The GUILD REPORTER

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Tally confirms finance package approval

Washington—It's official. TNG's membership has ratified the three-part finance proposal recommended to it by last summer's convention to complete a larger package aimed at renovating the union's finances at both the local and international levels.

In the process the membership enacted the first change in the basic, 5-percent rate of the Guild's minimum dues since it was put into the union's constitution by the 1956 Convention, nearly 30 years ago.

The membership did so by a 2,305-vote margin in the Guild-wide referendum conducted March 20-25. Just under 31 percent of the 31,225 members eligible to vote on the question did so.

Official count, tallied and certified by the Int'l Election & Referendum Committee April 9 in a meeting at TNG headquarters, was 5,942 votes in favor—62 percent of those cast and reported to the IERC; 3,637 votes against—38 percent.

The result of the referendum means that, effective July 1:

- The monthly Minimum Dues Schedule in TNG's Constitution will increase to a straight 6 percent of one week's pay, from 5 percent plus $1.50. Two-thirds of the Guild's members will not be affected by the new rate since they are in locals with dues rates now at 6 percent or more.
- The basic strike-lockout benefit from TNG's Defense Fund will increase by $25, to $125 a week. It will go up an by an additional $10 on July 1 of 1987 and 1988 and then by $5 on July 1, 1989, to $150 a week.
- The factor by which locals' monthly per-capita payments to TNG are calculated will be simplified and increased to a straight 1.939 percent of the average daily-newspaper reporter top minimum calculated as of each April 1. The factor currently is 1.65 percent plus $1.35. Changes in the per capita do not affect members' dues rates.

The referendum results certified by the IERC show that majorities of voters in 43 locals—60.6 percent of the 71 with members eligible—marked their ballots in favor of the proposals.

The IERC's tally also showed that majorities in 25 locals—35.2 percent of the 71—voted against them.

Voters in one local, Kenosha, split evenly on the question.

Neither returns nor ballots were received by the IERC from two locals, Columbus and Pawtucket.

Locals in which majorities voted to ratify the measures ranged in size from Lexington, which had three voters eligible, and Sioux City and Utica, with eight and six eligibles respectively, to Southern Ontario, with 2,206 eligibles, and Northern California, Philadelphia

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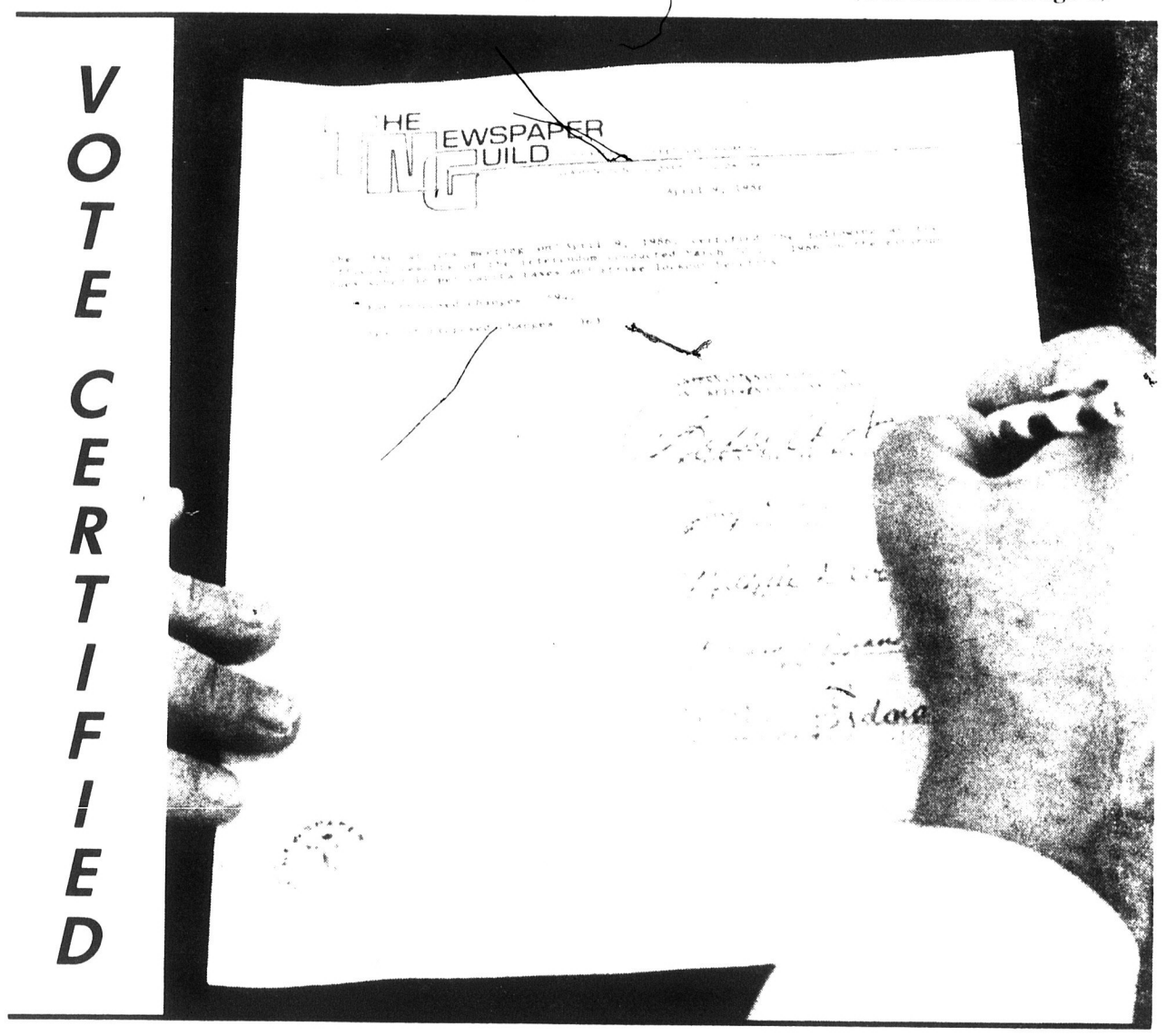

Debate surrounds Swedes' report on VDTs, pregnancies

Debate and concern were continuing over a preliminary report of a study by a Swedish research team that initial results of their experiments show that one kind of simulated VDT emission can cause malformed fetuses in laboratory mice.

Various occupational health scientists and administrators as well as VDT-industry representatives and occupational safety advocates alternately were praising and criticizing the study's preliminary findings and/or its methods.

One of the researchers, meanwhile, in an interview with the editor of VDT News, weighed into the controversy directly by defending the team's continuing research and criticizing officials of its sponsoring agency for releasing the report without informing the researchers, then two weeks later discounting their work.

In a telephone interview, Dr. Bernhard Tribukait of the Karolinska Institute in Stockholm told Mark Pinsky of VDT News that developing mouse fetuses exposed to VDT-like pulsed magnetic fields suffered an unusual number of rare, external abnormalities; at nearly five times the rate of unexposed control mice.

"We need to look more carefully at the external malformations," which included clubbed feet, "open eye" and umbilical hernia, Tribukait said, VDT News reports in its latest issue.

TNG Director of Research & Information David J. Eisen, in charge of the union's health and safety program, agreed, pointing out that the Swedish study is "the first anywhere to investigate the effects of VDT-specific radiation on reproduction."

"While not finally conclusive, its results sound a serious warning signal" and should bring about studies of birth abnor-

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Average reporter top raises per capita 42¢

Washington—With the average daily newspaper reporter top-minimum being paid under Guild contracts on April 1 up by $25.47 a week over a year earlier, per-capita payments by Guild locals to TNG will increase by 42 cents, to $10.99 a month, on May 1 under a constitutional formula linking the two.

The per-capita increase applies only to the monthly payments made by locals to TNG. It does not affect members' dues.

The increase is 20 cents less than the record increase of 62 cents under the formula in the spring of 1981 and five cents less than last year's 47-cent increase.

TNG's General Fund will receive 35.7 cents of the 42-cent increase and the Defense Fund the other 6.3 cents, TNG Secretary-Treasurer Charles Dale said in an April 3 letter to locals announcing the new per capita.

The General Fund's portion of the new, $10.99 per capita will be $9.544; the Defense Fund will receive the remaining $1.446. The allocation takes place under a constitutional formula that apportions to the Defense Fund 15 percent of each per-capita payment, less $1.35.

The 85-15 percent apportionment will revert next Feb. 1 to an 80-20 percent division between the two funds, as it was before TNG's 1982 Convention enacted the 85-15 division as a temporary measure to shore up TNG's General Fund. Last summer's convention extended the 85-15 apportionment through next January.

TNG's Constitution also includes the formula for computing the per-capita payment. Adopted by the 1964 Convention, the formula ties the per capita to a percentage of the average reporter top minimum in effect in Guild contracts each April 1 at newspapers published at least five days a week.

The new-top minimum average, computed from 115 contracts, was $584.11, an increase of 4.56 percent over the April 1985 average of $558.64. That average produced a per capita of $10.57 that took effect on May 1, 1985.

The $584.11 top-minimum average was multiplied by 0.0165 (1.65 percent), producing a figure of $9.63781, rounded to $9.64 under the constitutional formula. An additional $1.35—10 cents voted by the 1969 Convention, 75 cents voted by the 1978 Convention and 50 cents voted by the 1981 Convention—was added to produce the $10.99 per capita.

In establishing the per-capita formula in 1964, TNG determined that the then existing per capita of $2.30 represented 1.625 percent of the 1964 top minimum average of $141.38 a week. The 1967 Convention changed the formula to 1.65 percent.

The factor will be changed to a straight 1.939 percent on July 1, replacing the current 1.65-percent-plus-$1.35 formula. The revised per-capita formula was part of the finance package approved by members voting in the March 20-

(Continued on Page 6)

First $900 reporter top at a daily

New York—The first reporter top minimum of more than $900 a week under a Guild daily newspaper contract went into effect March 31 as the New York Guild's contracts with the city's three major dailies entered their final year.

Top minimum for reporters and photographers at the New York Times went to $929.16, up by $44.,16, while the top minimum for the jobs at the Daily News was raised by $44.28, to $853.89, and at the Post by $38.85, to $826.65 a week.

In Canada, meantime, the top minimum for reporters and photographers under the Vancouver-New Westminster Guild's contract with the Vancouver Sun and Province went up March 1 by $54.14, to $827.59 a week, to become the highest reporter top minimum in that country.

It took the lead over an $826 weekly top minimum for reporters and photographers covered by the Montreal Guild's contract with the Montreal Gazette. The Gazette top minimum will go up by $33, to $859, on July 1.

ANPA urges new 'status' for reporters

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THE SHORT OF IT

COMES NOW the Sunday New York Times (March 9) to report that both the corporate and literary worlds are "replete with . . . people who refuse to give up their clankety old" manual typewriters for electrics, word processors and computers. Among them: Robert Penn Warren, recently named U.S. poet laureate, three-fourths of the writers at the New Yorker magazine, the news editor for NBC Nightly News, Gilbert Millstein, who would "just rather use a manual," and Mark Stroock, corporate relations director at the Young & Rubicam ad agency, who has "been using one since 1941" and is "quite happy with it." According to one manufacturer's estimate, about 10 percent of 2.6 million compacts and portables sold this year will be manuals, with prices of $40 to $80. Mark Twain, by the way, was the first author to submit a typewritten manuscript to a publisher. . . . . "Weightiest" newspaper in the U.S.? The Los Angeles Times, way out in front at a total of 825 pounds, an average of 2.3 pounds per day, in 1984, the last time it checked, reports Media Industry News Letter. Second, the Dallas Morning News, 730 total pounds, 2.0 daily; third, the New York Times, 675 pounds, 1.8 pounds per day on average.

The news industry: **With an explanation perhaps only too familiar to employees of dailies purchased by the Capital Cities chain, ABC News was to have dismissed for reasons of efficiency 80 to 90 employees, mostly editorial staffers, by April 11—a staff reduction of 7 to 8 percent, according to Broadcasting magazine. At about 1,100 now, ABC News already had the leanest staff of the three networks. News employees number about 1,300 each at NBC and CBS. CBS cut back last year. . . . . For 1985's first nine months and for the full year USA Today's operating losses were significantly less than in 1984, but they were higher in 1985's fourth quarter thanks primarily to a breakfast-cereal box-top promotion, Gannett reports to its stockholders. According to Editor & Publisher magazine, it was a promotion that got out of hand. Some 450,000 people mailed in eight boxtops and a coupon entitling them to six months of the paper free. "Do you know how expensive" it is to service 450,000 new subscriptions all over the country? one newspaper executive asked an E&P reporter.**

Labor beat: A Texas law banning "mass picketing" has been voided by a federal court for violating the First Amendment right to freedom of expression. The statute had forbidden more than two pickets at any time within 50 feet of each other or within 50 feet of the premises being picketed. It included in its definition of "picket" any person acting for an organization attempting to induce anyone not to enter the picketed premises or observing the premises to ascertain who enters. Said the U.S. District Court for Eastern Texas to the state's argument the number and distance formula was needed to prevent violence: "The state cannot validly argue that when two persons stand 50 feet from each other and from a company entrance, there is, perforce, a clear danger of violence." The law also permitted discretionary arrests of pickets using such words as "scab," "strikebreaker," or "fink." . . . . . Charles Starrett, the Durango Kid in scores of low-budget Westerns in the '30s and '40s and one of the founders of the Screen Actors Guild, died March 20 at the age of 82. He held Card No. 10 in the union he and 17 other actors founded during a secret meeting in Boris Karloff's garage one day in 1933.

Equal opportunity: **The California Chicano News Media Assn. and the National Assn. of Hispanic Journalists are cosponsoring a job fair during the fourth annual Hispanic Media Conference April 23-27 at the Omni Int'l Hotel in Miami. Purpose: Facilitate job interviews for conference participants, mostly Latino media professionals, according to the co-sponsors. . . . . A graphic designer in Capital Cities/ABC's Washington news bureau and a former graphic artist with ABC News early this year filed suit against the company for more than $10 million, charging race and sex discrimination. In September a former ABC secretary filed a similar suit; last July ABC settled a suit by a former employee who charged she was fired for refusing a supervisor's sexual advances.**

Among ourselves: The following is courtesy of **Jack Kelly** of the Scranton Guild's unit at the Scranton Times (with due credit to Joyce Kilmer): "I think that I shall never see/ a byline on a head by me,/ a line to let them know I'm here,/ toiling in this room so drear./ Heads are made by fools like me/ working in anonimity." Kelly's job? . . . . . **Art Geiselman,** who won the Guild's Broun Awards for 1957 and 1963 while with the old York (Pa.) Gazette & Daily, has won the Sigma Delta Chi Distinguished Service Award for 1985 for general reporting on papers of less than 100,000 circulation. Geiselman, now 61, won the SDX prize for a series in the Albuquerque Journal on irregularities in state disaster relief contracts. . . . . **Betty DeRamus** of the Detroit Free Press is the winner of the 1985 Eugene C. Pulliam Editorial Writing Award. She said she'd use the $10,000 for a trip to Africa and university courses on African history, culture and languages. . . . . **Marc Zwelling,** a former president of the Toronto (now Southern Ontario) Guild, is editor of Vector Union Report, a twice monthly newsletter on events affecting unions across Canada. . . . . **Donna Christenberry** of the Terre Haute Star and **Nancy J. Winkley** of the Gary Post-Tribune are two of the four Indiana Fellows in Higher Education Journalism for 1986.

RAYMOND CROWELL/Washington-Baltimore

TNG joins cap, jacket league

TNG headquarters staffers Debbie Thomas and Dwayne Thorpe model new jackets and caps bearing TNG insignia. Jackets, available in royal blue or red, in small, medium, large and extra large sizes, are $16 (U.S.) apiece. Caps, $3 (U.S.), are blue with red and white piping. (Plus postage for bulk orders of either or both.) The caps adjust to most head sizes. Jackets and caps are union-made. Mail-orders, with payment: TNG 1125-15th St. N.W. #550, Washington, D.C. 20005.

News top raised $100, to $783, in Rocky Mountain News pact

Denver—The key news room top minimum in the Denver Guild's contract with Scripps-Howard's Denver Rocky Mountain News is raised by $100, to $783 a week, in a new three-year agreement.

The $100 increase—for reporters, photographers, artists and librarians—comes in three increments. The first, retroactive to Oct. 26, 1985, raised the top minimum by $34, to $717 a week. It is followed by a $31 increase, to $748, on Oct. 25 this year and by a $35 increase on Oct. 24, 1987.

A new section covering employees who work at video display terminals guarantees two 15-minute breaks during each work day and calls for the company to provide auxiliary equipment such as glare shields, foot rests and adjustable chairs, as well as adjustable keyboards and screens.

It also requires annual testing of electronic equipment for radiation and to ensure optimum clarity and luminance levels.

The company's weekly payment to the pension fund is raised by $3.365, to $26 over the contract term.

Company-paid life insurance coverage is increased to $15,000, from $12,000, over the term. The company's payment toward dental insurance is raised by $8, to $20 a month, and its payment toward the cost of dependent health insurance coverage is raised by $8, to $78 a month.

The contract's provision for bereavement leave is expanded to include leave on the death of a surrogate parent.

TNG's Contracts Committee, earlier this year, denied local bargainers permission to submit a proposed settlement with the News to a ratification vote because of several retrogressions in the proposal.

After returning to the bargaining table, with assistance from the Contracts Committee, weakenings in areas including sick leave, severance pay, grievance handling and transfers and promotions were modified and the local was given permission to ratify and sign the contract.

Other increases and resulting new top minimums include:

Metro and state district managers—Up by $95, to $741 a week, in increments of $32, $30 and $33.

Classified telephone commercial advertising sales staff—Up by $55, to $434 a week, in increments of $18, $18 and $19.

Paperhandlers—Up by $51, to $484 a week, in increments of $17, $17 and $17.

Copyreaders—Up by $100, to $790 a week, in increments of $34, $31 and $35.

Maintenance mechanics, machinists and electricians—Up by $85, to $660 a week, in increments of $29, $26 and $30.

Senior clerks, secretary-stenographers, billing clerks and circulation bookkeepers—Up by $55, to $439 a week, in increments of $18, $18 and $19.

Copy carriers—Up by $30, to $276 a week, in increments of $10, $10 and $10.

Boycott of TWA endorsed

Washington—Guild members are being asked to boycott Trans World Airlines until striking flight attendants reach an equitable settlement with the airline.

The Independent Federation of Flight Attendants, representing TWA's 6,000 flight attendants, struck the airline March 7 after talks with new owner Carl Icahn broke down over the size of wage concessions.

Flight Attendants' bargainers had proposed a 15 percent wage cut and some work rule changes, while Icahn was demanding a 22 percent pay cut and more extensive rule changes.

TWA, earlier, agreed to a 15 percent pay cut in an agreement with the Machinsts' union covering the airlines' mechanics and ground-crew employees.

In a letter to Flight Attendants' President Vicki Frankovich, TNG President Charles A. Perlik, Jr., pledged Guild members'' support for the strikers and praised the union for its "determination to protect flight attendants and passengers" from the unsafe conditions that would be created by an erosion of work rules.

Bruno resigns as Denver executive

Denver—Barbara Bruno resigned from the Denver Guild's full-time administrative staff position March 26. She had served as the local's executive director-general counsel since November 1984.

TNG has assigned international representative Eugene Bryant to serve as the Guild's chief bargainer in on-going talks with the Denver Post. Bryant had been assisting in the local's bargaining with the Post and the Rocky Mountain News.

The Denver executive board on April 8 appointed a member of the local's Rocky Mountain News unit to be interim administrative officer. Bruce Meacham, a former PATCO (Professional Air Traffic Controllers Organization) striker, had been working since March 1 as a local organizer under a subsidy from TNG's Special Organizing Fund.

The local's executive board also appointed a search committee to immediately begin the quest for a new, permanent administrative officer.

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Campaign joined to end South African pass laws

Washington—TNG is calling upon the presidents of all Guild locals to join the campaign being mounted by Amnesty Int'l seeking the immediate abolition of South Africa's pass laws, denouncing them as an "abhorrent violation of human rights."

The pass laws require all black South Africans over the age of 15 to carry pass books showing where they are permitted to live, work and travel and to produce the books upon demand to police, employers or government agents. Failure to do so can lead to arrest and forced labor.

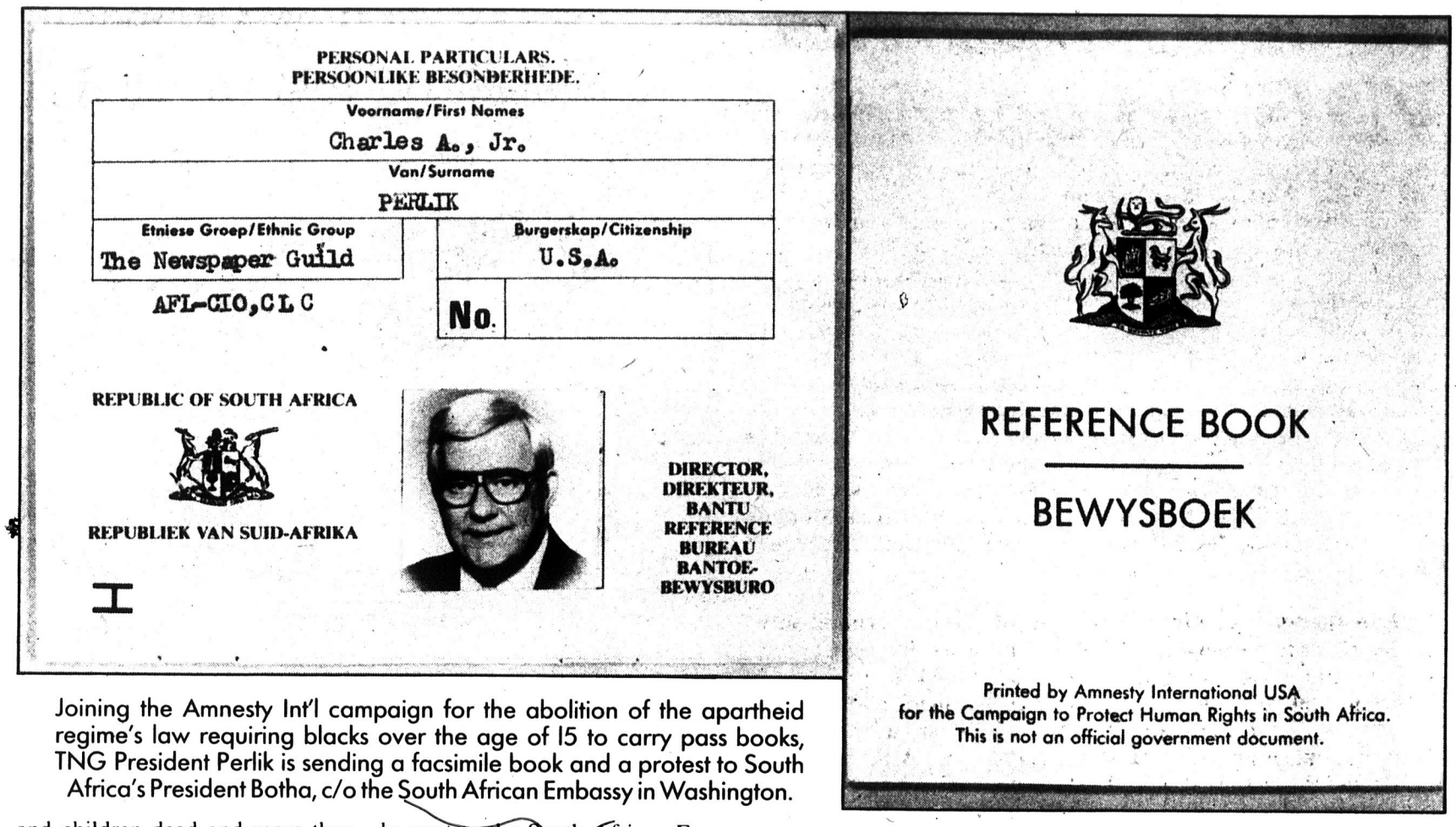
In a letter to all local Guild presidents, administrative officers and human rights chairpersons, TNG President Charles A. Perlik, Jr., is pointing out that black union members are a "particular target of arrest" under the laws and that the president of COSATU, a large South African union federation, has given his country's government six months to abolish the pass laws. If it does not, members of affiliated unions will be encouraged to burn their pass books.

Mass defiance of the pass laws in 1960 led to severe violence against blacks that included police opening fire on peaceful demonstrators, leaving 89 men, women and children dead and more than 300 wounded in what has since been referred to as the Sharpeville Massacre.

Since South African President Pieter W. Botha reportedly is considering changes in the pass laws, this is a crucial time to seek to communicate with him on the issue, Perlik wrote.

Perlik also urged that local presidents fill in one of the facsimile pass books provided by Amnesty Int'l and enclosed with his letter to local Guild leaders. They should be sent to the South African Embassy in Washington, along with a letter of protest at the laws' continued existence, Perlik wrote.

"By joining in Amnesty's pass book protest, you will show an identification with the victims of the pass laws and your dramatic rejection of the conscienceless, racist system they represent," he said, adding that, as Amnesty has stated, "the pressure of public opinion is critical in helping to end these abuses of international human rights standards."



Joining the Amnesty Int'l campaign for the abolition of the apartheid regime's law requiring blacks over the age of 15 to carry pass books, TNG President Perlik is sending a facsimile book and a protest to South Africa's President Botha, c/o the South African Embassy in Washington.

CLC turns in its 'passes'

Ottawa—Shirley Carr, secretary-treasurer of the Canadian Labour Congress, delivered facsimile South African pass books for each of the 38 members of the CLC Executive Council to the South African Embassy here March 25.

ITU, GCIU break off talks on merger again

Washington—Merger talks between the Int'l Typographical Union and the Graphic Communications Int'l Union have been suspended again, this time until at least the end of the summer.

They were broken off by the GCIU General Board when, during a meeting here April 3, it unanimously approved a two-sentence letter to ITU President Robert S. McMichen stating that the GCIU "regrets that we cannot meet the deadline requirements of the ITU with respect to merger."

"We are recommending, therefore, that you proceed with your convention arrangements and following the convention the GCIU would be prepared to reopen merger discussions," concluded the letter, signed by GCIU President James J. Norton.

McMichen, in a statement issued the next day, said he found the GCIU action "regrettable and unfortunate," professing his belief that there was "more than sufficient time [before the ITU's Aug. 9-15 convention] to iron out whatever minor concerns may have existed."

Approval of the letter was the only formal action by the GCIU board on any question involving the GCIU-ITU merger talks, a GCIU representative said.

There was no explanation by either union of the GCIU letter's reference to "deadline requirements of the ITU." One observer, however, speculated that it could stem from ITU leaders' observations in February that a tentative agreement reached by mid-April could be acted upon by the ITU's membership before the end of the summer.

McMichen said he believed bases for agreement on the only questions still outstanding between the unions' top leaders had been reached before the GCIU board met.

Earlier it was reported that the status of the ITU Union Printers Home and the level of ITU-members' per-capita payments within the merged union were the principal unresolved questions.

ITU-GCIU merger talks had been suspended last year pending the outcome of an ITU referendum on a proposal for the union's merger into the Teamsters. The talks were resumed formally in January following ITU members rejecting by a wide margin the Teamsters merger proposal.

All ITU offices are up for election later this year with nominations to be made at its convention.

Denver unions win talks on drugs

Denver—The Denver Post has agreed with its employees' unions, including the Denver Guild, that a policy on employee drug and alcohol abuse is a subject for bargaining and has withdrawn a unilateral policy that included provisions for drug testing and discipline standards for employees with drug and alcohol problems.

That policy, announced in mid-March, enumerated several drug and alcohol-related activities that could warrant discharge, including:

- The illegal use, sale or possession of narcotics, drugs or controlled substances while on the job or company property;
- Impairment of job performance due to the consumption of alcohol;
- Use of illegal drugs off the job that could adversely affect job performance or "jeopardize the safety of other employees, the public or equipment."

In dealing with an employee convicted of off-duty drug activity or driving under the influence of alcohol, management should assess the impact of the employee's action on the company's operations and its "esteem," the policy said.

Employees, it said, could be requested to submit to blood or urine tests for drugs or alcohol "whenever fitness for duty is in question or after an industrial accident necessitating medical attention." Although testing was not mandatory "refusal to comply will be considered in disciplinary proceedings," the policy said.

Tests results were to be discussed with employees involved before any disciplinary action was taken.

Supervisors were encouraged under the policy guidelines to refer employees to the employee assistance program for help in dealing with drug or alcohol problems, but participation in that or other professional treatment programs would "not of itself prevent disciplinary action."

The Denver Council of Newspaper Unions, acting on behalf of the nine unions representing Post employees, has proposed its own drug and alcohol policy aimed at providing rehabilatative services for employees with drug and alcohol problems while providing them the rights and benefits available to employees with other illnesses.

The Post's unilateral policy was developed with the aid of a consultant for the Times Mirror chain and an employee committee, Carol H. Green, the paper's vice president for human resources and legal affairs, said in a March 11 letter advising the Denver Guild of the policy.

Representatives of the Post, a Times Mirror-owned paper, agreed to bargain on the drug and alcohol policy in response to a joint demand from the newspaper unions.

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 February to 130.6, up 5.2 points from February 1985, and 9.7 points from February 1984. 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 February 1984.

		Percentage over	
	Index*	Same month prior year	February 1984†
March, 1985	125.7	3.7	4.0
April	126.2	3.9	4.4
May	126.5	3.9	4.6
June	127.2	4.1	5.2
July	127.6	3.8	5.5
August	127.8	4.0	5.7
September	128.0	4.1	5.9
October	128.4	4.2	6.2
November	128.9	4.9	6.6
December	129.5	4.4	7.1
January, 1986	130.1	4.4	7.6
February	130.6	4.1	8.0

*1981 = 100 †Index = 120.9

News top up $71 at El Diario

New York—A new three-year agreement between the New York Guild and El Diario-La Prensa raises the top minimum for reporters, artists and deskpersons at the Spanish-languague daily by $71.58, to $559.84 a week.

The agreement with the Gannett-chain paper is retroactive to July 1, 1985. The $71.58 increase comes in increments each July 1, with the first retroactively raising the top minimum by $19.53, to $507.79 a week. It is followed by increases of $25.39 and $26.66.

A company-paid optical plan is added to the contract's benefits, and company-paid life insurance is tripled to $15,000.

Night differential payments are doubled, to $10 per shift for employees reporting at 3 p.m. or later and to $12 a shift for those reporting at midnight or later.

Other increases and resulting new top minimums include:

Senior slotperson—Up by $91.26, to $713.85 a week, in increments of $24.90, $32.37 and $33.99.

Outside advertising salespersons, VDT supervisors and translator proofreaders—Up by $64.65, to $505.70 a week, in increments of $17.64, $22.93 and $24.08.

Members of the unit had voted their bargainers authority to call a strike if necessary to reach an equitable settlement. The company had demanded a wage freeze and a long list of concessions.

Debate surrounds Swedes' report on VDTs, pregnancies

(Continued from Page 1)

malities among VDT operators, he said.

Pending clarification of the hazard suggested by the Swedish study's preliminary report, Eisen also said that "caution dictates" the installation of special shielding—made of the alloy mu-metal—on all VDTs.

Existing shielding does not block the sort of emissions involved in the Swedish study, he pointed out. [See Page 4 for the full text of comments by Eisen on the Swedish report.]

Besides Tribukait, researchers on the Swedish study are Dr. Eva Cekan, also of the Karolinska Institute, and Lars-Erik Paulsson, of the National Institute of Radiation Protection.

The Swedish National Board of Occupational Safety & Health (NBOSH) announced the preliminary findings of the study at a press conference Jan. 30.

The findings were "totally unexpected," Dr. Ricardo Edstrom, NBOSH medical director, told reporters.

"There's a big step between animals and humans, especially in terms of body size, but the findings mean we can no longer rule out the possibility that radiation could affect fetuses," he said, Reuters reported.

Others at NBOSH, however, challenged the preliminary report's findings, charging that it was improper to attempt to evaluate the malformation of fetuses as a separate occurrence; that malformations, miscarriages and deaths should be measured as a single phenomenon.

Two weeks later, the agency put out a statement downplaying, but not dismissing the preliminary report's findings.

In the lengthy, 16-paragraph statement's single paragraph addressing the mouse-study directly, it noted that:

"The authors have in their analysis only considered malformed fetuses. . . . A later performed analysis, based on the combinations of living malformed, dead and resorbed (miscarriage) fetuses, does not suggest any damaging effect on fetuses."

Tribukait told VDT News he rejected NBOSH's criticism, stating he considers it "bad policy" to combine data on the different kinds of fetal abnormalities because miscarriages normally occur at high rates in the strain of mice used.

Tribukait also said he was opposed to the agency's original decision to release the study abstract and said the board did not contact him before releasing its follow-up statement in mid-February, VDT News reported.

Another newsletter, the Office Health & Safety Monitor, published in Washington, reported that another of the Swedish researchers, Cekan, also was defending the validity of the study's findings.

The Monitor also reported that the Swedish Central Organization of Salaried Employees, the union representing office workers, sharply criticized NBOSH for its apparent turnabout.

U.S. computer manufacturers and industries making heavy use of VDTs, meanwhile, reacted quickly to try to downplay the initial report.

The Center for Office Technology, a public relations organization representing a variety of manufacturers and VDT-intensive industries—including the American Newspaper Assn.—by Feb. 6 was distributing to editors and science writers across the country "an elaborate press kit," the Monitor said. It included a "Note to Editors," a three-page "Fact Sheet: Radiation" and 14 pages of additional material.

Within hours of NBOSH issuing its followup statement in Stockholm on Feb. 13, the newsletter said, the Center for Office Technology put out another release calling the agency's change of position "reassuring."

The director of communications for the Computer and Business Equipment Manufacturers Assn. told the Monitor later it was "unfortunate" the first information was released in a way that was "needlessly alarming."

Charlotte LeGates also called for more studies on VDT emissions.

"We already know that there are some very interesting effects that you can get with magnetic fields on biological organisms," she told the Monitor, urging that the research be approached cautiously so that people won't get "totally bamboozled and very, very upset—when it means nothing."

Eisen urges shielding

Following is the text of comments by David J. Eisen, TNG director of Research & Information, on the reports of the preliminary results of the Swedish study of the effects of VDT-like emissions on pregnancies in laboratory mice.

THE SWEDISH study is the first anywhere to investigate the effects of VDT-specific radiation on reproduction. While not finally conclusive, its results sound a serious warning signal.

No one concerned with the health of VDT operators can disregard the results of a study showing that radiation identical, in both form and intensity, to that emitted by VDTs produced five times as many birth defects as were found among unexposed animals.

The results underline the urgency of proceeding quickly with epidemiologial studies of birth abnormalities among VDT operators, particularly that contemplated by the National Institute for Occupational Safety and Health, held up for the past several months by the Office of Management and Budget.

Equally important is the immediate initiation of additional laboratory studies of VDT radiation effects, both of pulsed magnetic fields, examined in the Swedish study, and of pulsed electric fields.

FINALLY, THE study makes it urgent to get onto the market and install effective shielding against the magnetic-field emissions now suspect. These fields are not blocked by either the retrofit metallic shields TNG has recommended against electric-field emissions for the past five years nor by the shielding mandatory under FCC regulations since 1983. They require a special shield made of an alloy, mu-metal.

Such a shield has been designed by Dr. Hari Sharma, a professor of nuclear chemistry at the University of Waterloo in Ontario. Dr. Sharma says he has been advised by a mu-metal manufacturer that the shield can be produced in quantity at a reasonable cost. And we are informed that a Canadian computer manufacturer is preparing to put a terminal with mu-metal shielding on the market.

Until additional studies clarify the hazard of pulsed magnetic-field radiation to VDT operators, caution dictates the installation of this shielding on all VDTs.

On Trade Union Officials, Journalists and The First Amendment...

"Thank God for journalists; they were at just about the level of popularity as trade union officials in the last poll I saw, and I suspect it's for the same reason: we both vigorously exercise and assert our First Amendment rights. We depend for our existence and for our freedom upon the same amendment, the First Amendment. We vigorously assert it, you vigorously assert it. It's dirty work, but somebody's got to do it."

Lane Kirkland President, AFL-CIO

(In response to a reporter's question March 22, 1985, Portland, Oregon)

For more information call:
Murray Seeger, Director
Department of Information, AFL-CIO
202/637-5010
Message Service: 800/368-5744

A reminder of common roots

This ad, reproduced from the April 5 issue of Editor & Publisher magazine, is one of several with a similar message the AFL-CIO has run in news-industry publications in recent years to remind persons working in the industry that the existence and freedom of both the U.S. press and the labor movement are bottomed on legal protections provided by the First Amendment.

Arbiter: 1st grounds rule in firing

San Diego—The validity of a discharge must be determined by the reasons given at the time of the firing, not on grounds raised later, and evidence in support of a discharge cannot be based solely on hearsay, an arbitrator has ruled in ordering the San Diego Union and Tribune to reinstate a relief district manager.

The discharge was challenged by the San Diego Guild under its contract with the Copley chain's flagship dailies.

The arbitrator, Lionel Richman, said he could give no weight to the testimony of supervisors who said that newspaper carriers and their parents had complained that the grievant was "abrasive, tactless, rude and . . . generally had a bad attitude."

While noting that the judicial hearsay rule is relaxed in arbitration proceedings, Richman stressed that "it is also a fundamental rule of fair hearing that no person be deprived of his employment based exclusively upon hearsay complaints."

Richman also gave no weight to reasons in support of the discharge raised after the company determined that it lacked evidence to prove the alleged incident that prompted the firing.

"The discharge must stand or fall upon the reason given at the time of discharge," Richman wrote, pointing out that in firing the employee the company had relied on what it believed was his failure to meet a 5 a.m. deadline for dropping off newspaper bundles. Some time later the company expanded its rationale for the discharge after learning that no evidence existed on the time the bundle-drop was made on the day in question.

Noting that the grievant "is far from a perfect employee," Richman cautioned him not to view reinstatement as a "grand triumph over management."

He ordered reinstatement with back pay and benefits from the date of the firing in September 1984.

Providence raps judge over contempt, fine

Providence, R.I.—The Providence Guild has publicly criticized the chief judge of the Federal District Court for Rhode Island for a contempt citation and attendant penalties against the Journal-Bulletin and its top editor after the paper published a story the judge had ordered suppressed.

The article was about conversations between alleged mob figure Raymond J. (Junior) Patriarca and his late father, also a reputed organized crime figure. It was based on documents obtained from the FBI under the Freedom of Information Act.

In March Judge Francis J. Boyle found the Journal-Bulletin and its executive editor, Charles McC. Hauser, in criminal contempt for what Boyle called "willfully and deliberately" violating his temporary restraining order. On April 2, Boyle fined the paper $100,000 and sentenced Hauser to 18 months probation and 200 hours' community service.

The Guild executive board on April 4, in a statement sent to the judge, expressed dismay at the contempt finding and called the penalties "excessive and punative" and certain to have a chilling effect on the exercise of press freedom.

The paper's response to the judge's restraining order was "principled and courageous" and in keeping with "the highest standards of journalism," the Guild said.

Noting that the information also was disseminated by other press outlets, the Guild pointed out that in rescinding his order shortly after issuing it, the judge admitted that it undoubtedly would not be upheld by the Supreme Court.

The Journal-Bulletin was considering an appeal.

NLRB sets vote for Waterville

Waterville, Me.—Editorial department employees of the Central Maine Morning Sentinel here will vote April 29 on whether the Portland Guild should serve as their a bargaining representative.

The National Labor Relations Board set the date for the vote after dismissing company arguments that bargaining unit made up only of editorial department employees would be inappropriate under federal labor law.

The paper is owned by Guy Gannett Publications, which also owns the Portland dailies.

ANPA asks reporters' exclusion from overtime law

Washington—Newspaper reporters rely on "invention, imagination and talent" in performing their work and should be declared "professional" employees exempt from federal overtime-pay requirements, the American Newspaper Publishers Assn. has said in a submission to the U. S. Labor Dept.

The exemption should apply to all reporters, photographers and editors now covered by the Fair Labor Standards Act, the ANPA said in a 67-page filing with the Labor Dept.'s Wage & Hour Division. The agency is considering regulatory changes under the law that requires time-and-a-half pay after 40 hours' work in a week and sets the minimum wage.

The job of a newspaper reporter has "undergone significant changes" since the 1940s when regulations interpreting the wage and hour law were issued, the ANPA said. Better educated readers have demanded greater depth and quality in reporting and the nation's newspapers have responded, the publishers' association said, with "a host of new approaches...including interpretive reporting, feature reporting and specialized assigned areas of coverage, or 'beats'."

Anticipating that sort of position by publishers, TNG, in its own comments to the Labor Dept. arguing against exemption of news employees, had warned that they likely would cite "dynamic changes" in the industry, growth of specialization and greater cooperation between newspapers and journalism schools as justification for excluding employees from coverage under the overtime law [Guild Reporter, March 28].

TNG pointed out that those same arguments were made to the National Labor Relations Board in union representation cases in the 1970s, and the NLRB maintained its position that reporters do not fall under the labor law's definition of professional employees.

Reporters are "skillful, dedicated and proud" employees engaged "in a high calling vital to the fundamental interests of the nation," TNG had said in its brief, stressing, however, that reporters are not "professional employees" within the meaning of the wage and hour law and the rules and regulations under which it is administered.

Unlike the federal labor relations law, the wage and hour statute has been interpreted to exempt professional employees who are engaged in work of an "original and creative character in a recognized field of artistic endeavor" that depends "primarily on the invention, imagination or talent of the employee."

It was on this interpretation of the wage and hour statute that the ANPA concentrated much of its argument for an exemption from the overtime law.

At the same time, it also argued that the work of a reporter meets the test of professionalism that the two laws have in common—work requiring "knowledge of an advanced type in a field of science or learning customarily acquired by a prolonged course of specialized intellectual instruction and study."

The work of a reporter who covers a state legislature, county council or local school board is identical to the work of a reporter covering Congress, the ANPA said. It cited a 20-year-old nonbinding Wage & Hour Dept. opinion that reporters who cover legislative developments in the the U.S. Senate or the House of Representatives are "performing work that is creative in character."

Covering most news stories, whether by assignment or initiative, requires "highly educated, creative thinkers who utilize discretion and judgment in performing intellectual work," the ANPA said in its comments.

Every reporter assigned to cover a fire or a public meeting, it added, "must observe and inquire critically to uncover the true story."

For an aspiring newspaper reporter, meanwhile, a bachelor's degree in liberal arts is "a way to obtain the required knowledge" necessary to perform the job, the ANPA brief said, asserting that "a high school diploma is not sufficient background" to be hired as a reporter.

Newspaper photographers also "should be recognized as artistic professionals," the ANPA argued. While many photographers may be given specific assignments, the "mood of the photograph can vary widely," the brief said. The photographer frequently exercises discretion over which people and actions to photograph and chooses film type, camera, lens and shutter speed, it noted.

The Labor Dept. should exempt newspaper editors from the wage and hour law for many of the same reasons that it should exempt reporters, the ANPA said, suggesting that editors and reporters "function in a manner similar to the law firm partner and associate."

As further evidence of the professionalism of news reporters, photographers and editors, the ANPA pointed to the many "professional associations" open to them and to the codes of ethics and statements of principle those associations have adopted.

"Recognition of ethical principles is one of the marks of a profession," the brief said. It also noted the numerous award competitions and fellowship programs open to newspaper journalists.

The ANPA's brief was accompanied by supporting statements from several newspaper managers and members of journalism school faculties, including Bob Greene, ass't managing editor of Newsday; Alfred Jacoby, ass't managing editor/metropolitan news of the San Diego Union; and David Lipman, manging editor of the St. Louis Post-Dispatch.

Also, James D. Atwater, journalism school dean, University of Missouri at Columbia; Samuel F. Yette, professor of journalism, Howard University School of Communications; and Richard Cole, journalism school dean, University of North Carolina at Chapel Hill.

The Guild's brief cited recent survey findings that newspaper editors rate experience stronger than academics in hiring reporters and another, conducted in 1970, that found over half the newspapers responding indicating willingness to hire non-college graduates as beginning reporters.

50th new member at BNA

Nancy Zentner, center, a customer service correspondent for the Bureau of National Affairs at its plant in Rockville, Md., accepts a certificate for lunch for two from Denean Persell, vice chair of the Washington-Baltimore Guild unit at BNA. At right is JoAnn Cannada, who accepted Zentner's membership application. Zentner was given the certificate for being the 50th new member to sign up in a two-month-old organizing drive at BNA. Unit members are being assisted in the sign-up push by Carl Goldman, working for the local under a subsidy from TNG's Special Organizing Fund. Zentner said she joined because "Individually, we have no power. Any one of us, acting alone, can't change things, but the Guild is an established means for getting things done."

News jobs spared again in CBC budget cuts

Toronto—For the second consecutive year the Canadian Broadcasting Corp. has announced it will make staff cuts to meet government spending limits and for the second time none of the cuts will involve the 500-plus CBC-news employees represented by the Canadian Wire Service Guild, a local representative reports.

The government-owned broadcasting service said at the end of March that to pare its operating costs by $48 million, it will reduce its employee force by 3 percent, or about 350 jobs, and eliminate some 1,100 hours of original programming.

Guild Executive Officer Jerry E. MacDonald said that most of the positions to be cut will be in the CBC's so-called support and human resources (personnel) areas. Most also will be accomplished through early retirements and attrition with less than a third to be by economic dismissals, he said.

The programming cuts, MacDonald said, will involve 45 hours of network French; 77 hours of network English and 1,000 hours of regional television.

Last year, to lop $75 million from a $900 million budget for its April-March fiscal year, most of 1,150 positions cut also came through attrition and from administrative ranks. In the process, two vacant Guild-covered positions were left unfilled.

MacDonald said that in Guild-CBC talks for a new contract, management has proposed weakening job-security provisions in the contract that expired last Nov. 27.

Meanwhile, there was no indication if the cuts would have any impact on the plan announced by the CBC in January for increasing the service's Canadian-produced programming to at least 90 percent by 1990. That would be approximately 10 percent more overall than currently and 30 percent more than currently in its English-language service. More than 70 percent of the latter is U.S.-produced entertainment.

In a statement last fall to the task force that fashioned the recommendations, the Canadian Wire Service Guild's CBC Branch urged, among other things, that CBC News not be cut back.

First in radio and later in television, as well, CBC News "established standards of quality and reliability that are widely respected in the Western World," the Guild statement pointed out.

In addition, it said, CBC's news and information programming is "a vital force" for the national good, reflecting the nation's "rich and varied cultures" at the same time it "emphasizes our common interests and concerns as Canadians."

The proposal would not count "high quality programs" from such sources as U.S. public television in the calculation of the proper proportion of Canadian-produced programming.

The plan, contained in a report by the government's Task Force on Broadcasting Policy titled "Let's Do It," also calls for creation of a second CBC channel to broadcast in both French and English on a regional basis.

Estimating the additional costs at some $75 million, the report said such channels would allow CBC to "devote more time to concentrating on programs of lasting value, challenging viewers with enlightened entertainment, enriching drama and information for a variety of audiences."

It also said that CBC, Canada's largest broadcasting service, has been examining the possibility of making a package of programs available to U.S. cable systems.

Post denied review of rights panel ruling

Washington—The U.S Court of Appeals here has denied a motion by the Washington Post for review of an 18-month-old finding by the D.C. Human Rights Commission that the paper in 1976 discriminated against an employee who is black and then fired him for having filed a discrimination complaint with the city agency.

In its action this March, a three-judge panel of the court also dismissed as untimely a petition by the D.C. city attorney's office that the case be remanded to the city's anti-bias agency for reconsideration.

The Post now has petitioned for a rehearing of the case by the full Court of Appeals.

In October of 1984 the human rights commission ordered the Post to reinstate Mario Schowers, a former copy aide, to a newsroom postion and to admit him to an internship program that had been established under a Washington-Baltimore Guild contract with the paper in the '70s.

In 1978 an arbitrator ruled that the Post had not acted improperly under the Guild contract in firing Schowers for misconduct in work performance while assigned to the wire room.

Earlier, a different arbitrator had ruled that the Post violated the Guild contract when it selected an outside applicant over Schowers for the training program.

In its 1984 decision, the city rights agency held that the Post had retaliated against Schowers for filing a discrimination complaint by transferring him to the wire room from duties on the metro desk.

Before the wire-room incidents, Schowers' record "would not establish adequate grounds for his discharge," the commission said in 1984, quoting from the arbitrator's decision in upholding Schowers' discharge.

The commission early in 1985 denied a Post motion for reconsideration of its findings after which the Post asked the court to review the commission's findings and the city atttorney's office asked it to remand the case to the commission.

Finance plan ok'd, IERC tally shows

(Continued from Page 1)

and Pacific Northwest, with 2,139, 1,475 and 1,102 respectively.

Locals in which majorities voted against the measures ranged in size from Yakima, 17 eligibles, Lehigh Valley, 19, and Hazleton, 23, to New York, 5,131 eligibles, Washington-Baltimore, 1,834, and the Wire Service Guild, 1,208.

Margin in TNG's largest local, New York, was 246 votes. The local currently has a 5 percent dues rate and its members were making their final payments in March at Defense Fund dues rates ordered by last summer's convention under other parts of the financial renovation program. In most locals, the levies ended in February. Implementation difficulties delayed the initial levy a month in most New York units.

Highest voter-participation rates were in Sioux City and Utica, each 100 percent, while 97.7 percent of those eligible voted in York (72 to 14 against) and 91.3 percent voted in Hazleton (18 to 3 against).

Majorities of those casting ballots in all eight Guild locals in Canada voted in favor of the finance measures: Canadian Wire Service, Montreal, Northern Ontario, Ottawa, Southern Ontario, Vancouver-New Westminster, Victoria and Windsor.

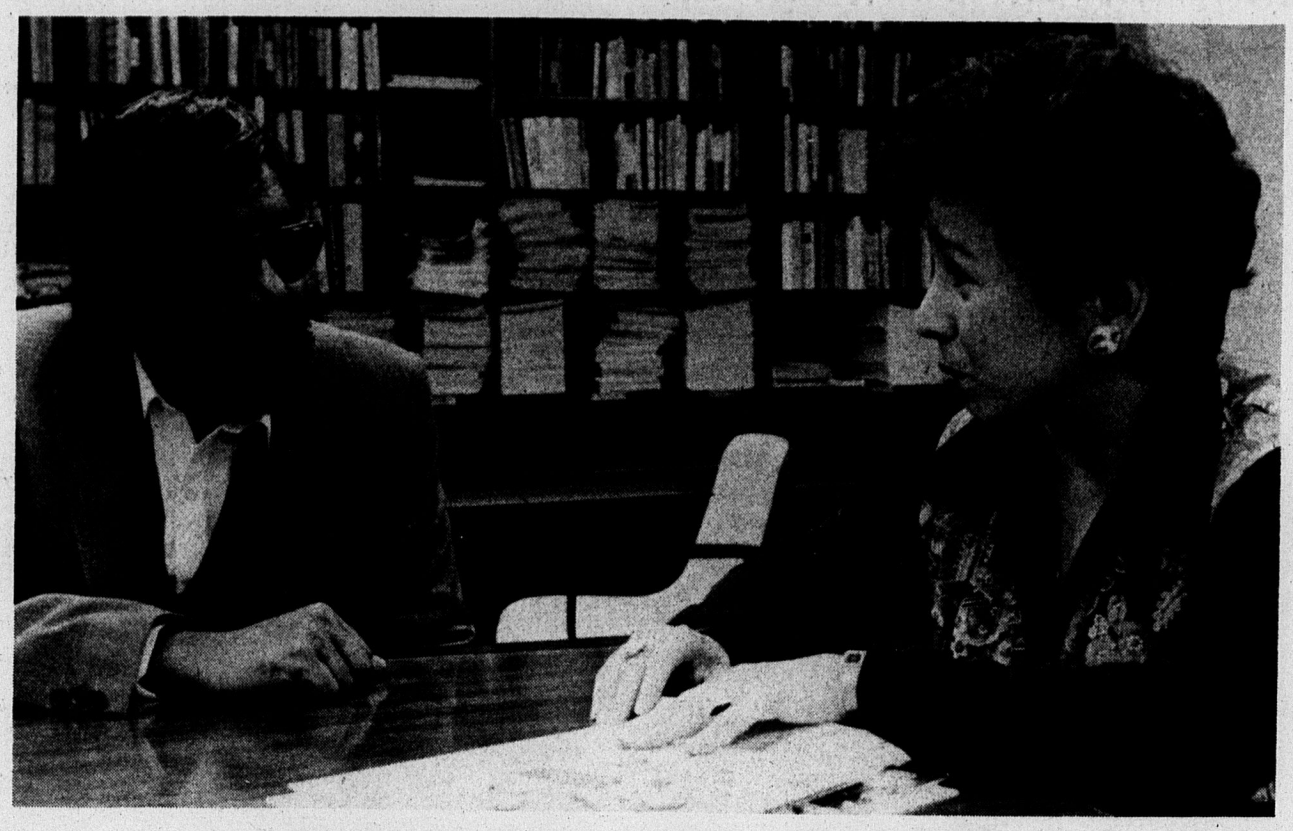
Majorities in TNG's two newest locals, Milwaukee and Bristol, voted in favor of the measures, by 13 to 0 in the latter and by 39 to 23 in the former.

The parts of the financial program which took effect immediately upon their approval by last summer's convention are:

- A $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.
- Implementation of higher dues to build the fund to $6 million and for an additional month to fund TNG's severance pay liability to its employees. The levies ended after seven months' payments.
- Extension to February 1987 of a temporary reapportionment of TNG's per-capita income between the General and Defense Funds to increase by 5 percent the portion for operations.
- Authorization for the Int'l Executive Board to buy, build or lease-with-option a building to house TNG headquarters in order ultimately to reduce the cost of housing the union's offices.

The last Guild-wide referendum involving a dues question, held in January of 1983, saw a proposal to increase the Minimum Dues Schedule to 6 percent in two steps rejected by a 542-vote margin.

In a referendum in December of 1981, voters rejected by a 2,084-vote margin a motion to repeal a 50-cent Minimum Dues increase voted by that year's convention.



South African reporter visits TNG

Strini Moodley, left, a reporter who covers national politics and the black and union movements for the Natal Witness in Pietermaritzburg, South Africa, is briefed on Guild programs and practices by TNG Human Rights Co-ordinator Anna M. Padia. Moodley once was in charge of publications for the now-banned South African Students Organization (SASO), led by Steve Biko. A member of the Media Workers Assn. of South Africa, he is in the U.S. to examine its newspapers, politics and labor movement under the auspices of the Int'l Visitor Program of the USIA.

Per capita raised 42¢, to $10.99

(Continued from Page 1)

25 Guild-wide referendum. [See: 'Tally confirms finance package approval,' Page 1.]

The formula is designed to provide TNG with increasing income to meet rising costs as members' incomes increase.

Another constitutional formula sets the salaries of TNG's president and secretary-treasurer each April 1 at 2.16 and 2.02 times the reporter top-minimum average on that date. The formula will raise the officers' salaries by 4.56 percent, increasing the president's by $55.02, to $1,261.68 a week, and the secretary-treasurer's by $51.45, to $1,179.90.

In addition, a formula basing the salaries of TNG's professional staff members on 1.65 times the April 1 reporter top-minimum average is triggered April 1 under the contract between TNG and the Federation of Guild Representatives. That formula produces increases ranging from $30 to $42.02 a week, with the latter putting the top minimum for international representatives at $963.78 and the former putting the top minimum for a pair of research jobs at $687.81.

Computation made in determining the new reporter top-minimum average showed that 55 (48 percent) of the 115 reporter top minimums in effect April 1 had increased by more than the $25.47 increase in the average. Sixteen were up by $40 or more a week; six were up by $50 or more and two by $60 or more.

The same compilations showed:

- One-hundred-eleven daily newspaper contracts with top reporter minimums of $400 or more a week;
- One-hundred contracts with top minimums of $450 or more;
- Eighty-six contracts with top minimums of $500 or more;
- Fifty-one contracts with top minimums of $600 or more;
- Eighteen contracts with top minimums of $700 a week or more;
- Five with top minimums of more than $800 a week;
- One daily newspaper contract with a top minimum of more than $900 a week.

Four reporter top minimums were between $300 and $399 a week; no contract had a reporter top minimum of less than $300 a week.

Official finance referendum vote tally

Following are the official results in the March 20-25 Guild-wide referendum on the three-part finance proposal to increase the monthly Minimum Dues Schedule to a straight 6 percent, to raise TNG's strike-lockout benefit first to $125 a week, then to $150 a week over the next three years, and to simplify and increase the factor by which per-capita payments to TNG are determined to a flat 1.939 percent—all effective July 1.

The local-by-local and overall vote totals are those certified by the Int'l Election & Referendum Committee, which met April 9 at TNG headquarters.

Votes in the "For" column were in favor of the three-part proposal. Votes in the "Against" column were opposed.

LOCAL[1]	VOTERS ELIGIBLE	FOR	AGAINST
Akron	134	80	1
Albany	295	26	13
Bakersfield	95	19	26
Boston	422	217	66
Bristol	34	13	0
Brockton	139	81	1
Buffalo	388	25	60
Canadian Wire Service	935	418	53
Chattanooga	43	6	25
Chicago	533	84	19
Cincinnati	107	12	8
Cleveland[2]	447	196	88
Columbus[3]	112	xx	xx
Denver	628	45	69
Detroit	1,128	25	276
Erie	158	24	62
Eugene	74	18	0
Great Falls	20	14	2
Harrisburg	60	16	7
Hawaii	435	155	24
Hazleton	23	3	18
Hudson County[4]	50	15	21
Kenosha	47	7	7
Knoxville	50	24	13
Lake Superior	39	3	29
Lansing	43	9	27
Lehigh Valley	19	2	11
Lexington	3	2	0
Los Angeles[5]	334	42	48
Lynn	31	6	20
Manchester	131	41	22
Memphis	334	143	24
Milwaukee	99	39	23
Montreal	308	110	13
New York	5,131	517	763
Northern California	2,183	455	156
Northern Ontario	30	22	1
Ottawa	350	96	29
Pacific Northwest	1,102	337	55
Pawtucket[3]	40	xx	xx
Peoria	80	5	36
Philadelphia	1,475	386	57
Pittsburgh	153	32	81
Portland	323	105	14
Providence	439	100	23
Pueblo	80	12	36
Puerto Rico	1,071	87	43
Rochester	32	6	4
St. Louis	681	181	159
Salem	72	44	7
San Antonio	88	4	17
San Diego[4]	986	178	78
San Jose	895	211	30
Scranton	98	25	12
Sheboygan	63	0	30
Sioux City	8	6	2
Southern Ontario	2,206	105	68
Terre Haute[6]	79	34	9
Toledo	340	73	70
Twin Cities	815	116	140
Utica	6	6	0
Vancouver-New Westminster	981	324	30
Victoria	165	75	5
Washington-Baltimore	1,834	195	212
Wilkes-Barre	91	78	6
Windsor	116	38	24
Wire Service Guild	1,208	91	228
Woonsocket	42	18	7
Yakima	17	0	4
York	88	14	72
Youngstown	155	42	53
At-Large	4	4	0
GRAND TOTALS	31,225	5,942	3,637

[1]Locals not listed had no members eligible to vote.

[2]No official return received; IERC counted ballots.

[3]Neither official return nor ballots received by close of IERC meeting on April 9, 1986. No unofficial result reported to Guild Reporter.

[4]Challenges to some ballots (uncounted) not resolved since ballots too few to affect result.

[5]Local lost official return form. Improvised form accepted.

[6]Neither ballots nor return form received. Telegram from local reporting local tally accepted as official return.

Rochester

Dena Bunis, president; **John Campbell,** vice president; **Pat Braus,** secretary; **Steve Orr,** treasurer.

'COMMON SENSE BUDGET'

Coalition seeks pennies for tax, budget drive

Washington—A penny for a "common sense budget . . . may not be much, but it's more than all the taxes paid by 50 of the largest, most profitable U.S. companies, and hundreds of millionaires."

That's the message a new, broadbased coalition of church, social action, senior citizens, labor, civil rights and other organizations hopes to transmit to the U.S. Senate and House of Representatives through a penny-mailing campaign on federal budget and tax priorities.

The coalition is asking members of its member-organizations, which include TNG and 44 other unions, to mail the message plus a one-cent coin to their representatives in both houses of Congress.

The "common sense budget" sought would, the coalition said at a kick-off press conference March 27:

- Protect domestic programs that safeguard essential human services, such as health care, child nutrition and student loans —programs that already have experienced drastic cuts in recent years;
- Reduce military spending which, the coalition said, should not be exempt from spending reductions in the face of sharp domestic cutbacks, and;
- Raise new revenue to reduce the deficit by ensuring that the rich and giant corporations pay their fair share in taxes, through such measures as a meaningful minimum corporate tax and closing loopholes.

Organizations in the coalition, in addition to TNG, include: the AFL-CIO, the NAACP, the National Urban League, Catholic Charities U.S.A., the United Methodist Church's social justice department, the National Council of Senior Citizens, the American Assn. for Retired Persons, the United Mine Workers, the National Organization for Women, and nearly 100 more.

A penny for my thoughts.

Dear Legislator:

Enclosed is my penny for a common sense budget. This is more than all the taxes paid by 50 of the largest, most profitable U.S. corporations and hundreds of millionaires between 1981 and 1984. While even people below the poverty line shouldered an increasing tax burden, General Electric, ITT, Xerox, General Dynamics, Union Carbide, DuPont, Dow Chemical, and Lockheed, among many others, didn't contribute a red cent. If they had paid their fair share, the federal budget wouldn't be so far in the red now—and Congress wouldn't be considering further reductions of vital domestic programs that keep this country strong.

I am an American for a Common Sense Budget and will vote in November for candidates who support:

- ☑ Protecting domestic programs that safeguard essential human services and ensure a better future for all Americans—programs that have already been cut drastically in recent years.
- ☑ Reducing military funding. The Pentagon should not be exempt from spending reductions, particularly in light of the recent, sharp domestic cutbacks.
- ☑ Cutting the deficit by ensuring that rich people and giant corporations pay their fair share in taxes, such as by establishing a meaningful minimum corporate tax, and by closing huge tax loopholes.

Name _____ Org. Affiliation _____

Address _____

City _____ State _____ Zip _____

CLIP AND MAIL—WITH A PENNY—TO U.S. SENATORS AND REPRESENTATIVES

Broadbased new lobbying coalition urges outpouring of cents for a 'Common Sense Budget'. U.S. House of Representatives Zip Code is 20515; Senate's is 20510; both Washington, D.C.

Video conference planned for AFL-CIO spring forums

Washington—The AFL-CIO's 1986 series of regional conferences will be held simultaneously June 14 in 20 cities across the U.S. via a nationwide video and telephone hookup.

With technical arrangements and production handled by the Labor Institute for Public Affairs, day-long sessions are planned for each of the 20 cities. Each will be linked to Washington by satellite with one-way video and two-way telephone hookups.

As in the past, participation in the regional forums is open to leaders and members of all affiliated unions, including Guild locals.

Among the 20 cities tentatively scheduled as regional meeting sites are a dozen with Guild locals. They are Boston, Cleveland, Detroit, Pittsburgh, Philadelphia, St. Louis, Minneapolis, Chicago, Denver, Los Angeles, San Francisco and Seattle. Other meetings are planned for Syracuse, Atlanta, Orlando, Dallas, New Orleans, Nashville, Salt Lake City and Albuquerque.

Registration information and a firm schedule of conference locations will be distributed as soon as all arrangements are finalized, said AFL-CIO President Lane Kirkland in a March 27 letter.

Kirkland launched the annnual series of regional conferences in 1981 to provide local and regional union leaders and members a regular opportunity to discuss programs and problems with AFL-CIO leaders. The conferences are part of the federation's effort to strengthen the links between itself and affiliated unions and between the AFL-CIO and state and local central bodies.

Stenographer, phone operator minimums compared

AVERAGE OF the top minimums for stenographers in 40 Guild contracts with daily newspapers in the United States, Canada and Puerto Rico on April 1 was $377.53 a week, according to data from TNG's Collective Bargaining Dept.

On the same date, the average of the top and "flat" minimum salaries for telephone operators in 66 daily newspaper contracts was $347.10 a week, $30.43 below the stenographers' average.

Highest of the minimums for the two jobs was $515.41 a week for telephone operators covered by the Hawaii Guild's contract with the Maui News, while the highest stenographer top minimum was $490.69 a week under the Vancouver-New Westminster Guild's contract with the Vancouver Sun and Province.

Top minimums of $400 a week or more were included in 15, or 37 percent, of the contracts covering stenographers. Fourteen, or 21 percent, of the telephone operators minimums' exceeded the $400-a-week mark.

Stenographers' top minimums were more than $350 a week in 29, or 72 percent, of the contracts and the telephone operators' minimums were higher than $350 a week in 31, or 47 percent, of the contracts..

TELEPHONE OPERATORS

	Minimum	After
Maui News	$515.41	4½ yrs.
Vancouver Sun and Province	466.65	1½ yrs.
Toronto Star	460.45	3 yrs.
New York Times	457.73	2 yrs.
Hilo: Hawaii Tribune-Herald	445.57	3 yrs.
Victoria Times-Colonist	436.89	flat
Ottawa Citizen	432.73	2 yrs.
New York Post	*417.65	3 yrs.
San Francisco Chronicle and Examiner	415.59	2 yrs.
Manchester Union Leader	414.80	3 yrs.
Seattle Times	413.25	2 yrs.
New York Daily News	408.91	3 yrs.
Philadelphia Inquirer and Daily News	406.66	4 yrs.
San Mateo Times & News Leader	402.25	3 yrs.
Monterey Peninsula Herald	398.00	3 yrs.
Boston Herald	392.43	3 yrs.
Toledo Blade	391.49	3 yrs.
Royal Oak Tribune	391.41	1 yr.
Delaware County Times	388.76	3 yrs.
San Jose Mercury-News	388.03	2 yrs.
St. Paul Dispatch & Pioneer Press	386.27	2 yrs.
San Diego Union and Tribune	385.95	3 yrs.
Sacramento Bee	384.28	4 yrs.
Denver Rocky Mountain News	379.00	4 yrs.
Long Beach Press-Telegram	378.64	3 yrs.
Honolulu Advertiser and Star-Bulletin	377.42	3 yrs.
Detroit Free Press	369.45	3 yrs.
Denver Post	361.00	3½ yrs.
Cleveland Plain Dealer	360.01	2 yrs.
Oakland Tribune	358.30	2 yrs.
Sacramento Union	356.35	2 yrs.
Memphis Commercial Appeal	345.45	4 yrs.
St. Louis Post-Dispatch	344.00	3 yrs.
Salem News	343.61	3 yrs.
Portland Press Herald and Express	339.00	2 yrs.
Erie News and Times	331.47	3 yrs.
Baltimore Sun and Evening Sun	330.00	5 yrs.
Sudbury Star	329.97	3 yrs.
Stockton Record	329.60	2 yrs.
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Oshawa Times	320.71	2 yrs.
Eugene Register-Guard	314.20	4 yrs.
Kingston Daily Freeman	306.15	2 yrs.
Bellevue Journal-American	302.05	4 yrs.
Fall River Herald-News	301.79	2 yrs.
Pawtucket Times	298.70	2 yrs.
Yakima Herald-Republic	298.00	4 yrs.
Lowell Sun	293.37	3 yrs.
Rockford Register Star	288.58	2 yrs.
Harrisburg Patriot and News	285.55	2 yrs.
Allentown Call	280.80	2 yrs.
Brockton Enterprise	277.61	2 yrs.
San Antonio Light	274.92	2 yrs.
Sheboygan Press	271.67	3 yrs.
Great Falls Tribune	†270.00	4 yrs.
Bristol Press	269.75	5 yrs.
Pueblo Chieftain	267.00	3 yrs.
San Juan: El Vocero	262.00	5 yrs.
Tonawanda News	247.10	4 yrs.
San Juan Star	247.00	4 yrs.
Canton Repository	246.34	3 yrs.
San Juan: El Mundo	232.00	4 yrs.
Terre Haute Tribune-Star	217.62	2 yrs.

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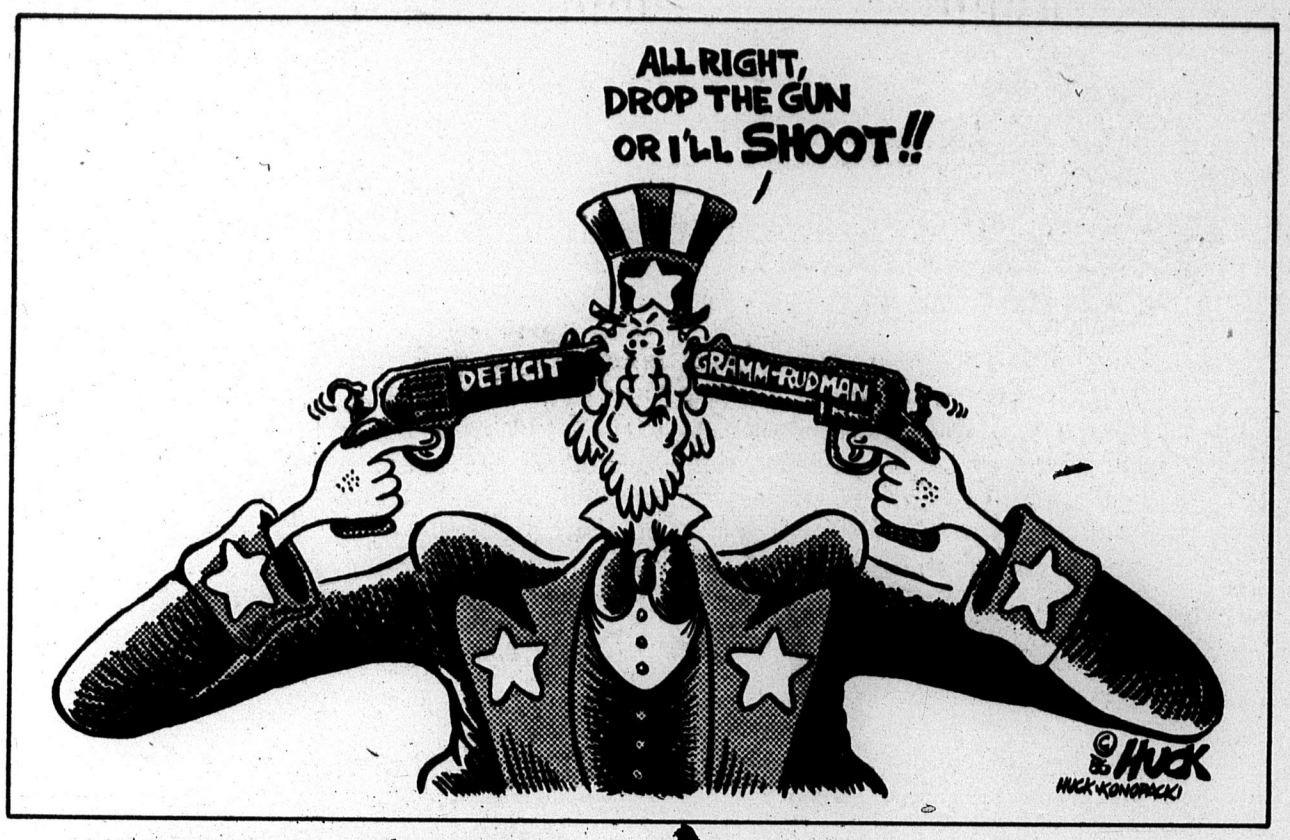
Vancouver Sun and Province	490.69	1½ yrs.
New York Times	486.47	3 yrs.
San Jose Mercury-News	451.13	16 mos.
Victoria Times-Colonist	447.70	1 yr.
Manchester Union Leader	440.00	2 yrs.
Ottawa Citizen	431.23	2 yrs.
Toronto Star	420.12	3 yrs.
New York Post	*417.65	3 yrs.
San Diego Union and Tribune	416.74	3 yrs.
San Francisco Chronicle and Examiner	415.59	16 mos.
Seattle Times	409.50	2 yrs.
New York Daily News	408.91	3 yrs.
Detroit Free Press	407.61	3 yrs.
Toledo Blade	405.69	3 yrs.
Denver Rocky Mountain News	402.00	4 yrs.
Philadelphia Inquirer and Daily News	398.17	3 yrs.
Fresno Bee	394.41	4 yrs.
Boston Herald	392.43	3 yrs.
Seattle Post-Intelligencer	390.18	2 yrs.
Delaware County Times	386.78	4 yrs.
Sacramento Bee	384.35	4 yrs.
Denver Post	382.00	3½ yrs.
Honolulu Advertiser and Star-Bulletin	381.91	3 yrs.
Toronto Globe & Mail	379.69	3 yrs.
Cleveland Plain Dealer	371.70	3 yrs.
Oakland Tribune	358.30	2 yrs.
Chicago Sun-Times	354.10	3 yrs.
Providence Journal and Bulletin	353.30	3 yrs.
Memphis Commercial Appeal	350.95	5 yrs.
Detroit News	348.41	3 yrs.
Erie News and Times	345.11	3 yrs.
St. Louis Post-Dispatch	344.00	3 yrs.
Kingston Daily Freeman	342.95	3 yrs.
Baltimore Sun and Evening Sun	330.00	5 yrs.
Buffalo Evening News	324.35	5 yrs.
Washington Post	322.75	3 yrs.
Peoria Journal Star	283.00	3 yrs.
Great Falls Tribune	†270.00	4 yrs.
Sioux City Journal	239.29	4 yrs.
Battle Creek Enquirer & News	222.00	3 yrs.

* Higher if hired prior to 6/12/81.
† If hired prior to 6/22/84: $317.00.



ANC 'FREEDOM FIGHTERS'?

Speakes speaks to 'clarify' a point

By Grant Dillman

FOLLOWING ARE the first paragraphs of a story on Page 1 of the March 13 Washington Post:

A senior State Dept. official said yesterday that the Reagan administration favors black majority rule in South Africa and regards members of the militant black African National Congress as "freedom fighters" in their battle against the apartheid regime.

Testifying before the House Foreign Affairs subcommittee on Africa, Ass't. Secretary of State Chester A. Crocker was asked by its chairman, Rep. Howard E. Wolpe, D-Mich., whether the administration supported the creation of a system based on black majority rule and the protection of white minority rights.

"I think that's inherent in everything we've said," Crocker replied.

"Does that mean [black] majority rule?" Wolpe persisted.

"Yes," replied Crocker, who is regarded as the architect of the administration's "constructive engagement" policy toward South Africa, an effort to quietly encourage reform of the white minority apartheid system.

Also on March 12, White House press representative Larry Speakes devoted a major part of his daily briefing for reporters to the Crocker testimony. Here is a partial transcript:

Grant Dillman, reporter, editor and Washington bureau chief for UPI for more than 40 years, now is director of the Washington First Amendment Center of the Sigma Delta Chi Foundation, which distributed this article.

Speakes: Secretary Crocker testified and there was some stir caused . . . about what he had said about the South African government and the majority rule there. I think it would behoove all of you before you write to examine what the assistant secretary said in its entirety, which was not reported. . . .

Secretary Crocker agreed to an assertion by a congressman that in a general sense the African National Congress is one of the many organizations engaged in a struggle for freedom in South Africa. . . . He also noted . . . our long-standing opposition to the policy of violence of the ANC and our concerns about the ties of that organization to the Soviet Union.

[On] the question of majority rule, we have consistently called for a system of government that recognized the rights of all South Africans, including political rights.

Question: Well, did he call them freedom fighters?

Speakes: The South African government itself has recently acknowledged the need to provide for universal sufferage. It is up to the South Africans to negotiate a constitution. A truly democratic constitution, by definition, provides for majority rule with protection for minority rights. . . .

Q: Are they freedom fighters? The Mandela people?

Speakes: We certainly don't agree with their practice of violence and their standing with the Soviet Union.

Q: Well, did he (Crocker) say they were freedom fighters in his text?

Speakes: I think you'd have to look it up. I think he responded to a question . . . designed not to find out the administration's views, but to elicit a specific answer the congressman wanted to play up. . . .

Q: So you're accusing his questioners . . . you feel he was trapped?

Speakes: Yes, I do.

Q: Is that what he says?

Speakes: I haven't talked to him.

Q: Well, how do you know that?

Speakes: Because I read the testimony. Simple as that.

Q: What do you mean, "simple as that?" Is he backtracking from his testimony?

Speakes: No, he's not backtracking from his testimony.

Q: But you are?

Speakes: No, I'm putting it in the context which it should be recognized in the press. . . .

Q: Out of curiosity . . . is there something about the phrase "black majority rule" that presents a diplomatic problem for the United States?

Speakes: No.

Q: So why don't you just say that you favor it, then?

Speakes: The South Africans have to work out the specifics of their constitution.

There now, is everything clear?

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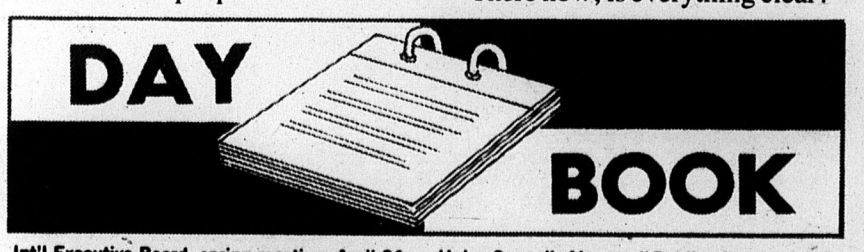

Int'l Executive Board, spring meeting, April 21-25, TNG headquarters, Washington.
Canadian District Council, spring meeting, April 26-27, Toronto.
Western District Council, spring meeting, April 26-27, Eugene Hilton, Eugene, Ore.
Great Lakes, Midwest and Southern District Councils, joint spring meeting, May 3-4, Convention Center Inn, Washington.
Mid-Atlantic District Council, spring meeting, May 3-4, Rochester Plaza Hotel, Rochester, N.Y.
New England District Council, spring meeting, May 3-4, Salem, Mass.
Union Council of Ingersoll Publications, June 20-22, Philadelphia Centre Hotel, Philadelphia.
Int'l Executive Board, pre-convention meeting, June 20-21, Philadelphia Centre Hotel, Philadelphia.
53rd Annual Convention, June 23-27, Philadelphia Centre Hotel, Philadelphia.
Int'l Executive Board, post-convention meeting, June 27, Philadelphia Centre Hotel, Philadelphia.
Western District Council, fall meeting, Oct. 25-26, San Jose.
54th Annual Convention, June 22-26, 1987, Hyatt Islandia Hotel, San Diego.

As they put it

Just tough talk?

Secretary of Labor William E. Brock used deservedly strong language to castigate Union Carbide Corp. for deliberate disregard of workers' safety at its Institute, W.Va., plant, where release of a cloud of toxic gas last August resulted in the hospitalization of 130 persons.

With obvious anger, Brock denounced the company's use of employees as "human canaries" to sniff the air for leaks of deadly phosgene gas. He expressed indignation at its falsification of injury records, failure to install devices to detect dangerous chemical leaks and use of defective safety equipment.

Brock announced that OSHA will seek fines totaling nearly $1.4 million against Union Carbide for its many willful and serious violations, a record amount.

More accurately, it will be a record if anything close to that amount ever is collected. The tragedy is that it's not likely, as Union Carbide and managements of other corporations well know.

Last fall, Union Carbide was slapped with a $32,100 fine for other violations. Its attorneys negotiated the amount down to $4,400. The previous record OSHA fine of $786,190 against the Newport News shipyard ended up as less than $100,000.

Union Carbide already has announced that it is appealing the proposed fines. Given the track record of the Occupational Safety & Health Review Commission, especially under this administration, that looks like a sound business decision.

The Secretary of Labor's angry words also should be directed to spurring OSHA to more vigorous enforcement—before accidents occur—and to press for the funding and resources to carry it out.

It is up to Congress, however—in this case the members of the Senate Human Resources Committee—to send a message to the corporations that flagrant safety violations no longer will be met with a token slap on the wrist.

Pending before the committee is President Reagan's nomination of Robert E. Rader, Jr., as a member of OSHA's review commission, the equivalent of a court of appeals.

Rader, currently on the commission under a recess appointment by the president, made his reputation as a foe of OSHA and an adviser to corporations on how to deny access to government safety inspectors.

As the AFL-CIO testified last month, Rader has demonstrated by his actions and writings that he is opposed to any government role in the safety and health of the nation's workers.

The Senate committee can recommend the confirmation of Rader and send a message to companies like Union Carbide that Brock's tough words carry no clout.

Or it can—and should—send a different message: that scofflaws will be severely punished. Killing the Rader nomination may save the lives of workers.

—Adapted from the April 5 issue of the AFL-CIO News.

The Guild Reporter

CALM ACPS

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

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