums include:

Editorial office clerks—Up by \$52.17, to \$391.23 a week, in increments of \$10.17, \$7.37, \$8.43, \$6.92, \$9.44 and \$9.84.

Senior clerks—Up by \$60.97, to \$457.21 a week, in increments

of \$11.89, \$8.61, \$9.86, \$8.08, \$11.03 and \$11.50.

Circulation sales representatives—Up by \$74.08, to \$555.58, in increments of \$14.45, \$10.46, \$11.98, \$9.82, \$13.40 and \$13.97.

Lowered dues seen possible for March

(Continued from Page 1)

uary collections will not be sufficient to make up the short-fall.

He pointed to two reasons for the situation: "amounts received [by TNG] from locals have been lower than anticipated and approximately one-third of TNG's 80 locals are delinquent" in their payments of higher dues to TNG. "Twelve locals had remitted no 2(d) dues payments whatever" since the levy began, he wrote.

"Estimates of the amounts outstanding from delinquent locals, however, still would not bring the [Int'l] Defense Fund to the \$6-million mark and fund the \$400,000 needed for TNG's Severance Fund," Dale added.

TNG's 1985 Convention in July authorized the higher dues to increase by \$1 million the asset level of TNG's Defense Fund at which higher dues to build the fund are cut off, plus one additional month of the levy to eliminate a short-fall of approximately \$400,000 in TNG's severance-pay fund for its employees.

At one time, it was estimated that five months' higher dues would be necessary to accomplish the two goals, with the levy ending with dues due in December. Defense Fund payment of benefits to Guild members who struck the Philadelphia Inquirer and Daily News for most of September and October added one month, with the

extra levy then projected to end with the payment of dues scheduled for payment in January.

The 12 locals which had remitted no higher dues payments to TNG through Jan. 6, Dale wrote, were: Bakersfield, Chicago, Columbus, Gary, Kingston, Indianapolis, Lexington, Pawtucket, Peoria, Puerto Rico, Windsor and the Wire Service Guild.

Higher dues add amounts ranging from \$2 a month—for members making less than \$55 a week—to \$30.35 a month—for those making \$995 and up a week. Before Oct. 1, the upper limit was an extra \$28.85 a month, for those making \$945 or more per week.

Option to quit held same as discharge

San Diego—A secretary given the choice of resigning or being fired after five weeks on the job actually was "constructively discharged," an arbitrator has held in ordering Copley's San Diego Union and Tribune to reinstate the employee and make her whole for lost pay and seniority.

Arbitrator Sara Adler based her finding on the company's failure to provide the two-weeks of training it had promised when the grievant was hired shortly after graduating from a secretarial program.

While the company is not required to retain an incompetent

employee, it is "at least required to provide the training promised," Adler said, adding that there is "no way to judge if the grievant would have been able to perform at a sufficient level with the promised training."

In finding that the grievant was constructively discharged even though she opted to resign, Adler noted that there "appears to be unanimity among arbitrators" that an employee given the choice of resignation or discharge has been constructively discharged.

She ordered the company to reinstate the grievant to the same or an equivalent position.

IT



Exchange rates skew listings, member says

SEATTLE, WASH.

Editor:

You have been doing something so incredibly misleading for so long that I finally am compelled to write you.

The last edition of the Guild Reporter was typical. The pay scales for the U.S. and Canada were ranked with the Montreal Gazette second on the list at \$826. Another article reported a new top minimum of \$796 for Reuters in Canada. Someone there must certainly know that the Canadian and American dollars now are substantially different and cannot be lumped together in a ranking of salaries—unless this is a deliberate attempt to mislead.

However, I have never seen any indication that the amounts have been converted to make the figures meaningful. (If you have converted them, it should be men-

SEEMS TO US

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.

Victoria leader thanks locals for aid on budget

VICTORIA, B.C.

Editor:

Back in January of this year [1985] we wrote to locals asking if they had an annual budget, and, if so, how they went about drawing up such a document.

The response was strong. Not only did many reply, but several sent copies of their budgets, other papers and offers of further assistance.

As a result, the Victoria local will launch its first budget in 1986.

We wish to express our sincere thanks for all the help. If any local wants a copy of our results, please just ask.

BOB POLMATEER
President
Victoria Guild

Editor's note: This is the first issue of the Guild Reporter to be published since Brother Polmateer wrote on Dec. 18, 1985.

LOCAL ELECTIONS

Buffalo

Kim Klesty, president; Randy Rodda, vice president; Dennis Corbran, secretary; John Panasiwicz, treasurer.

Canadian Wire Service

Bruce Wark, president (Wark, 391; Paul Kidd, 258); Bob Fife, vice president-CP/BN (Fife, 299; Tim Avery, 261); Dan Oldfield, vice president-CBC (Oldfield, 385; Tom Aubin, 253); Joe Lukach, vice president-Reuters; Diane Menzies, secretary (Menzies, 333; Judy Creighton, 316); Joan Anderson, treasurer; Warren Caragata, CP-BN branch director; Dan Zeidler, CBC branch director (Zeidler, 237; John Calver, 204).

Montreal

Larry McInnis, president; John Belcarz, 1st vice president; Bob Hill, 2nd vice president; Karen Janigan, secretary-treasurer.

Pacific Northwest

Gil Bailey, president; John Gillie, vice presi-

dent; Dick Hubbell, secretary; Jack Hopkins, treasurer.

San Jose

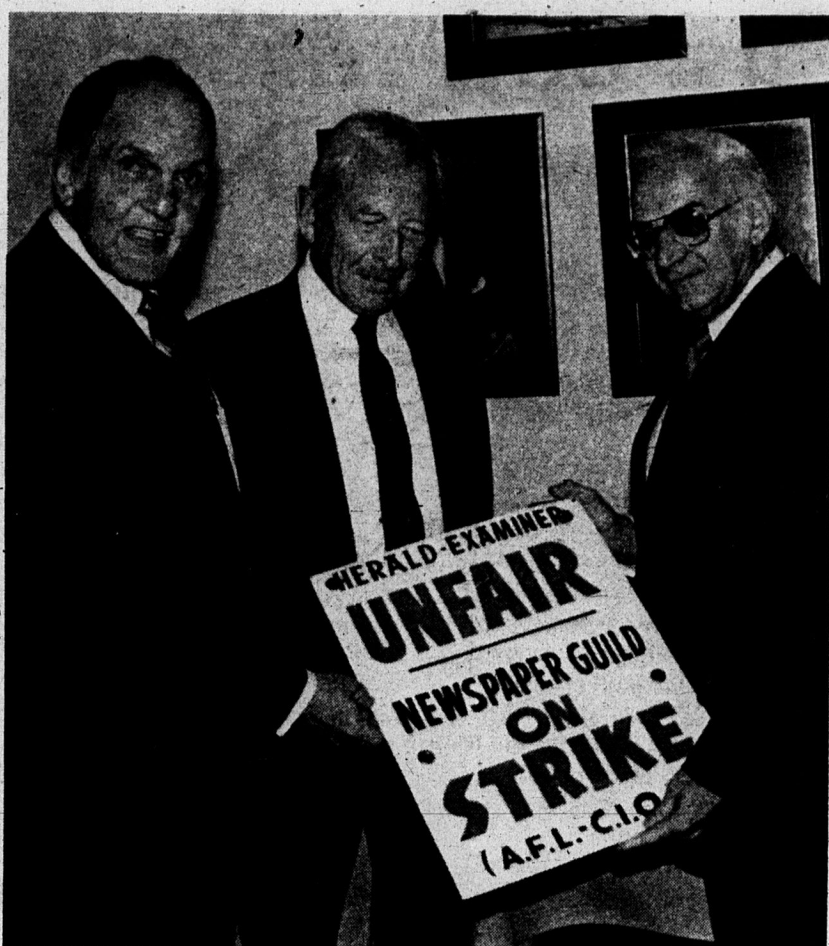
Bill Ernst, president; Bill Phillips, vice president; Frank Sweeney, secretary-treasurer.

Toledo

Howard Burkhardt, president (Burkhardt, 108; Isiah Lewis, 91; Dennis Lajiness, 111); Dennis Lajiness, vice president (Lajiness, 117; Jeanne Walker, 80; Burkhardt, 1); Robert Speck, secretary (Speck, 121; Madelyn Grato, 74); Robert Dailey, treasurer (Dailey, 182; M. Blackburn, 1).

Wire Service

William Morrissey, president; William Gillen, AP-vice president; Susanne Fowler, UPI-vice president; Dan Carmichael, secretary-treasurer; Adolphe Bernotas, AP-delegate; Jon Frandsen, UPI-delegate (Frandsen, 121; Arthur McGinn, 80).



'HerEx' strike reunion

Three who played major roles in the strike-lockout at Hearst's Los Angeles Herald-Examiner that began Dec. 15, 1967, pose with a picket sign from the eight-year dispute during a reunion of participants at the Los Angeles Press Club Dec. 13. From left: Robert A. Steinke, now St. Louis Guild executive secretary, then an international representative; Gene Bradford, who was Los Angeles Guild treasurer and chair of the strike finance committee; TNG Secretary-Treasurer Charles Dale, then a Guild field staffer. Persons attending included representatives of the Mailers and Typographical Unions.

ARBITER PROMULGATES RULES

Overtime queries bring back pay in San Jose

Adapted from "The Guild's Paper,"
Publication of the San Jose Guild.

San Jose—The San Jose Guild achieved a partial, but substantial, victory in a long-fought overtime dispute with the Mercury News when an arbitrator directed the company to revamp its overtime practices.

The decision, a bench award issued last summer, came on the heels of a federal order to the Mercury News to pay more than \$14,000 in back overtime to 33 employees.

The Wage & Hour Division of the U.S. Labor Dept. ordered the money paid less than a month earlier following completion of an investigation launched in the fall of 1984.

While the Guild has not called in the government, it did co-operate with its investigator.

Back-pay to the 33 employees ranged from \$42.03, for a business writer, to \$2,275.65, for a sports writer. A photographer received \$1,649.25; a features writer, \$1,628.60; and another business writer, \$1,195.66.

The total was \$14,306.33.

Meanwhile, arbitrator Donald H. Wollett issued a bench award in the middle of a hearing on the Guild's overtime grievance, which paralleled but did not overlap the federal case.

In essence, Wollett found the Mercury News has violated the contract, and ordered the company to follow his award and notify all employees of its three points:

"1. Overtime shall be worked only when authorized by the em-

ployer or its representative, prospectively or retroactively.

"2. Authorized overtime which is worked shall be paid at the rate of time and one-half in cash. Compensatory time off for working overtime is not permitted under the collective bargaining agreement between the San Jose Mercury News and the San Jose Newspaper Guild.

"3. Unauthorized overtime shall not be worked."

In addition, the arbitrator retained jurisdiction in the case should the Guild wish to reconvene the hearing over the "implementation of, and compliance with," the award.

The overall decision was a compromise. While Wollett said he was ordering the company to comply with the contract and his award, he specifically rejected the Guild's 19 overtime claims, which totaled about \$14,000. In doing so, he noted "none of the employees made claims to the Guild or the employer."

However, Wollett indicated at the hearing that if the Guild has to invoke the arbitrator's jurisdiction in the case, any future claims might be an entirely different matter.

In effect, the arbitrator put the company on notice that it has to put a stop to free overtime and illegal compensatory time off.

A major difference between the arbitration and the federal investigation was that the money the government ordered paid was only for comp time, and has been voluntarily calculated by the employees involved.



'Guilded' holiday greetings

Philadelphia Guild Administrative Officer Bill Barry's holiday greeting card to friends in the union combines traditional wishes for the season with a Guild message. The card was drawn for

Barry by the late Fred Wright, internationally renowned labor-press editorial cartoonist, when both were on the staff of the United Electrical Workers. Barry now has adapted it to the Guild.

Boycott of Hyatt urged at Super Bowl

Washington—Guild members assigned to cover this year's Super Bowl are being asked to honor a boycott of the Hyatt Regency New Orleans called by the Service Employees Int'l Union.

About 300 of the hotel's service and maintenance employees, represented by an SEIU local, have been seeking an initial contract since organizing a union more than four years ago.

Although union and management bargainers reached an agreement last year, after a federal court found the hotel guilty of unlawfully refusing to bargain, corporate officials have refused to sign and implement the agreement, the SEIU reports.

The SEIU and the National Football League Players' Assn. plan to picket the hotel, designated a Super Bowl press headquarters, and other events associated with the game, SEIU President John Sweeney said in a letter asking for Guild members' support.

While confident that the courts will vindicate the union's position "in the long run," that process "will take much too long," Sweeney said, explaining that to facilitate the employees' struggle "for dignity and decent wages," the union has called the boycott of the New Orleans Hyatt plus all non-union hotels in the chain.

In a Dec. 20 letter to Guild locals TNG President Charles A.

Perlik, Jr., urged officers to bring the boycott to the attention of members, including those who might be assigned to New Orleans to cover the Super Bowl.

Perlik also has advised the Hyatt chain's sales manager that unless the dispute at the New Orleans Hyatt is resolved soon TNG will have "no alternative" but to cancel arrangements for its 1987 Convention scheduled for the Hyatt Islandia in San Diego.

The Buffalo Guild in October withdrew its bid to host TNG's 1986 Convention because of the inability the hotel employees' union there to resolve differences over recognition with management of the Hyatt Regency in Buffalo.

Photocopier hazards called as complex as machines

Dear Mr. Ramazzini:

I'm an employee of a large firm in Vancouver and I seem to spend about half of my working day with a photocopier, copying legal documents, briefs, that sort of thing.

Our copier is a large one, and a late model at that, but it's located in a very small room that's poorly ventilated and it seems to give off a lot of fumes.

Can you tell me—what are those fumes, and could they be hazardous to my health? —Concerned Copyist

Dear Copyist:

Good questions. In a word, yes. You're right to be concerned about those strange odors emanating from your copier, especially as the machine is operating in a confined, badly ventilated space.

Are the fumes hazardous? That's a little harder to answer because it depends on just what kind of gas it is and how much of it is present in the air.

Sorry to be so non-specific, but the potential health hazards of photocopiers are as complex as the technology of the machines themselves. To understand the potential problems it's necessary to understand how photocopiers work.

There are four types of photocopying machines in use in Canada today, but only two of them—xerography and liquid toner transfer (or LTT)—are really common.

The other two, dielectric transfer and zinc oxide treated paper, are older technologies which probably will disappear completely in the next few

This is an adaptation of a column run regularly in the publication of the Canadian Centre for Occupational Health and Safety titled "At the Centre."

The column is titled "Ramazzini's Corner," after Bernardino Ramazzini (1633-1714), an Italian doctor regarded as the parent of occupational medicine. Material for the column is taken from responses to questions submitted to the center.

Ramazzini once wrote that "when a doctor visits a working-class home, he should be content to sit on a three-legged stool if there is not a guilded chair, and he should take time for his examination; and to the questions recommended by Hippocrates he should add one more: 'What is your occupation?'"

years, so let's concentrate on xerography and LTT.

Both methods employ an electrically-charged rotating metal drum or belt which comes into direct contact with the copy paper. Using a system of mirrors and lenses, a bright light shines through the original document and onto the charged drum or belt.

Now the dark areas on the original—that is, the lettering—will not allow the light to pass through, but the white areas will. Where the light hits the drum it will neutralize the electrical charge on the drum or belt.

But, where no light reaches the drum or belt, the electrical charge will remain. That's why you need a sharp, black original to get a decent copy.

Now, at this point the xerography and LTT systems differ slightly. In xerography a powder of fine black particles—either fine steel, silica or glass beads, mixed with a minute amount of carbon black and a meltable plastic resin—is brushed or dropped onto the charged surface.

The fine beads are called the "carrier," the carbon black and resin are

the "toner." Both will cling to the areas where the electrical charge remains. Copy paper is then passed under the drum or belt, and the toner fuses to it after the low-melt plastic particles are heated by a high-intensity lamp.

In the LTT system, as the name implies, a liquid is used in place of the powder. It adheres to the drum in the positively charged regions. But the copy paper also is moistened with a liquid known as isodecane solvent.

The solvent fixes the image to the paper but heat and/or air currents are then necessary to dry the paper.

CAN ALL THIS carrier toner stuff be hazardous to my health?

The first concern, especially with dry copiers, is toner dust. Health hazards from toner dust are now thought to be minimal, but it is still a nuisance. Be careful when adding toner to the machine, make sure the waste toner receptacle is cleaned frequently and don't just tap the waste toner into an open waste basket—place it in a plastic bag and tie the top.

With liquid copiers, watch out for isodecane fumes. An organic solvent,

isodecane can produce dizziness, headache and nausea when inhaled in high concentrations. Also, avoid skin and eye contact.

Properly maintained, liquid copiers should not produce too high concentrations of isodecane fumes. Good ventilation can dilute the fumes to well within acceptable levels.

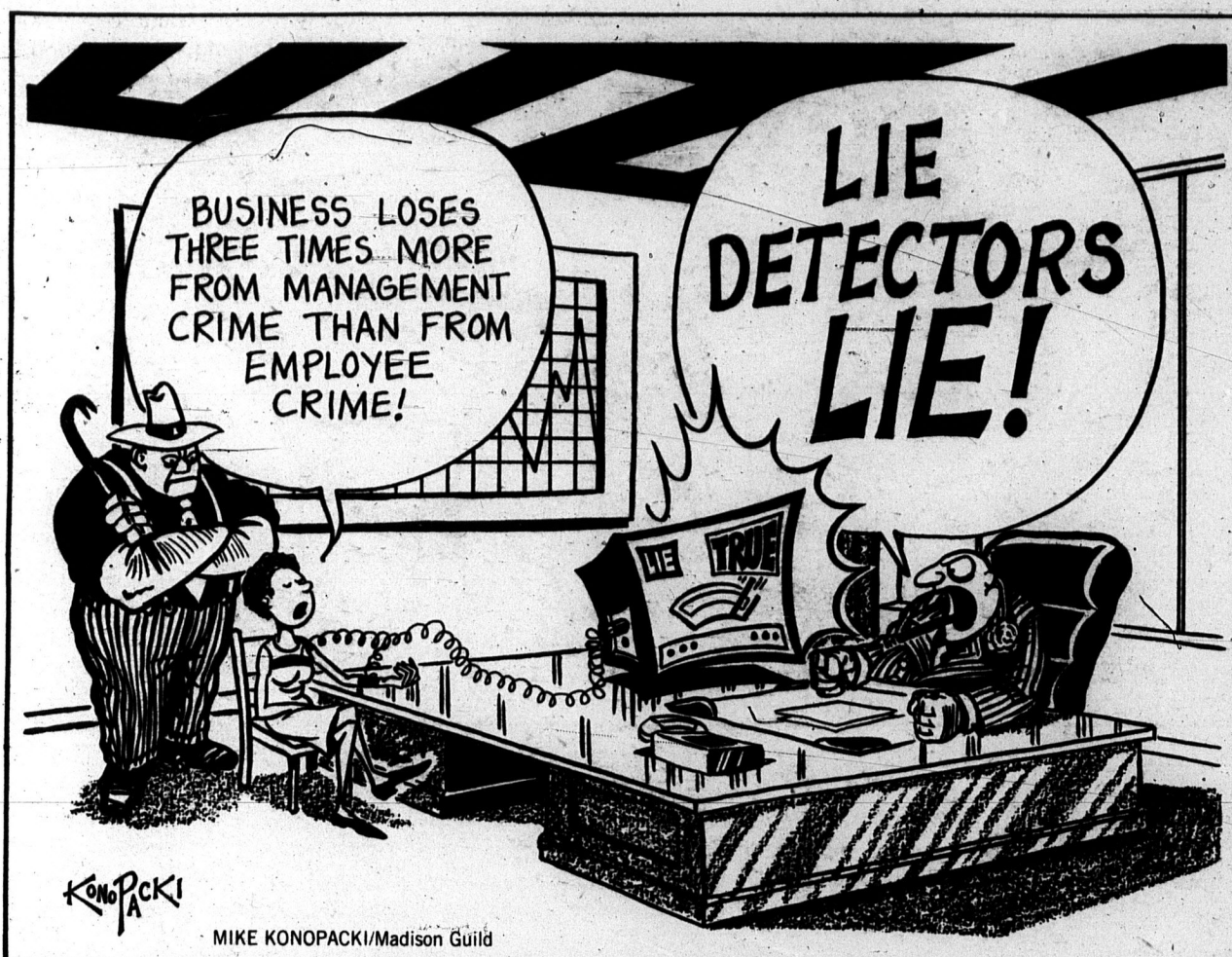
Once again, waste liquid toner should be securely capped before disposal. Some LTT machines have produced problems with isodecane fumes.

In older xerographic machines, ozone, a highly reactive and unstable gas, was a concern. They produced exposures to the gas that were in excess of acceptable levels, but this is not a problem in today's machines. You can easily smell ozone, which gives off a metallic, pungent odour.

Finally, there is the question of exposure to ultraviolet light and radiation. In most cases the ultraviolet rays will not pass through the glass plate on top of the machine.

As for the extremely bright light visible through the glass plate, as a precaution replace the plate-cover over the copy before starting the machine and look away from the cover while the light is on.

Copyists like you should ask to see information companies provide in their "environmental data" packages for each machine. These packages are easy to read and clearly set out the extent of isodecane emissions along with noise levels and the extent of ultraviolet light.



'THE OBSERVER' VS. THE 'ALT KEY'

Interfacing quills, bauds, modems

By Russell Baker

ON AN ISLAND SO electronically innocent that it has but one television station and less than 20 hours of programming per week, I am assembling my own word-processing system.

It will make writing far, far simpler than it is with the quill-pen-and-parchment system that has burdened me these 30 years past.

The man who supplies my quills said I was mad. I replied:

"Mad, you say? Mad? They said Caesar was mad, they said Genghis Khan was mad. And Napoleon was surely the maddest of them all."

"That's Eduardo Ciannelli's great speech in the 1939 'Gunga Din,'" said the quill retailer, "and it doesn't apply in the present case because Ciannelli merely intended to wipe out the British Empire while you intend to assemble your own word-processing system with no help except the manufacturers' manuals, which are written in Japanese or, worse, in American engineers' English. Against the British, Ciannelli had a chance. You, on the other hand, are mad."

THAT WINDY insult did not send me stalking from the quill shop announcing I would never return. And so I have not had to grovel each time I've been back for fresh quills these past five months.

Yes, of course the toil required to make writing so simple is very, very complicated. Still I make a

This "Observer" column is reprinted with permission from the OpEd Page of the New York Times of Dec. 18, the same day the editor of the Guild Reporter spent in training aimed, along with the manufacturer's manual, at making it possible for him to utilize the word-processing program of TNG's new computer system to write and transmit via telephone lines copy for future editions of the Guild Reporter to the GR's type-setting shop.

little progress every month. Late yesterday, for example, after six weeks of nearly round-the-clock despair, I achieved interface with my daisy-wheel printer, an extremely subtle machine which prints C.P.S.

My quill merchant had never heard of C.P.S. Imagine that. I had to explain that it was a Japanese term meaning "characters per second." The poor boob. With his quill pens he was really in another century.

"Why do you want to write characters per second?" he asked. "I thought you wanted to write hack journalism, not huge novels packed with characters like Dickens did."

These island rustics must have their little joke. "How many characters could Dickens write per second if he lived today and wrote on your machine?"

"Hundreds," I said, because to tell the truth I keep forgetting my printer's C.P.S. capacity. The number 7,800 keeps wanting to bounce off my tongue, but that may be the number of bauds in my modem.

I haven't tried for interface with the modem yet, but a glance at the manual told me it was absolutely packed with bauds. No, that glance didn't tell me what a baud is, but I sure know what a modem is: Achieve interface with your modem and you can automatically phone publishers all over the world and pour your great novels into their printers.

Unfortunately the modem manual opens with a warning:

"Before plunging into the baffling electronic nightmare involved in getting this modem to work, notify your telephone company what you are doing, as your work may result in destroying your local phone system, thus requiring the phone company to recover

massive repair costs by hauling you through the courts."

That cooled my modem zeal temporarily. It's there in the corner under that stack of parchment, patiently restraining its zillions of eager little bauds.

And what's the hurry? When the system is finished, writing will be so simple that I can take a year off to recover, then have the printer use its copious C.P.S. capacity to knock off a Dickensian best seller in a week or two.

The printer may be working by late summer. The interface achieved yesterday, alas, was not the triumph it seemed when I called in the quill dealer for celebratory champagne.

"It refuses to write anything except 'The quick brown fox jumped over the engineer's incomprehensible English sentences,'" the quill merchant correctly observed. "Make it write 'It was the best of times, it was the worst of times'."

He knows how to twist the knife, that quill salesman. Achieving interface, I had to tell him, was not the same thing as configuring. For the past several midnight I have been deep in the manuals on the art of configuring. All begin with the line, "First apply to a good Japanese school of engineering."

HAH! IF THAT quill peddler caught me doing that, he'd never stop laughing. I shall go it alone, even though when defining special printer modes I may be required to enter nonprinting ASCII characters as part of the printer code, and to master entering the nonprinting characters by depressing the ALT KEY and typing the three-digit ASCII decimal code for that character.

How simple writing will be, eventually.

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As they put it

A question of trust

Not for the first time, George P. Shultz has served his country well. He made his mark as Secretary of Labor and Secretary of the Treasury before joining the Reagan administration as Secretary of State. In each of these posts, he earned respect even among those who did not always agree with him.

Now, by his bold stand on so-called lie detector testing, he has earned admiration as well as respect.

Secretary Shultz was repelled, and properly so, by President Reagan's initial acquiescence in a Big Brother policy that would subject government workers and employees of government contractors to wide-scale interrogation by polygraphy—that electric-chair device that judges a person's truthfulness by how nervous the subject is when responding to a question.

The Secretary of State made clear that he considers these devices unreliable and demeaning, with at best limited usefulness under exceptional circumstances.

The first time he was required to take such a test, Mr. Shultz said bluntly, would be the last time. If he wasn't trusted, he would quit.

The immediate outcome was that the White House blinked and backed off from its scattershot Big Brother approach.

But that should not be the end of the matter. Pending in the House is a committee-approved bill that would bar the use of polygraph tests by most private-sector employers—whether to interrogate their employees or to screen job applicants.

The union movement has long supported such legislation. As an AFL-CIO convention resolution noted, polygraph devices have been used to intimidate workers and to pry into their personal lives and union sympathies.

Polygraphs are too unreliable to be admitted as evidence in court. But even if they could detect untruths more consistently, there would be strong objections to their routine use.

It is demeaning to a store clerk as to a Secretary of State to be strapped to a polygraph. The bill to prevent this should be passed by the Senate as well as the House—and signed into law by President Reagan.

Otherwise, the brave words of George Shultz largely will be wasted.

—An editorial in the AFL-CIO News

Today, with spying in the news, he [the president] has his chance to crack down on internal dissent by using the concern about espionage.

The central fact is that the polygraph is the spy's best friend. The professional agent is trained to fool the machine.

Polygraphs are dangerous not only to the rights of individual Americans, who should not have to undergo mental torture to keep their jobs, but also to security bureaucracies, which routinely "clear" the real spies who know how to beat the machines.

—William Safire, former Nixon aide, in the New York Times

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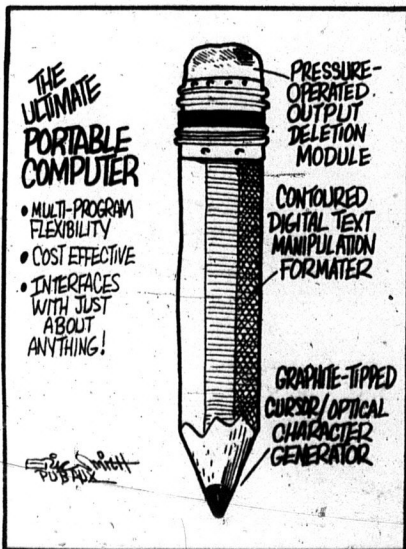
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