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NIOSH VDT-pregnancy study gets nod

Washington—The federal Office of Management & Budget has reversed itself and given conditional approval to the National Institute for Occupational Safety & Health to conduct a long-planned and oft-revised study of the possibility of unusual reproductive risks for women who work on VDTs.

The conditions OMB attached to its approval, however, appeared to raise the possibility that NIOSH or the independent panel of non-

agency experts it consults for study-plan evaluations now might view the VDT study as promising less credible findings.

OMB's conditional approval was contained in a letter to NIOSH's parent agency, the Dept. of Health & Human Services, dated June 6, two days following a Congressional hearing in which OMB was severely criticized for having disapproved the study in December and for the delay in its

being launched in the interim [Guild Reporter, June 6].

In December OMB said that the study contained major scientific-design flaws which could result in misinterpretation of its findings. The flaws it cited mirrored those alleged by a pair of scientists hired to evaluate the study proposal by BellSouth, one of the firms whose employees are the study's proposed subjects.

BellSouth told the House Sub-

committee on Health & Safety June 4 that it continued to have serious reservations about the study in the revised format submitted by NIOSH to the OMB on May 22. NIOSH said the revisions reflected concerns raised before and since December by BellSouth and the OMB.

In its June 6 letter the OMB said NIOSH could now conduct the study if it changed its format to "correct certain methodological

deficiencies" which would "improve the validity of the results."

OMB said NIOSH should delete some questions about stress and fertility and should obtain medical records for any adverse reproductive effects that might be reported by study subjects, the Daily Labor Report of the Bureau of National Affairs reported.

BellSouth had objected to the stress and fertility questions as
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BILL McBEAN/Denver Guild

Pickets aim to 'pipe up' pact with Denver Post

Denver — More than 100 Guild members at the Denver Post took the Denver Guild's quest for an equitable new contract with the Times Mirror-chain daily to the streets June 16 where they mounted an informational picket line protesting the lack of progress after 83 meetings in more than a year of bargaining.

The lunch-hour demonstration in front of the Post plant, led by a pair of bagpipers and a drummer, coincided with a quarterly

meeting of Times Mirror executives here. Guest pickets included leaders of several of the eight other unions in the Denver Council of Newspaper Unions plus the presidents of the state and city central labor federations.

"We feel bound by conscience not to give in to Times Mirror demands" for "sharply lower wages for future employees" and a freeze in pensions, among other things, the Denver Guild explained in a one-page state-

ment distributed to passersby.

"While Times Mirror pinches pennies when it comes to people, it manages to find big bucks for new acquisitions," the bulletin also said, pointing to its purchasing the Baltimore Sunpapers for \$600 million in cash [Guild Reporter, June 6].

Among the two-tier rates the company is proposing is a minimum-pay schedule for newly hired single-copy circulation-sales representatives that would be \$200 a week lower than that

for current employees, a Guild representative said.

Carol Green, Post vice president for human resources, acknowledged that "there are a few proposals like that," but claimed that "they would affect only two or three job titles," the competing Rocky Mountain News reported. The Guild said about 200 employees would be involved.

Other company demands include elimination of severance pay on retirement, taxi fares for women working at night and pre-

mium pay for work on Christmas and New Year's Eves. It is proposing increases of 2½ to 3 percent in each year of a three-year agreement.

Green said that the company anticipates a settlement within a few weeks.

The Guild, which represents more than 800 editorial and commercial department employees at the paper, explained that the informational picketing was undertaken in an effort to avoid a
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TNG convention seen drawing more than 225 to Philadelphia

Philadelphia—More than 225 delegates and alternates from Guild locals across the United States, Canada and Puerto Rico are expected for TNG's 53rd Annual Convention June 23-27 at the Philadelphia Centre Hotel.

Convention delegates will enact policies and programs that will determine the union's course for the next year.

In addition, the afternoon of the convention's opening day will be devoted to a convention-wide forum on substance abuse and drug testing in the workplace. That

evening there will be workshops on (1) employees' "right to know" about workplace hazards and (2) the use of computers to analyze bargaining information.

Policy and program proposals to be before the convention with the recommendation of TNG's Int'l Executive Board include:

✓ A call for Guild locals to support proposed legislation in both the United States and Canada that would prohibit employers forcing employees to retire at a fixed age. (The IEB characterized forced retirement as "the cruelest

form of age discrimination.")

✓ An associated call for Guild bargainers aggressively to resist management demands for mandatory retirement and to seek elimination of the practice where it exists.

✓ Establishment of a minimum benefit of \$75 a week for members who are locked out of their jobs or who strike their employer.

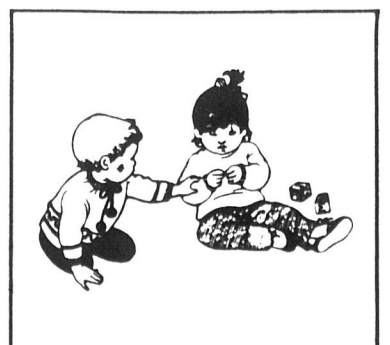
✓ Expansion of TNG bargaining policies to include a call for employers to pay employees' costs for caring for elderly, handicapped

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Elections, liberation key topics of CBTU

Atlanta—Getting out the vote in November and overwhelming support for the liberation movement in South Africa were key topics at the 15th Annual Convention of the Coalition of Black Trade Unionists here May 23-26.

Delegates from states with U.S. Senate races were urged to work for the defeat of Republican candidates to overturn the Senate's conservative leadership.

Missouri, where former Guild member Harriett Woods is running for the seat being vacated by Thomas F. Eagleton, was called one of the crucial contests this fall.

Resolutions calling for the total withdrawal of investments in South Africa and the boycott of Shell Oil because of its vital support for the government there were among the many approved.

One proposal that drew intense debate was based on a report that many South African products are shipped into the U.S. with Israel designated as the country of origin. The convention called for a ban on all South African goods regardless of label.

South Africa also was the topic of a speech by United Mine Workers President Richard Trumka. Trumka said jobs in his and other industries are being transferred to South Africa because of the low

labor costs that stem from the oppression of workers there.

More than 1,200 delegates from 72 national and international unions registered for the convention, including TNG Vice President Richard M. Peery of Cleveland.

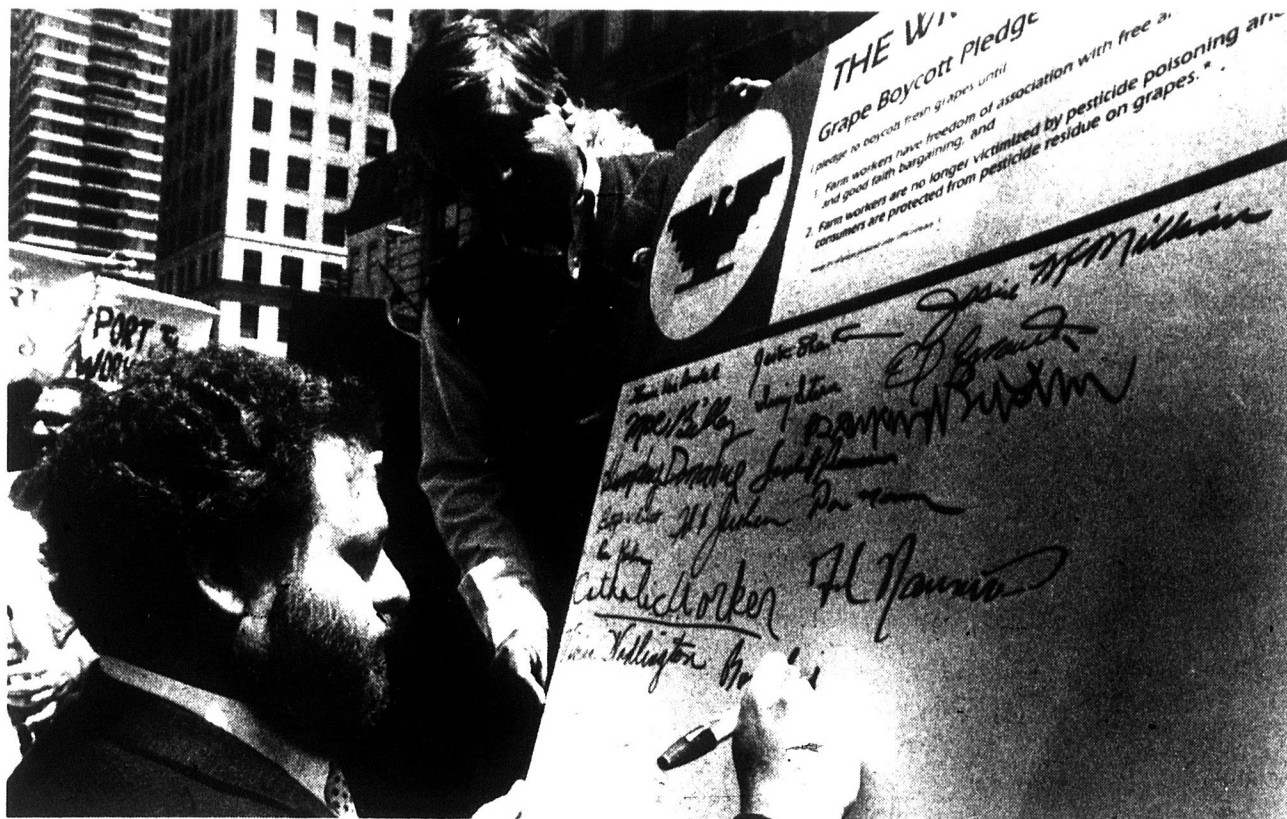
A women's conference that preceded the full convention heard an address by Dorothy Height of the National Council of Negro Women and reports from a women's conference held last year in Kenya.

It was noted that although women were a majority of the delegates at the CBTU convention, no resolutions were submitted dealing specifically with women's issues.

CBTU was urged to provide leadership training for women members. Women also said members should take their children to union meetings and work for schools to teach the role of labor.

In his main address, CBTU President William Lucy, secretary-treasurer of the State, County & Municipal Employees, pointed out that a higher percentage of black workers than white are union members, but their ranks have been devastated by the loss of jobs.

However, one quarter of all workers are in unorganized service industries—targeted for organiza-



JACK MILLER/New York Guild

Signing with Cesar—'Wrath of Grapes'

New York Guild President Barry Lipton, left, signs a huge card bearing the pledge to boycott California table grapes until farm workers in that state are assured of "free and fair" union elections and good faith bargaining and are no longer

victimized by poisoning from pesticides the growers have sprayed on the fields. Looking on is Cesar Chavez, president of the United Farm Workers. Chavez was in New York City June 4 for a rally supporting his union's renewed boycott of grapes.

ing by the AFL-CIO—which means blacks will be a growing force in the labor movement in the future, he said.

Lucy also echoed a frequent theme of the convention, opposition to increased spending for the Pentagon and foreign incursions by the military.

VDT-pregnancy study gets nod from OMB

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"useless and intrusive," BNA reported.

OMB also said NIOSH should get OMB approval before undertaking any follow-up or prospective studies and should revise its proposed introductory letter.

Teresa M. Schnorr of NIOSH's Surveillance, Hazard Evaluation and Field Studies Division told a BNA reporter that OMB's requested changes would be put to the agency's peer review committee of outside experts for recommendation. "I don't know what NIOSH will do," she said.

Schnorr also said she feels that the questions on stress and fertility NIOSH wants out "were important to the study and without them the study will be less credible."

She said the questions on stress were aimed at insuring that the groups of VDT users and non-users being studied were similar and that NIOSH could be confident "that stress had nothing to do with the results," BNA reported.

OMB said the stress questions had "no practical utility" and asserted that "there is insufficient

evidence relating these items to VDT exposure and adverse reproductive outcomes."

The OMB letter also said questions on fertility should be removed because "measuring the effect of VDT exposure on fertility is not the purpose of the study" and said it was not convinced that the study would "provide sufficient statistical power to test any hypothesis relating to fertility."

Schnorr told BNA; however, that NIOSH sees reduced fertility and spontaneous abortion as "part of the same issue—if you have more spontaneous abortions, you have less fertility."

David LeGrande, Communications Workers safety and health director, told BNA that he considers it "either ironic or just strange" that each of OMB's conditions are "exactly the points proposed by BellSouth."

NIOSH first announced plans for such a study in late 1982 after TNG requested it following reports of the first few of several clusters of abnormal pregnancies experienced by women who worked on VDTs while pregnant.

Members at BNA ratify contract

Washington—Members of the Washington-Baltimore Guild unit at the Bureau of National Affairs have ratified a new two-year contract with the legal- and economic-reporting firm that raises top minimums as much as \$48.98 a week and provides paid time off for new fathers and adoptive parents.

The contract's highest minimum salary, one covering legal editors, is raised by \$48.98, to \$855.01 a week, over the contract's term; \$28.15 of the increase, taking the top minimum to \$834.18 a week, is retroactive to March 17, and \$20.83 effective next Feb. 16.

The highest minimum for experienced reporters is raised by \$39.58, to \$691.08 a week, in increments of \$22.77 and \$16.81.

Martin Luther King's Birthday is added as a holiday, bringing to 10 the number of annual holidays under the contract.

Employees adopting children and the fathers of new-born children may use up to five days of accumulated paid sick leave under the new agreement, which also extends a six-month unpaid leave of absence to new fathers as well as new mothers. The contract continues to provide sick leave for periods of disability associated with pregnancy and childbirth.

The company agreed to hire a consultant to recommend appropriate lighting in areas where video

display terminals are used and to engage a safety consultant to advise the in-plant safety committee.

Maximum reimbursement for an annual eye examination for employees working on VDTs is raised by \$5, to \$40, and a provision is added for reimbursement of up to \$50 a year toward the cost of eyeglasses for work on a terminal.

Payment for routine, periodic physical examinations is added under the health insurance plan. The plan also is changed to include a second-opinion program for certain non-emergency surgical procedures as a means of avoiding unnecessary surgery.

The formula for computing pensions under the retirement plan is improved and the company's payment to the plan raised.

A bi-weekly subsidy for employees who use the city's transit system is raised by \$5.50, to \$18, and tuition reimbursement is increased by \$300, to \$1,700 per semester, during the contract's term.

Agreement on the new contract came 10 weeks after the Feb. 28 expiration of the local's previous contract with the company, a period in which members of the unit conducted informational picketing. The company cancelled a national conference on "Work & Family" in mid-April after government, labor and business officials said they would not cross an infor-

mational picket line the unit planned outside the conference site unless an equitable settlement of the contract was reached beforehand [Guild Reporter, April 25].

The settlement, reached a month later, included "some tangible benefits," bargainers reported, including more compensation, agreement on the paid time off for new parents and limitations on the retention of warning letters.

The top minimum for the salary grade including secretaries and customer service representatives is raised by \$28.73, to \$502.06 a week, in increments of \$16.54 and \$12.19. Top minimum in the lowest salary grade, which includes messengers, is raised by \$18.79, to \$328.47 a week, in increments of \$10.81 and \$7.98; the starting minimum in the grade goes up by \$15.25, to \$265.83, in increments of \$8.77 and \$6.48.

225-plus due at 53rd TNG convention

(Continued from page 1)

or disabled dependents.

Re-emphasis of the importance of locals in both the U.S. and Canada obtaining and enforcing contract provisions forbidding discrimination, particularly that based on age, sex, race and irrelevant handicaps, in view of the uneven and often changing application of anti-bias laws by the nations' current governments.

The proposal for a \$75 minimum strike/lockout benefit would apply to members with regular wages of less than \$214 a week. Benefits, based on a member's weekly wage, currently have a maximum level (\$100, going to \$125 July 1) but no floor. The proposal is in keeping with a directive by last year's convention that the IEB study "potential inequities" in the benefits.

The opening-day forum results

from growing concern over testing for drug use and workplace searches for illegal substances by news industry employers as well as others.

Participants in the forum will include Barry Steinhardt, director of the Pennsylvania Civil Liberties Union, John P. Morgan, M.D., professor of medicine and director of pharmacology at the City University of New York Medical School, Kevin Savidge, a Paperworkers Union shop steward who was fired for refusing an employer's demand that he submit to a test, and TNG Counsel David S. Barr.

The computer workshop—which will focus on payroll information analysis—will be conducted by Eric D. Geist, data system co-ordinator at TNG headquarters, and James H. Griffin, of TNG's field staff.

The health-and-safety right-to-know session, which will concentrate on employers' hazard communication obligations, will be conducted by Barry Scott, an industrial hygienist who is an inspector for the U.S. Occupational Safety & Health Administration, and Ted Lieverman, an attorney who represents the Philadelphia Area Project on Occupational Safety & Health and who played a major role in enactment of the state's right-to-know law.

Pipers lede Denver Post pickets

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strike that could cause "irreparable damage" to the Post. The Post and the News, a Scripps-Howard paper, have been in a tight battle for dominance in the Denver market for several years.

Some of the pickets' signs referred to the competition between the dailies, proclaiming that "happy

employees win newspaper wars."

The local's contract with the Post expired in September. It signed a new agreement with the News earlier this spring.

Guild and Post-management representatives met for their 84th and 85th bargaining sessions the two days after the informational picketing. Management did not mention the demonstration.

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NLRB orders mailboxes open for use of Guild

Cincinnati—For the first time, in-plant mailboxes of editorial department employees of Gannett's Cincinnati Enquirer include communications from the Cincinnati Guild these days.

The way was cleared for mailbox distribution of Guild messages by a May 21 decision from the National Labor Relations Board.

The decision, by a three-member panel of the NLRB in Washington, came nearly 17 months after the Guild had requested permission to use the in-plant mailboxes as its predecessor, the Enquirer Editorial Employees

Professional Assn., had done.

(Meanwhile, in May the Guild filed another refusal-to-bargain charge with the NLRB over the company's unilaterally requiring photographers to provide their own transportation to assignments even when their cars might be disabled.)

The Guild was certified as the bargaining representative of the paper's editorial department employees in December of 1984, a year after employees had voted to affiliate their independent union with the Guild and dissolve their independent union.

The board panel upheld the find-

ings of an NLRB administrative law judge that management of the paper had violated federal labor law by discriminatorily denying the Guild access to the mailboxes, but it overturned an order that the company reimburse the Guild for postage costs it had incurred as a result of the ban.

The panel also upheld findings that the company was guilty of unfair labor practices in unilaterally changing the duties and cutting the pay of the wire editor and unilaterally creating an exempt deputy editor position in place of a Guild-covered assistant editor job.

An award of back pay, plus interest, for Guild-covered employees who lost pay as a result of the unilateral changes was also confirmed by the three-member panel, consisting of NLRB Chairman Donald L. Dotson and members Patricia Diaz Dennis and Wilford W. Johansen.

In affirming the finding of Administrative Law Judge John H. West that the company acted discriminatorily in denying the Guild use of the mailboxes, the board panel noted that other organizations like the Society of Professional Journalists and the employees' golf league, as well as the former union, used the mailboxes.

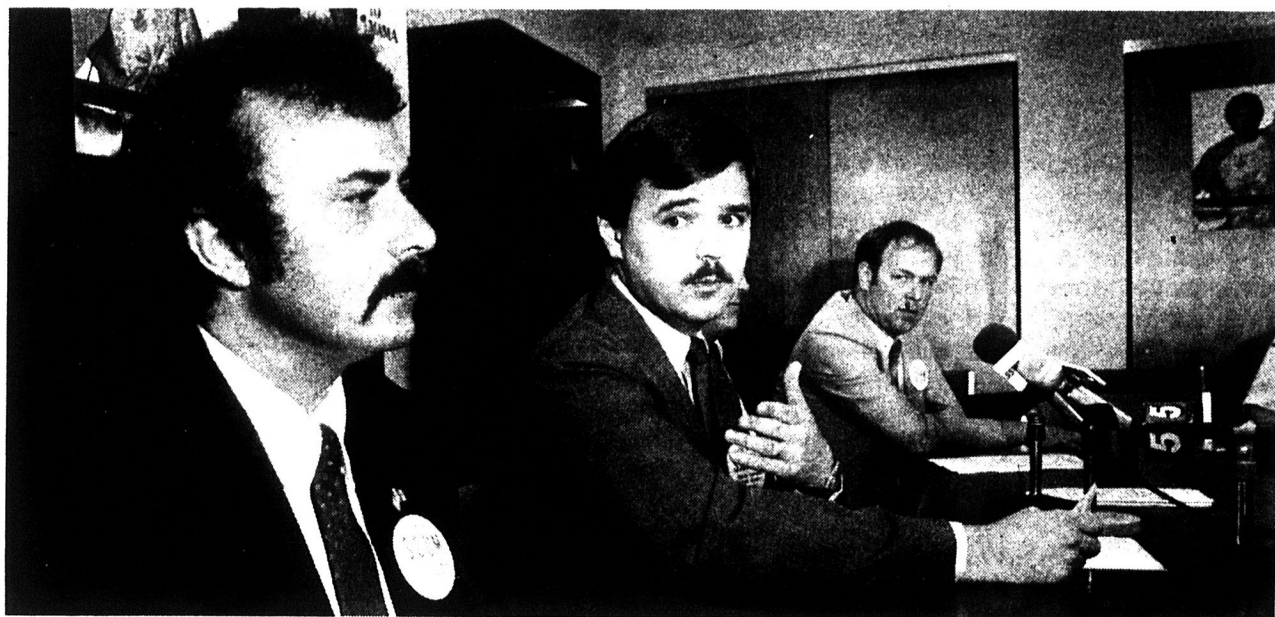
The board members said the link between the union's additional postal expenses and the company's action was not sufficient to warrant an order to reimburse the Guild, however. Other means of communication were available, including bulletin board notices and

desk-top distribution, the three-member panel said, adding that while neither method ensures "100 percent communication, we find them to be acceptable."

Guild President Paul Furiga said the local was generally pleased by the board's decision. Reimbursement of extra postage expenses incurred because of the company's unfair practice was the least important of the remedies sought.

About six Guild-covered employees who substituted in the wire editor's slot after the company illegally cut the pay for the job will be eligible for back pay, Furiga said. He estimated that back payments will total \$1,000 to \$2,000.

The board members ordered the company to rescind its unilateral changes in the jobs of wire editor and assistant features editor and to bargain with the Guild about any proposed changes as well as other issues related to terms and conditions of employment.



DICK SWAIM/Cincinnati Guild

CINCINNATI GUILD'S PAUL FURIGA, CENTER, FIELDS QUERY DURING PRESS CONFERENCE

Also participating in June 6 session from left: Robert J. Bryan, Pressmen's president, and V. Daniel Radford, Cincinnati AFL-CIO Labor Council executive officer. Hidden by Furiga is Ray Robb, president of Cincinnati's Council of Newspaper Unions.

Lift news curbs, Botha is urged

Washington—Sweeping new restrictions on domestic and foreign journalists should be lifted immediately, TNG President Charles A. Perlik, Jr., has said in a cable to South African President P. W. Botha protesting that country's crackdown on the press under a newly imposed state of emergency.

In a June 16 cable to Botha, Perlik also called for an investigation into recent assaults on journalists working there, including an incident at the Crossroads township near Cape Town where two members of a British television camera crew, apparently caught between battling factions, were attacked with heavy knives.

The pair, both South Africans, were hospitalized from their wounds and cameraman George De'Ath later died after being in a coma for several days.

The state of emergency and sweeping curbs on news reports were called in anticipation of widespread anti-apartheid demonstrations June 16, the 10th anniversary of the 1976 Soweto uprising.

Journalists are prohibited from reporting or transmitting any information about government security forces and are barred from entering

black townships. Foreign journalists also were ordered not to transmit any "subversive statement."

Other restrictions prohibit journalists from identifying certain persons held in detention and from reporting on a variety of political statements.

In other actions related to the crackdown on news gatherers, government authorities confiscated the Argus chain's Sowetan, a daily intended for a black urban

audience, and the Weekly Mail, a small paper published by former employees of the Rand Daily Mail, the liberal daily that was closed last spring.

The Committee to Protect Journalists, in a June 10 message to Botha, called for an investigation into allegations that "inaction by security forces" has been partly to blame for the "intensity of violence" that has been directed against journalists as well as others.

Ad agency mergers bring cautions

Reston, Va. — The "current wave of advertising mega-mergers" is likely to mean that newspaper advertising sales personnel will have to work harder to maintain and increase the flow of advertisers' dollars to dailies.

That's the conclusion of the president of the Newspaper Advertising Bureau writing in the June issue of "presstime," published here by the American Newspaper Publishers Assn.

Craig C. Standen says that, while "there will almost certainly be some unforeseen fallout from these mega-mergers," he sees the following as "some things that might happen."

Because of conflicts with other advertisers in the merged agencies, big accounts will go to other agencies ending "long-established relationships between the newspapers' sales organizations and the people who do the media planning and buying."

"Newspapers and their national sales organizations will have to work extra-hard to establish similar strong relationships with the new buyers and planners. And they will find media decision makers

harder to reach," Standen wrote.

The most recent mergers mean that the top 10 agencies will handle approximately 35 percent of billings worldwide; the top 10 domestic agencies, almost half of all U.S. agency billings; making newspapers' selling job more difficult.

As the NAB's Leo Bogart put it, this means "a smaller number of significant targets ensconced behind corporate battlements that are harder and harder to penetrate. The guardians at the gates of the

packaged goods empires have grown up with TV, and their hides have been hardened into armor plating that protects them from any new ideas about media."

As major advertisers become ever larger and concentrate their dollars in a few big agencies, there will be more pressure on advertising rates.

This will be especially true on the differential between newspapers' rates for national and local advertising, Standen said.

NLRB affirms organizer-firing finding

Washington—All but ignoring exceptions by its general counsel's office, the National Labor Relations Board has affirmed an administrative law judge's ruling that no labor law violation occurred when the credit checker at Gannett's Salinas Californian was fired for union activity.

The law judge in February found that the discharged employee lacked protection under federal labor law because he was exempt as a "managerial" employee of the 23,000-circulation daily. The

company said he was its credit manager.

Subsequently, a member of the NLRB general counsel's staff filed 25 exceptions to the law judge's ruling and urged the NLRB to overturn the finding that the employee was managerial [Guild Reporter, May 23].

A three-member panel of the board upheld that finding, however, in a four-sentence decision issued May 19. It did not comment on the substance of the specific exceptions except in a footnote on

Enquirer unit rejects pact, okays new filing

Cincinnati—Members of the Cincinnati Guild's Enquirer unit authorized the local to file new unfair labor practice charges against management of the Gannett paper after resoundingly rejecting what company negotiators described as their final contract offer.

That offer, which would eliminate minimum wage schedules and provision for arbitration of disputes, among other things, is one "no self-respecting union would accept," more than 60 members of the unit said at a June 7 meeting where they unanimously rejected the offer.

Two days later the local filed charges with the National Labor Relations Board alleging that the company has violated federal labor law by conducting "surface bargaining."

Gannett bargainers have offered no explanation of "economic or management necessity" for its demands for major give-backs in a new contract covering the paper's

editorial department employees, local President Paul Furiga said at a press conference called to announce the members' action.

Enquirer news room employees "are baffled" at Gannett's refusal to renew basic contract provisions that ensure "equal treatment and justice in the workplace," Furiga said. For almost 40 years those protections have been addressed "in the time-honored American fashion—in a written contract," he explained.

While the Cincinnati Guild is seeking its first contract with the Enquirer, the paper's editorial department employees have been covered by a contract since an independent union was recognized as their bargaining representative in the 1940s. Members of that union, the Enquirer Editorial Employees Professional Assn., voted to affiliate with the Guild local in Dec. 1983, an action confirmed in an NLRB-supervised election a year later.

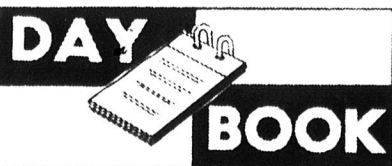
"Here we are," Furiga told the press conference, "employees of Gannett, the nation's largest and most profitable media company, and yet Enquirer management... is demanding that we give up all we now own."

The paper has consistently been profitable, even during tough economic times, Furiga pointed out, noting that subscription and advertising rates continue to be raised. "Each day those revenues flow to Gannett's Washington, D. C., headquarters," he said, urging support from the Cincinnati community for its residents employed at the paper.

those dealing with credibility given witnesses by the law judge.

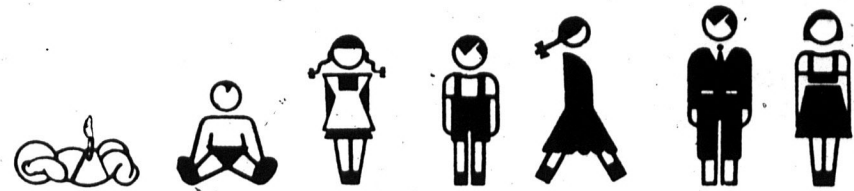
The employee was fired during a campaign at the paper for representation by the San Jose Guild. A majority of the paper's employees subsequently voted against Guild representation in a board-supervised election on March 6, 1985.

Board members Wilford W. Johansen, Marshall B. Babson and James M. Stephens participated in the decision.



Intl Executive Board, fall meeting, Oct. 19-22, Vancouver.
Canadian District Council, fall meeting, Oct. 25-26, Montreal.
Great Lakes District Council, fall meeting, Nov. 1-2 (tentative), Cincinnati.
Western District Council, fall meeting, Oct. 25-26, San Jose.
54th Annual Convention, June 22-26, 1987, Hyatt Islandia Hotel, San Diego.
55th Annual Convention, June 27-July 1, 1988, Hotel Vancouver, Vancouver, B.C.

CHILD CARE



It's a developing story

By Linda K. Foley
and
Anna M. Padia

NEWS INDUSTRY EMPLOYERS in the United States and Canada aren't exactly making headlines when it comes to addressing employee child-care needs.

While news stories and editorials report and promote the benefits of employer-provided child care, few employers in this industry apparently consider their own employees' child-care requests very newsworthy.

Of the 6 million employers in the U.S. in 1985, 2,500 provided some type of child-care assistance, including 580 employers who provided on- or near-site centers; 79 Canadian employers were sponsoring child-care centers in 1984. Barely a handful of the 1,688 U.S. and 110 Canadian daily newspapers were among them, however.

Even though child care as a news employees' benefit is not a "breaking story," it is a developing one.

More than 200,000 women work in the North American news industry, and statistics show that overall nearly 62 percent of mothers with children under age 16 are employed. In addition, more working men are taking on child-care responsibilities.

The Newspaper Guild's struggle for adequate child care has been conducted primarily on two fronts—at the bargaining table and in the legislative halls.

In 1970 TNG's Convention added a provision to its recommendations on bargaining calling for employers to provide "centers for care of children of employees on or near company premises."

LATER THAT year a Guild-wide Conference on Sex Discrimination and Women's Rights recommended, among other things, that locals negotiate for child-care centers, that the Guild support and encourage legislation for child care, that locals demand employer subsidies and establish committees to investigate child-care options and that the Guild make child care available at its conventions.

The 1971 Convention responded and gave the child-care recommendation even greater emphasis by adding it to TNG's Bargaining Program, making it a provision locals are required to include in their contract proposals.

The bargaining goal, also reflected in TNG's Model Contract, was later

This article and accompanying material are adapted from a report by Linda K. Foley, TNG collective bargaining and research assistant, and Anna M. Padia, TNG's human rights co-ordinator, examining the development of child care in the news industry.

"Employers in other industries have found that providing child care... is in their own best interest. It can reduce absenteeism and turnover, increase morale, foster a more favorable image of the employer, improve the quality of the work force and enhance equal employment opportunity," Foley and Padia wrote in a foreword to the report.

changed to seek employer payment for the cost of caring for employees' dependent children.

The model contract urges locals that are unable to achieve child-care reimbursement to seek agreement on establishing adequate employer-financed child-care centers and allocating necessary study funds for Guild locals to determine the need for supervision and care. It also urges co-operation with other unions in establishing such centers and employee-parent administration of them.

(TNG's International Executive Board is recommending that the 1986 Convention expand the bargaining goals to include employer payment for the same kind of care for elderly, handicapped or disabled adult dependents.)

The Bargaining Program also requires locals to propose leaves for family emergencies and maternity and paternity leaves, paid and unpaid, that apply to birth and adoptive parents.

In 1977 TNG's human rights co-ordinator was appointed to a panel of 19 union women who studied child care in Sweden, France and Israel. Their report was published by the Coalition of Labor Union Women in 1978. More recently, the Guild, with a \$1,000 donation, was one of 10 international unions that helped finance "Bargaining for Child Care," a 1985 CLUW publication.

In addition, Guild conventions over the years have voted support for legislation to promote quality, affordable and accessible child care. Child care for delegates has been a regular fixture at Guild conventions since 1978.

Adopting policies and recommendations on child care is not enough, however. Implementation is what counts.

If progress in achieving child care were measured in "baby steps," Guild locals would be several steps—in some cases, "giant steps"—ahead of other industry representatives.

A majority of Guild contracts have provisions for maternity and/or paternity leaves, some with several weeks

of one or both kinds of leave at full pay.

Many, if not most, U.S. contracts provide for maternity leave beyond the period of disability, during which federal law requires leave if it is available for other disabilities.

Most Canadian contracts also contain leave provisions, while federal and provincial laws mandate 17 or 18 weeks' maternity leave depending on the jurisdiction.

Several contracts extend maternity and paternity leaves to parents of adopted children. Leaves for family emergencies are in contracts on both sides of the North American border.

Although just added to TNG's bargaining recommendations in 1985, job-sharing provisions are part of at least three Guild contracts.

As of yet, however, none of the 215 Guild employers has on-site child care, though many locals, through collective bargaining, have pushed employers to the brink of that reality.

At the Toronto Star, for example, the employer has announced that it is willing to spend up to \$500,000 for employee child care. After a strike in 1983, the Southern Ontario Guild, which represents Star employees, conducted a campaign of "long-term agitation," according to one Guild leader, by continuing to make child care a major issue at the bargaining table and in the workplace.

An employee committee, consisting largely of Guild members, also has been working with planners for the city of Toronto, which is pressuring downtown developers to help alleviate community child-care needs. A day-care center currently is being constructed in an office building within walking distance of the Star.

On the other coast, in British Columbia, the Vancouver-New Westminster Guild has been instrumental in establishing two child-care centers. After a Guild-employer study in 1974, the local established the Pacific Press Employees' Day Care Centre for children of Vancouver Sun and Province em-

ployees. British Columbia offered funds for buildings and equipment and the city of Vancouver offered the site for \$1 annually. The local no longer is directly involved with that center.

Guild members in Vancouver now can place their children in a parent-run center within walking distance of the papers. One-third of the slots at the Creeksview Tiny Tots Society are reserved for members' children because of a \$10,000 grant from the local's health and welfare trust. Guild parents working at the Sun and Province have two seats on the center's board of directors.

The Guild's contract with the papers, meanwhile, provides for reimbursement of child- or family-care expenses incurred because of an out-of-town assignment.

In the early 1980s the Washington-Baltimore Guild and the Bureau of National Affairs agreed to set up a joint committee "to study the feasibility of and alternative methods of providing day-care assistance." BNA publishes books, periodicals and other materials about government, labor and management.

IN THE COMMITTEE'S report, issued March 15, 1983, Guild representatives called, among other things, for direct employer subsidy for child care. They acknowledged "the difficulties of establishing a center located at or near the work site," but continued: "The Guild still considers this to be a first-class option. . . . Failure to consider such an alternative is to miss an opportunity to provide a highly satisfying employee benefit."

Unfortunately, BNA did not agree, and rejected an on-site center, as well as an employer subsidy. However, other committee recommendations were implemented.

The report led to the formation of the Metropolitan Washington Child Care Network, a multi-employer co-ordination and referral system available to all workers and residents in the Washington area.

The committee's study also led to two contractual benefits for BNA employees: the option to use 13 days of annual sick leave for care of sick children and the option of "flextime" scheduling.

A new contract with BNA allows five days of sick leave to be used for the adoption or following the birth of a child. In addition, six days' unpaid

paternity leave was increased to six months, equalizing the amount of leave for each parent.

Provision for a joint committee on child-care was bargained by the New York Guild in its 1981 contract with Time Inc. Among other things, the committee conducted an extensive survey of child-care needs.

THAT COMMITTEE'S recommendation for "100 percent reimbursement of an employee's expenses for child-care arrangements" was rejected by management. The joint committee, however, continues to exist.

In 1972 the Washington Post's contract with the Washington-Baltimore Guild provided \$10,000 for the Guild and Post to "study the feasibility of providing a program of day care for children of employees."

Although the study found "substantial evidence to justify the development of a planned child care system to meet the needs of Washington Post employees with children," no child-care benefit has materialized, although Guild and company representatives have continued to discuss the issue.

The Buffalo Guild in 1982 negotiated a side agreement in its contract with the Buffalo Evening News calling for three months of joint study on the need for on-site child care. The study's recommendations were referred to a standing labor-management committee for further discussion. Meanwhile, the local continues to make child care a recurring issue at the bargaining table.

Likewise the Guild's contract with the Cincinnati and Kentucky Post from 1983 to 1985 contained a side letter establishing a joint committee to study

the availability of child care. There still is no employer-paid child care, but negotiations for a new contract in 1985 yielded a provision that extended health insurance coverage to an employee on unpaid maternity leave.

The Detroit Guild is using another workplace forum at the Free Press to push for child-care benefits there. A quality circle in the Guild-represented circulation department has made child care its project. Although the employer has resisted the circle's efforts to make child care a priority, the Guild has encouraged the circle to proceed. A needs-assessment survey is being prepared. Meanwhile, the local has formed a committee to deal with the issue at the bargaining table next spring and has joined the Child Care Co-ordinating Council of Detroit/Wayne County.

In San José the Mercury-News is in the very early stages of exploring possible involvement in a child-care cooperative with other employers. The San Jose Guild represents about 700 employees at the newspaper.

Other Guild locals have taken unilateral action to get employers moving on this issue. The Albany Guild, for example, issued an 11-page report in July 1984 on the possibility of child care at the Albany dailies.

In the San Francisco Bay Area, Guild negotiators have made child care a top priority in their latest round of joint bargaining. A subcommittee is conducting a needs-assessment survey.

Other segments of the newspaper industry are beginning to follow the Guild's lead in pushing for child-care benefits.

The Greenville, S.C., News-Pied-



MEMBER AND DAUGHTER AT VANCOUVER DAY-CARE CENTER
Doug Ward, a reporter, is a Guild-parent on the facility's board.

mont donated seed money to establish the Greenville News-Piedmont Employees' Child Development Center in 1983.

The non-profit center, located in a renovated church near the newspaper, accepts children from infants to age 5. News-Piedmont employees pay discounted rates, and their children currently occupy 25 to 30 percent of the 60 slots available.

The center is self-sufficient, but the newspaper continues to supply maintenance workers and other support employees.

About a year ago, the Louisville Courier-Journal and Times started a nearby child-care center. It accepts children from 6 weeks of age through kindergarten and runs from 6 a.m. to 7 p.m.

Employees' children currently occupy 55 to 60 of the 80 available slots, and employees pay discounted rates. Funded by the papers, the center is run by a non-profit, United Way agency.

As part of its agreement to buy the Louisville papers, Gannett Newspapers pledged to maintain a "substantially similar" benefit.

THE DOWNTOWN Children's Development Center in Atlanta was started in December 1985 by the Atlanta Journal and Constitution and three other employers.

Twenty of 100 slots at the non-profit center, located in a department store near the paper, are open to children of Journal and Constitution employees. The center accepts children from 3 months to 5 years of age and is open from 7:30 a.m. to 6:30 p.m.

A representative of the newspapers sits on the center's board of directors.

In the early 1980s, Newsday in Long Island, N.Y., was a major contributor to The Children's Community, a 130-child licensed center for pre-schoolers, infants and toddlers. Because Newsday was the center's largest contributor and user, the paper's employees got first referral at discounted rates.

After a little more than a year of participation, however, Newsday withdrew its support, said Brad O'Hearn, an official of the Graphic Communications Union local that represents Newsday editorial employees.

Responsibility shared—study figure

WHO'S RESPONSIBLE for making sure working parents have access to adequate dependent care?

Everyone, according to Toby McIntosh, former Guild unit chairperson at the Bureau of National Affairs.

McIntosh, a father and reporter at the Washington, D.C., publishing company, was instrumental in developing a Guild-BNA study on child care in the early 1980s. That study led to improved contractual benefits for BNA parents.

"It's important that public bodies have some ability to help people who need it, and it's important to make sure there's a good supply of child care," he said, "but corporations should take it on themselves to do something, too."

"I feel child care is something that directly affects people who work. It's to the employer's advantage," he continued. "Like health care, the need for child care is more of a fact of life than it used to be."

McIntosh said he believes most employers want to "do something for parents." The problem is they don't want to spend much money, so they agree to "tiny things." But those inexpensive "things," such as extended maternity and paternity leave, ability to use flextime and leave for sick children, are popular with BNA employees, he added.

Getting employers to spend money on child care is the hardest task for union negotiators, McIntosh said. The joint study's recommendation for direct employer subsidy was soundly rejected by BNA.

Employers also argue that child care is not their responsibility and that it

isn't fair to provide a benefit just for parents, he said.

"I think there is a legitimate fairness concern," McIntosh said, although, he added he got "surprising little negative reaction" from non-parents at BNA.

"Sometimes single men are less understanding than single women, but when so many have wives in the workplace, lots of men are completely convinced of the necessity for child-care."

One way to bring single workers into the fold is to extend the same kind of benefits to care of the elderly and disabled, he added.

He urged union negotiators to look at the range of child-care options. An on-site center, for example, may not have enough space to accommodate all employees' children. He cautioned that joint studies, though useful in identifying needs, may be the employer's way to "put the whole thing off."

"It will take more education of members and management before we get child care at BNA," McIntosh said. "We've nibbled around the edges [of employer subsidized child care], but at some point we'll have to get right down to it."

One new mother's quest for child care

BEFORE NOW MANY would have considered Sue Craig, a Guild activist and reporter at the Toronto Star, an expert on child care. Lately she's becoming a veteran.

Craig, who has worked in the Star's editorial department for about 12 years, now has a daughter, Deidre, born in early 1986.

Her hands-on experience in searching for adequate child care has confirmed what Craig already knew: There just isn't enough quality child care for newspaper employees.

"One of the things in our industry that makes it difficult is having to work odd shifts," she said. "Many newspaper employees don't have the option of using a day-care center."

Unscheduled overtime and out-of-town assignments also are a problem, she said, primarily for reporters but also for outside sales employees.

Few centers, she added, will take

children outside the "normal" 9-to-5 working hours. As a result, many newspaper employees either are forced to use private-home day care or are "stuck with a casual arrangement" whereby the employee's mother or other relative watches the child.

Although Ontario has pretty good standards when it comes to "formal" child-care centers, the safety and care standards for private-home care are less strict, she said.

For Craig, an ideal child-care arrangement would include access to a good, well-run, licensed center close to work so she could oversee her infant's feeding. She also would like some flexibility in her work shifts to handle Deidre's unforeseen needs.

She may get all those things, if her daughter is accepted at a center that's being constructed within walking distance of the Star. Craig also has asked the paper's management to reassign her

to a beat with more flexible hours.

She believes most mothers want that kind of flexibility. Longer maternity leave and the ability to return to a job part-time without jeopardizing future full-time status or a career are attractive options, she added.

Craig said she also believes non-profit day care should be encouraged.

"The money available is very limited," she said. "That money—including tax dollars—should go toward quality care and to rewarding workers."

ENCOURAGEMENT of profit-making child care systems will not produce those results, she said. "The well-to-do will get child care, but the price will go out of sight."

She added that many for-profit centers are very anti-union and pay caregivers low wages. That brings down the quality of care, she said.

Employer-paid centers needed, Liberal panel says

OTTAWA—Employer-sponsored facilities are one component of the comprehensive system of quality child care programs that should be available to all Canadian children, according to the report of a government-appointed task force.

In reporting its findings in March, the Task Force on Child Care appointed by the former Liberal government of Pierre Trudeau declared that publicly supported child care programs should be "as comprehensive, accessible and competent as our systems of health care and education."

"Access to good child care programs should be considered the right of every Canadian child," the four-member panel, headed by Victoria sociologist Katie Cooke, said in its 400-page report. The report analyzes the state of child care in Canada and examines ways of developing a quality system

of child care for the future.

A sound system of child care could be in place before the end of the century if its recommendations are implemented, the task force said.

Another committee on day care, a parliamentary task force appointed by current Prime Minister Brian Mulroney, meanwhile, has been holding hearings across Canada to elicit views on what role the government should take in the development of new child care services. It is due to report its findings to Parliament in November.

While employer-supported and other work-related child care programs alone cannot solve the country's child care needs, they would be "one component of a diversified system," the Liberal panel's report noted.

To encourage wider development of work-related programs, it called on the federal government to adopt a policy

of establishing child care centers in federal buildings "wherever numbers warrant."

As a key element in building that comprehensive system of child-care, the task force recommended that the federal government initiate a program of grants and cost-sharing arrangements with provincial and territorial governments to fund new programs and improve existing ones.

IT ALSO recommended that the federal, provincial and territorial governments adopt more comprehensive programs of parental leave and benefits.

Of the 2 million children up to age 12 whose parents work or are in school 20 hours or more each week, less than 9 percent can be accommodated in existing licensed child-care programs, the report said. The task force based

its estimates on data for 1984.

"The vast majority of Canadian children are being cared for under an 'informal arrangement' while parents are working, the task force pointed out.

The long-term objective in developing a child care system, should be the elimination of user fees for all participants, the task force said, calling for a government review of progress in 1996 "with a view . . . to extending public funding to cover the full cost of the child care programs."

The cost of enrolling two children—ages one and three—in child care centers meeting minimum provincial standards ranged from \$5,000 to \$8,000 in 1984.

It urged that tax deductions for child-care expenses be maintained for the present, but recommended against new tax relief as a means of additional government support of child care.

Vazquez Rana says New UPI to expand staff and coverage

Three days after acquiring title to United Press Int'l, Mexican newspaper publisher Mario Vazquez Rana told a gathering of newspaper editors in South Padre Island, Texas, that he plans to expand the news service's coverage and editorial staff.

Speaking to the Texas UPI Editors Assn. June 14, Vazquez Rana said that within 20 days he would rehire 25 reporters and editors who "love UPI but had to leave for economic circumstances." He also said the company would add other reporters to resume coverage where it was curtailed as the company waged a battle against bankruptcy.

Final approval of the sale of the

news service to Vazquez Rana and minority partner Joe E. Russo came in federal bankruptcy court June 10, ending more than 13 months in which the company operated under the court's protection. The transaction was completed the next day as the new owners turned over \$29 million of an estimated \$40 million they have committed to settle UPI's outstanding debts.

Employees claims will be paid in full, while the largest unsecured creditors will receive about 45 cents on the dollar, a somewhat unusual arrangement in a bankruptcy settlement, a Guild representative noted.

The company had been under the court's supervision since

shortly after filing for Chapter 11 protection from its creditors on April 28, 1985. It had appeared to be near the brink of financial collapse, however, since the summer of 1984 when the Wire Service Guild negotiated a package of cost-saving measures aimed at keeping it in business while protecting the interests of some 800 Guild-covered editorial and commercial employees.

That agreement, ratified by UPI members, provided an initial 25 percent wage cut—gradually restored until it went to 105 percent of 1984 levels on Jan. 1—plus 115 percent of contractual severance pay for employees whose jobs were eliminated. Many of the eco-

Publishers' benefits big in tax bill

New York—Newspaper companies would be among the chief beneficiaries of the changes in the U.S. tax laws currently under consideration by the Senate, according to the "Market Place" column written by Vartanig G. Vartan in the June 2 New York Times.

He quotes an industry observer with the First Boston Corp. as predicting that by the time the changes became fully effective in 1988, "bottom line gains for newspapers could run between 20 to 25 percent."

In addition, a survey of "tax reform winners" by the Value Line Investment Survey puts the income increase for newspapers at 24 percent by 1988, Vartan reported.

Many newspapers' current effective tax rate is at or close to the maximum, he said, pointing out that the Senate bill would cut the top corporate rate to 33 percent, from 46 percent.

economic dismissals that followed were among temporary and probationary employees, including employees in small bureaus that were closed.

The Guild local played a key role throughout the bankruptcy proceeding, holding a seat on the

court-appointed creditors' committee and later was granted the right to recommend a buyer through a plan of reorganization.

The Guild as well as the creditor's committee endorsed the proposed sale to Vazquez Rana last fall.

The new owner, meanwhile, was named chief executive officer of the company under the terms of the purchase agreement, replacing Luis Nogales in that position.

In the week following conclusion of the sale, Vazquez Rana set up an office in UPI's Washington headquarters building and "plunged into meetings" with company managers, a Guild representative at UPI reported.

New bill for joint publishers draws critics

Washington—A bill to broaden the scope of the federal law that exempts from from key strictures of federal anti-trust laws newspapers published under joint operating agreements is drawing harsh criticism from publishers of suburban papers.

The bill, introduced by Sen. Orrin G. Hatch (R-Utah), is aimed at assuring that newspapers in joint operations are not prevented from distributing news electronically or running so-called total market coverage programs.

It would eliminate from the Newspaper Preservation Act references to "subscribers," replacing it with "readers," in an effort to assure joint publishers they are free to distribute papers and advertising supplements to non-subscribers as well as subscribers.

The bill also would eliminate from the law the definition of a newspaper as a "publication produced on newsprint paper," a move to assure that joint publishers may distribute material electronically as well as on slick paper, via a vis preprint advertising inserts.

Publishers of newspapers produced under joint agreements contend that they currently are permit-

ted to conduct total market coverage programs, and that they are seeking the amendments simply to clarify that right.

The same group of publishers obtained passage of the Newspaper Preservation Act in 1970 after the nation's highest court had upheld a ruling that joint operations violated federal antitrust statutes in that they involve market splitting, profit pooling and price fixing. The 1970 legislation exempts them from prosecution for those violations.

The Senate Judiciary Committee, chaired by the new bill's chief sponsor, held hearings on the proposal June 10.

Witnesses supporting the bill's passage included Richard Thieriot, publisher of the San Francisco Chronicle, J.W. Gallivan, chairman of the Salt Lake Tribune, and William James Mortimer, publisher of the Deseret News. All the papers are in joint operations. They said the amendment is needed to clarify the intent of the 1970 law.

Suburban publishers who testified, however, said that the legislative history of the 1970 legislation clearly shows that Congress

intended to exclude magazines and other slick-paper publications as well as free-circulation shoppers and ad circulars from the antitrust exemptions granted to joint newspaper operations.

Passage of the amendment would give the joint publishers an "added monopoly tool to attack

suburban newspapers and thereby silence the editorial voices of small communities not large enough or powerful enough to achieve antitrust exemption of their own," said Richard Aginian, a suburban Detroit publisher who heads Suburban Newspapers of America, a trade group.

In 1985, 25 journalists were killed for doing their job.

How many will die this year?

Not every journalist is blessed with a First Amendment protecting the right to gather, publish or broadcast the news. Last year, more than 150 journalists in 33 countries were arrested or imprisoned and hundreds more were threatened or harassed. Governments of varying ideologies intimidated, censored or closed more than 45 news outlets. In many parts of the world, the press was silenced.

Their crime? Trying to cover the news or present views that offended those with the power to repress.

What can you do? Join me—and Dan Rather, Anthony Lewis, Mary McGrory, Charlayne Hunter-Galt, Harrison Salisbury and many others—and become a member of the **Committee to Protect Journalists**, the only group within the craft that deals solely with protecting our colleagues in jeopardy. Help us continue to investigate, protest and publicize the plight of journalists around the world. (The figures above are from the committee's files.) CPJ has learned in case after case that pressure brought from within the press of the Free

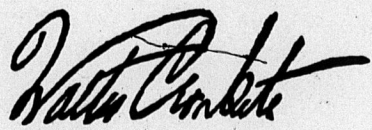
World does make a difference.

As a member, you will receive the bi-monthly newsletter, CPJ Update, containing features on press conditions worldwide written by journalists in the countries highlighted. It also provides information about journalists and news outlets under attack. Individual country reports will be available to you at half price.

Non-journalists are invited to join us as "friends" of the committee, with similar benefits.

CPJ is a nonprofit organization that depends on foundation grants and donations. If you can spare more than the \$20 dues, I urge you to do so.

Please help us in this vital effort. By defending others' freedom to report the news, we protect our own.



Walter Cronkite
Honorary Chair

Pawtucket news top up \$35

Pawtucket, R.I.—A new two-year agreement between the Pawtucket Guild and Ingersoll's Pawtucket Times raises the top minimum for reporters, photographers by \$35.45, to \$555.60 a week.

The contract guarantees outside advertising sales representatives annual salary and commission payments at least equal to the reporter top minimum salary.

The \$35.45 increase comes in increments of \$17.50, to \$537.65 a week, retroactive to Dec. 22, and \$17.95 this Dec. 22.

A vision care plan, with the premium paid by the company, is

added under the agreement.

The option of three months' leave for the parent of a newly adopted child also is added.

Other increases and new top minimums include:

Copy and living editors—Up by \$35.50, to \$561.12, in increments of \$17.50 and \$18.

Billing, statement and payroll clerks—Up by \$25, to \$379.44 a week, in increments of \$12.25 and \$12.75.

Editorial and advertising clerks and telemarketing representatives—Up by \$25, to \$339.97 a week, in increments of \$12.25 and \$12.75.

6% dues to begin July 1, locals told

Washington—Monthly dues rates of at least 6 percent of one week's salary must be in effect beginning July 1, TNG Secretary-Treasurer Charles Dale has reminded locals.

A change in the monthly Minimum Dues Schedule in TNG's Constitution to 6 percent on July 1, from the current 5 percent plus \$1.50, was approved by members in the Guild-wide referendum on finances in March.

TNG's Constitution requires locals to set a dues rate that produces dues income at least equal to what would be generated by the constitutional schedule. Last summer's convention recommended that the minimum dues be raised to 6 percent upon membership approval.

Committee to Protect Journalists

36 West 44th St., New York, N.Y. 10036

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Contributors of \$100 or more will receive free a book by a CPJ board member. Please mark your choice:

☐ Ben Bagdikian, *The Media Monopoly*; ☐ Jane Kramer, *Unsettling Europe*; ☐ Colman McCarthy, *Involvements*; ☐ Aryeh Neier, *With Friends Like These*; ☐ David Rubin, *War, Peace and the News Media*; ☐ Walter Cronkite, *South by Southeast*; ☐ Anthony Lewis, *Gideon's Trumpet*; Victor Navasky, *Naming Names*; ☐ Harrison Salisbury, *The Long March, The Untold Story*.

IFJ expands sights; elects woman president

Helsingor, Denmark—A clear mandate for new initiatives founded on the steady achievement of the last two years was left by the 120-plus delegates to the Int'l Federation of Journalists XVIII (18th) World Congress here June 2-6.

Delegates praised the work of the leadership which saw the affiliation of the influential Italian and Australian journalists unions finalized at the congress and authorized a Southeast Asia conference of like-minded organizations in December, the first such undertaking by the IFJ in a dozen years.

In addition, delegates set a new fashion for world-wide free unionism by electing the IFJ's first woman president, who in the process became the first woman to be elected president of an international union secretariat.

She is Mia Doornaert, 40, a foreign news reporter for *De Standaard* in Brussels and president of the Belgian Assn. of Journalists.

TNG President Charles A. Perlik, Jr., was re-elected second vice president and TNG Int'l Chairperson Harry S. Culver was renamed to the IFJ Executive Committee. TNG Secretary-Treasurer Charles Dale was named to a new position, regional reserve adviser for the United States and Canada.

The addition of Italy and Australia added nearly 20,000 members to the IFJ's ranks, bringing the total under its umbrella to more than 125,000 in 38 journalists' unions in 33 countries.

The Australians' joining IFJ after an absence of more than 40 years from the international trade-union scene provides a strong anchor-organization for activity and growth in the vital Third World areas of Southeast Asia, TNG's Perlik said. It gave the congress substantive reason and confidence to hold a conference to promote IFJ aims and goals in that part of the world.

To the previously existing affiliates in the region, from Hong Kong and South Korea, the congress also admitted to associate

membership a Philippine organization.

In other actions on membership, the congress upgraded Portugal's status from associate to affiliate, approved a second affiliate from Spain, this one representing the Basques, and readmitted a union from Zaire as an affiliate.

In five days of sessions at a modern labor school just outside the town that Shakespeare's "Hamlet" made famous as Elsinore, delegates to the IFJ congress also:

- ✓ Supported a TNG proposal to limit the growth of chains in the United States, noting that the Gannett is buying its 92nd and 93rd dailies and observing that if such growth continues it could become known as "the centipede of the American news media."

- ✓ Endorsed Perlik's submission of a report by labor representatives, including TNG's David J. Eisen, who attended an international scientific conference on VDTs in Stockholm in mid-May ["New shields for VDTs urgent, unions assert," *Guild Reporter*, May 23].

- ✓ Adopted a lengthy report on the organizations known as "colegios," which often function as journalists' licensing boards in Latin American countries.

While observing that they may be a positive force for press freedom in some countries, the congress emphasized that membership in them should never be compulsory. They are "essentially corporatist" and "any compulsory registration with a colegio is inimical to freedom of information," the congress' resolution said.

- ✓ Approved a per-capita dues increase of 5 Belgian francs each in 1987 and 1988 which, at current exchange rates, will be increases of \$600 in TNG's dues each year.

- ✓ Condemned suppression by South Africa's government and voted maximum material and moral support to the IFJ's affiliates in that country—the Media Workers Assn. of South Africa and the Southern African Society of Journalists—for "their work to estab-



NEW IFJ PRESIDENT MIA DÖORNAERT, SECOND FROM LEFT, SPORTS NEW TNG JACKET
It is presented to her by TNG President Perlik, left, following her election by IFJ's 18th World Congress.
Also pictured: IFJ General Secretary Hans Larsen and TNG Int'l Chairperson Culver, far right.

lish full democratic rights in their country, to promote a free flow of information and ideas and to protect media workers."

- ✓ Protested the recent arrests of Solidarity leaders in Poland, including that of Zbigniew Bujak, leader of *Soldarnosc's* temporary co-ordinating commission, and called for the liberation of all prisoners arrested for activities involved with free expression.

- ✓ Condemned the Soviet Union's delay in reporting the nuclear accident in Chernobyl, at the same time criticizing the nuclear industry throughout the world for habitually failing to provide full and accurate information.

- ✓ Demanded that efforts be intensified to free reporters and camera crews held in Lebanon, including Terry Anderson of the United States who was kidnapped more than a year ago.

The congress also directed that the IFJ put together a fact-finding mission to examine questions of censorship of reporting about Ireland in the British and Irish news media.

IFJ outreach is working, Perlik tells Swedes' union

Stockholm, Sweden—Efforts of the Int'l Federation of Journalists to reach out to unions representing newsgatherers in the less developed parts of the world are beginning to meet with success, TNG President Charles A. Perlik, Jr., told the Swedish Journalists Union convention here June 9.

Evidence of this was to be found in the changes in the racial mix of delegates at the IFJ's 18th World Congress, which had concluded three days before in nearby Denmark, Perlik told the Swedish union's triennial session. Perlik visited the meeting on his return trip from the IFJ congress.

IFJ delegates this year from South Africa, Zaire, Lesotho, South Korea, Mauritius, Peru and

Tunisia "will soon be followed by many others from advancing societies and cultures," he predicted.

He also said he feels the IFJ is beginning to correct an imbalance in its attention that has favored professional concerns over bread-and-butter union issues.

The IFJ is unique among unions' international secretariats in that it "must answer a dual challenge" on behalf of its constituents, Perlik pointed out.

The IFJ must not only protect their "trade union rights and privileges" but at the same time "be vigilant in fighting to preserve a free press, no matter what the political and social structure might be."

Twin Cities hires former unit leader

Minneapolis—Marilynn J. Taylor, a former leader of the Guild at the Minneapolis Star & Tribune who for the last 2.5 years has been research and education director for the Minnesota Dept. of Labor and Industry, is the Twin Cities Guild's new assistant to the executive secretary.

She began serving a one-year appointment to the position on May 19, according to Bruce R. Nelson, who is serving as the local's executive secretary while on leave from TNG's staff of international representatives.

Taylor has been a Guild member since 1971, when she joined the Star & Tribune as a secretary. She subsequently became a news assistant, then copy editor, and when she left the daily in 1982 was working as a reporter, magazine editor and assistant news editor, Nelson reported.

During those 11 years she served the Guild local on its executive board, as unit vice chair during its 1980 strike, then as unit chairperson in 1981 and 1982. She led the Guild bargaining committee in 1982 during negotiations when the

Star and Tribune were merged into a single daily. Taylor also was active on the Guild's worker participation and grievance committees at the Star.

A graduate of Harvard University's Trade Union Program, she also is associate chair of the Minnesota Women's Consortium Leadership Committee and a member of the Coalition of Labor Union Women. In addition, she has been a member of the adjunct faculty at the University of Minnesota's Humphrey Institute Leadership Program.

Co. fears boycott, quits S. Africa

Washington—Rather than face the possibility of a boycott, Bell & Howell, the information-systems firm, will end its operations in South Africa, reports the AFL-CIO's Union Label Dept.

Bell & Howell's chairman, Donald Frey, said the firm is particularly concerned at the prospect of boycotts by state and local governments and by pension funds in the United States.

N. California retirees organize unit

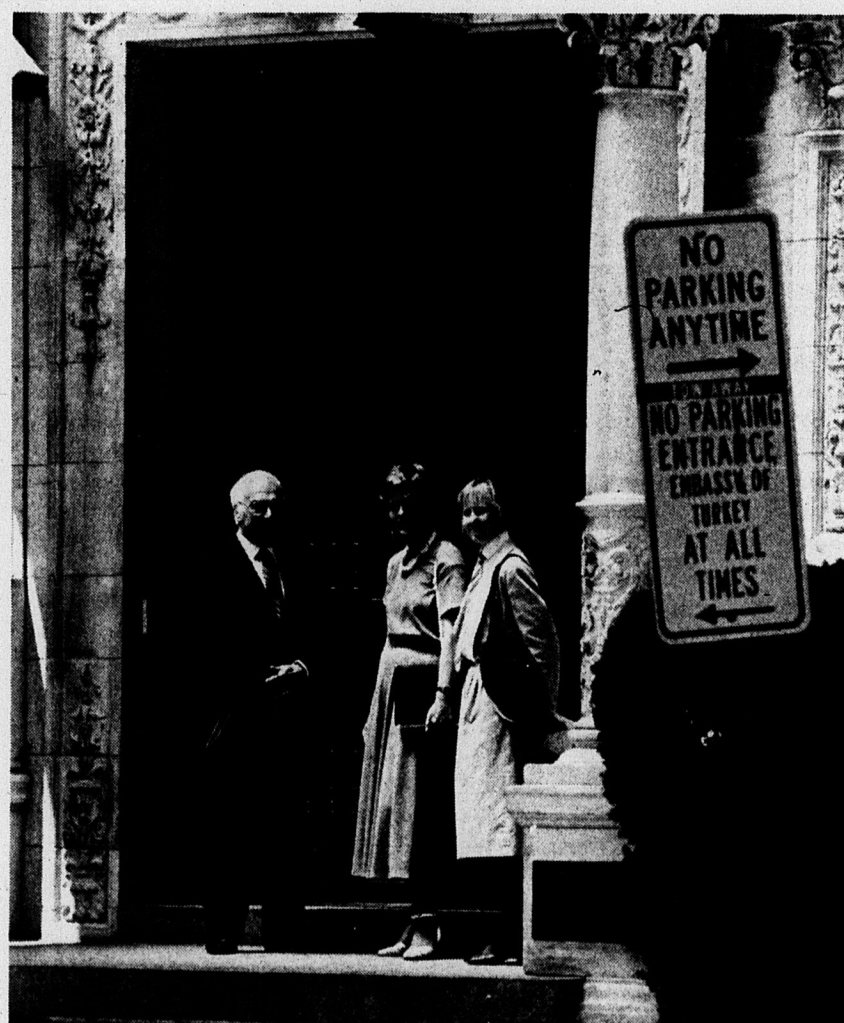
San Francisco—Leaders of the newly formed retired members' unit of the Northern California Guild are planning a barbeque social for July 20 to establish and re-establish contacts among the many dozens of Guild retirees located in the local's large geographic area, the group's recently elected chairperson reports.

Jack Eshleman, elected to chair the unit at its initial meeting April 22, said more than 40 persons from the San Francisco area alone attended both that meeting and another a month later. The July social will be an effort to reach out

to others within the local, which stretches from Fresno on its southeast corner to Sacramento on the northeast and Santa Rosa on the northwest.

Elected to the unit council, in addition to Eshleman, were Bert Frazier, vice chair, Russ Cone, secretary, and Sonja Rilleau and Rivard Burns.

Floyd Tucker, former local president and TNG vice president who currently is the local's political action chair, was instrumental in bringing some of the retirees together to consider forming their own unit.



MARIANNE KEFFER-ZWEIG/Washington-Baltimore Guild

Amnesty Int'l anniversary quest

TNG Secretary-Treasurer Charles Dale joins Amnesty Int'l representatives Carole Nagengast, center, and Jean McLevedge, in visit to Embassy of Turkey June 9 where they petitioned Ambassador Sukru Elekdog for the release of a Turkish journalist, Metin Culhaoglu, who has been imprisoned for nearly five years, apparently for his political writings. He has been classified as a "prisoner of conscience" by the human rights organization, which was marking the 25th anniversary of its founding the day of the trio's visit to the embassy.

