Antitrust chief urges hearing on Detroit JOA

Washington— Unless the economic outlook for Knight-Ridder's Detroit Free Press is "much bleaker" than indicated in data submitted to the Justice Dept., approval of a proposed joint operation between the Free Press and Gannett's Detroit News "does not appear necessary to prevent the loss of the Free Press," the head of the agency's antitrust division has said.

Assistant Attorney General Douglas H. Ginsburg included that finding in a July 23 report recommending that the U. S. Attorney General order hearings on the application from Detroit's two dailies asking the Justice Dept. to grant antitrust exemptions for a proposed joint operating agency.

While concluding that the papers had not met the "burden of proof" that the Free Press is a "failing newspaper," Ginsburg added that "one cannot conclude that this burden is incapable of being met." He urged Attorney General Edwin Meese to call public hearings on the application so that additional evidence could be considered.

The Newspaper Preservation Act permits the granting of exemptions from antitrust prohibitions against profit pooling, market splitting and price fixing to newspapers proposing to enter a joint operating arrangement when one of them "is in probable danger of financial failure." Under the law the financial wellbeing of the owner of a so-called failing newspaper is not a factor.

The News and the Free Press propose to form a jointly owned separate entity, the Detroit Newspaper Agency, that would perform the business, distribution and production functions of both papers, while each would maintain separate editorial departments. The Free Press would continue to publish in the mornings and the News would publish in the afternoon. Joint editions would be published on Saturdays and Sundays.

The papers have been engaged in a fiercely competitive battle in recent years for dominance in the Detroit area. While describing that battle as having been "fought to a virtual draw," the papers' owners argue that the Free Press has suffered "severe and irreversible financial losses," and is thus a failing newspaper.

While the Free Press has claimed no less than a 49 percent share of the daily circulation in the Detroit market over the past decade, it trails the News in advertising revenues.

Advertising rates of both papers are substantially lower than those of papers in other major markets as a result of their "tireless quest" for a greater share of the field, Ginsburg noted, citing Knight-Ridder studies that indicate that retail advertising rates in Detroit are on average 25 percent below those in comparable markets and classified rates "are similarly depressed."

Free Press management has begun to "focus on the serious un-

(Continued on Page 2)

The GUILD REPORTER

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

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Long Beach pact takes key to $700

Long Beach, Calif.—Members of the Los Angeles Guild's Long Beach Press-Telegram unit have ratified a new three-year agreement with the Knight-Ridder daily that will raise the key news room top minimum by $78.71 over the term, taking it to $709.07 a week.

The agreement, retroactive to March 1, was reached after six months of bargaining during which members mounted informational picket lines, donned T-shirts bearing bargaining slogans and conducted a by-line boycott in a special edition of the paper.

The $78.71 increase for reporters, photographers, copy readers, artists and the head librarian comes in three increments. The first, $25.21 a week from March 1, takes the top minimum to $655.57. It is followed by increases of $26.23 and $27.27 on March 1 of 1987 and 1988.

Top minimum for circulation district managers is raised by $76.42 over the term, to $688.42, in increments of $24.48, $25.46 and $26.48.

A pledge to maintain affirmative action goals to hire qualified women and minority-group members is added to the contract, and protections for reporters faced with demands for confidential information are improved.

A vision-care plan will take effect next March and dental and health insurance plans are improved, the local reported.

Employees working on video display terminals for more than 20 hours a week will be eligible for reimbursement for the cost of one pair of eyeglasses prescribed during the contract term.

Also added is a pledge that the company will give "fair consideration" to requests of pregnant em-

(Continued on Page 2)

Sacramento labor rallies for McClatchy pacts

Union members and community leaders turn out some 400 strong July 23 for a noon-time rally on the street in front of McClatchy's Sacramento Bee. With signs and speeches, participants called on C. K. McClatchy, head of the chain, and other representatives of management to abandon their confrontational approach to bargaining with unions representing employees of McClatchy papers, including Guild locals in Northern California and the Pacific Northwest. In Tacoma, Wash., where the chain acquired the assets of the News Tribune on Aug. 1, it refuses to recognize union contracts and has selectively rehired staff [story, Page 3], while bargaining at the Sacramento and Fresno Bees is described as sluggish. Among those joining the newspaper unions in the rally were members of the operating engineers and state employees' unions, as well as representatives of the central labor council.

GR of eight pages to return Aug. 22

Washington—This issue of the Guild Reporter contains half the usual number of pages due to the hospitalization of one of the GR's two staff members. Eight-page publication will resume with the next issue, Aug. 22.

Editor James M. Cesnik was diagnosed as having suffered a mild heart attack late in July. He was released from the hospital Aug. 2 and is recuperating at home.

Cartoonist rehired in 'wrong number' firing

Philadelphia — An arbitrator has ordered Knight-Ridder's Philadelphia Daily News to reinstate award-winning editorial cartoonist Rob Lawlor who was fired last year for including the telephone number of his estranged wife in a cartoon the paper published.

A new dispute was brewing, however, over the company's assigning Lawlor to work as an advertising artist on his return to the paper.

The News is not complying with arbitrator Louis Aronin's July 1 order that Lawlor be reinstated to his former job or a "substantially equivalent" one, the Philadelphia Guild maintains and Aronin has agreed. The company, however, contends that its right to choose an editorial cartoonist is protected by the First Amendment.

Aronin, in a telephone conversation, told representatives of the Guild and the News that he had meant for Lawlor to be restored to his former job unless the position had been eliminated, a local representative said. The Guild has asked Aronin for a written clarification of the order.

The cartoon, published Dec. 24, 1984, depicted a starving Ethiopian child thrusting an empty bowl through bars that resembled a computer bar-code. The telephone number of Lawlor's estranged wife appeared in the area where numbers are generally found on such a bar code.

Although a management employee determined the morning the cartoon was published that the numbers were those of a working telephone, there was no adverse reaction until mid-January when an attorney representing Lawlor's wife complained to the News about harassing telephone calls and threatened a suit.

While the grievant's action may be viewed "as inappropriate, as poor judgment and unwise," that single act is not a basis for discharge, Aronin said. He found credible Lawlor's testimony that inclusion of the phone number had been intended to amuse his teenage

(Continued on Page 2)

Hearing urged on proposal for Detroit joint operation

(Continued from Page 1)
derpricing of its advertising" and promoting the fact that it attracts a more affluent audience than the News, Ginsburg pointed out, however.

An aggressive marketing strategy campaign underway at the Free Press, coupled with anticipated advantages to be gained on completion of a $22 million expansion of its printing facilities offers the prospect "for significant improvement in the near future," he said.

The test of a failing newspaper "clearly requires more than just existence of losses," Ginsburg wrote, adding that a crucial question to be answered is whether the paper's losses "in reasonable probability can be reversed."

The Free Press has "consciously and deliberately" sacrificed short-term profits in its quest "for greater long-term profits, indeed potential monopoly profits," Ginsburg said. "Should a JOA be available as a second-best alternative?" he asked.

The paper reported operating losses that totalled more than $39 million over the last five years, while management fees to Knight-Ridder and state business taxes boost the loss for the period to $56.5 million. Over the same period, however, Knight-Ridder realized tax savings of $47.2 million because of write-offs attributable to its Detroit operation, the Free Press reported July 23, citing documents released by the Justice Dept.

A joint newspaper operation in Detroit would be larger than any of the existing joint operations in the United States, Ginsburg noted in the antitrust division's 70-page report on the paper's application. The News and the Free Press currently are the nation's eighth and ninth largest dailies in circulation, he noted.

The combined operation is expected to produce $425 million in revenue and $42.5 million in operating profits in its first year, while $100 million in profits in its fifth year of operation has been projected, the report said.

Initially profits would be split 45 percent to the Free Press and 55 percent to the News, with the Free Press' share increasing after three years until profits would be split equally in the sixth year of operation.

A five-member board would manage the agency responsible for the two papers' commercial and production operations, with three of the members appointed by the News.

If the Free Press faces "probable danger of financial failure," which would leave the News a monopoly in Detroit, "why was Gannett immediately interested in negotiating a JOA" upon acquiring the News last summer and "why is Gannett willing to share 50 percent of the profits of the JOA?" Ginsburg wondered.

"One plausible explanation," he said, may lie in the papers' seriously underpriced advertising and circulation rates. "It is not unreasonable to infer that Gannett felt that if it increased prices to improve the profitability of the News, the Free Press would then have pricing flexibility of its own." As a consequence, Free Press losses could have been reduced and the possibility of a JOA eliminated, Ginsburg wrote.

The recommendation for hearings before an administrative law judge on the papers' application is open for public comment for 30 days before the attorney general can act.

The papers' application drew 100 comments, the antitrust division reported. Only 10 urged approval of the proposal, while 50 urged that it be denied and 27 called for hearings.

The Detroit Guild filed a brief with the Justice Dept. recommending a comprehensive hearing on the merits of the paper's request and TNG's convention, in June, voted its support for the local's efforts [Guild Reporter, July 18].

Eating cake, not profits

Guild members at the Washington Post mark the July 9 expiration of their contract with the paper with a sweet reminder of the company's 1985 profits of better than $114 million. A more tangible share of those profits continues to elude the paper's Guild-covered employees, however, as bargaining for a new contract goes on. Guild leaders decided to commemorate the day with a Guild-purchased cake in light of a recent company edict that it would no longer supply cakes for retirements and similar occasions. Post unit members above, from left: George Kessler, Howard Abramson and Robert Rast.

Gannett explored JOA before buy in Detroit

Detroit—Gannett Chairman Allen H. Neuharth explored the possibility of a joint operating agreement in Detroit with the head of the Knight-Ridder chain nearly a month before Gannett announced its $717 million acquisition of the Detroit News and the other properties of the Evening News Assn. last year, according to documents filed with the Justice Dept.

In a "very confidential" telephone call of Aug. 6, 1985, Neuharth inquired of Knight-Ridder President James K. Batten "what Knight-Ridder's attitude would be toward a joint operating agreement" if Gannett acquired the News, Batten wrote in a memo to Knight-Ridder Chairman Alvah H. Chapman, Jr., the Free Press reported in its July 23 editions.

"I told him that Knight-Ridder had been receptive to the idea of an agency in the past and under the proper circumstance could be expected to react the same way in the future," Batten's memo to Chapman continued.

Gannett announced its plan to buy the Evening News Assn. Aug. 29 and acquired control of the company Feb. 18. On April 14 Chapman and Neuharth jointly announced the proposal to form a joint agency to handle the commercial and production functions for the Detroit dailies.

Key up $78 in Long Beach

(Continued from page 1)
ployees to transfer from VDT work. Transfers would be without loss of pay or benefits.

The company dropped demands to eliminate all Guild-covered janitors and replace them with outside contractors and for a "two-tier" wage proposal that would have established lower minimum salaries for newly hired employees.

A plan that could reduce the first week's sick pay after an employee has used 10 days of sick leave in a year may be implemented next July if the sick leave experience among Guild-covered employees is not within 15 percent of the national average after the company undertakes "an aggressive program of policing sick leave abuse." The national average will be that published by the Bureau of National Affairs for companies employing 500 to 999 employees. Employees nearing the point where sick leave benefits could be reduced will be warned and counselled.

Other increases and resulting new top minimums include:

Library clerks — Up by $51.62, to $465.06, in increments of $16.54, $17.20 and $17.88.

Chief circulation clerks—Up by $48.34, to $435.49, in increments of $15.49, $16.10 and $16.75.

Janitors—Up by $44.14, to $397.62 a week.

Convention calls on IEB to study expansion of education programs

Philadelphia—The Guild should "reach out more with its educational programs," TNG's 1986 Convention said, and called for TNG's Int'l Executive Board to study how best to expand them.

The IEB should seek the most effective, reasonably priced means of teaching members at all levels about the union and how it can work for them, the convention said in adopting its education report.

It was the first report of a convention committee to deal solely with the subject of education in several decades. Last year an education department and director, the department's sole staffer, were added to TNG's headquarters operations. Until then education had been a responsibility of the former director of administrative operations.

Membership education is "a priority for maintaining strength" in today's hostile labor climate, the convention said in adopting the report of the Education-Political Action Committee, chaired by Toby McIntosh of Washington-Baltimore.

While citing the importance of local education programs, the report stressed "the need for TNG initiative."

It pointed to successful efforts by the Buffalo Guild to develop programs using role-playing as an instructional tool and by the New England District Council in developing its own education programs, and underscored the need to develop programs on topics of local or regional concern in consultation with TNG.

The report called on all locals to appoint education committees.

It also urged the development of a syllabus for training stewards and the redesign and updating of Guild literature. TNG, it said, should expand the use of audio-visual aids and experiment with innovative techniques.

Renewing support for TNG's annual residential seminar for new locals officers, the report specifically called on the handful of small locals that have not sent a representative to the seminar to do so.

The report also urged locals to make regular contributions to the Irving Leuchter Memorial Scholarship Fund. The scholarship, to the 12-week Harvard University Trade Union Program, is awarded annually to a Guild leader. It is funded by contributions from TNG and locals.

'Wrong number' firing overturned

(Continued from Page 1)
daughter, not to harass his wife. Nonetheless, Aronin noted, "it was an exercise in poor judgment because it allegedly did cause the woman some annoyance."

Although finding that the company lacked just cause to discharge Lawlor, Aronin held that a two-week suspension was warranted and reduced back pay awarded for the period of the discharge by two weeks.

Aronin dismissed charges raised by the company several months after the firing that Lawlor had engaged in plagiarism. Again crediting the grievant's testimony, Aronin found no proof that the grievant had intentionally copied the work of other editorial cartoonists.

"More than speculation and possibility must exist" for a finding of plagiarism to be made, he said, noting that two or more political cartoonists "could independently arrive at similar representations to address the same or similar concerns."

The Guild called the company's allegations of plagiarism a campaign of "smear and innuendo" developed in an effort to prop up a weak case against Lawlor, a 30-year veteran of the News with an unblemished record.

His firing drew nationwide attention. More than 125 Guild members picketed the News plant in February, 1985, demanding Lawlor's reinstatement, but the company responded by cancelling a grievance meeting on the issue and refusing to utilize an expedited arbitration process, the local reported.

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Guild seeks bargaining in Tacoma

Tacoma, Wash.—The Pacific Northwest Guild continues to represent advertising, circulation and editorial department employees at the Tacoma News Tribune, the local's administrative officer informed the McClatchy chain the day that company acquired the assets of the family owned Tribune Publishing Co.

In an Aug. 1 letter, Guild Administrative Officer Robert E. Bruner advised McClatchy of the local's desire to begin bargaining on the terms of a contract with the new management. No response from McClatchy had been received Aug. 5.

The local was readying contract proposals for early presentation to the new owners, Bruner said. Employees' Guild representation is protected, he explained, since a majority of the employees in the bargaining unit under the former ownership had been hired by the new owner.

McClatchy had advised the Guild and other unions representing News Tribune employees that the chain would "not assume any collective bargaining agreements" when it acquired the paper's assets Aug. 1, and it had notified employees that their jobs would terminate with the sale, while offering to rehire those that applied and passed McClatchy's muster.

All but 22 of 160 Guild-represented employees were rehired. Of those who were not, seven retired under an enhanced benefit program offered by the old management, 13 had been denied jobs and 2 had not applied.

No employees working in the jurisdiction of the Mailers' and the Pressmen's unions lost their jobs, while 19 Typographical Union-represented composing room employees left under the enhanced retirement program. Nearly all Teamster-represented outside circulation department employees were rehired, as well.

The unions' unity council bargained an agreement with the former owners for continued medical and dental insurance through February for employees not hired by McClatchy.

While McClatchy representatives had yet to meet with Guild representatives, they have agreed to explore with the former owners and the Guild a possible settlement of severance pay claims filed by the Guild on behalf of all employees who had worked under its contract with the former owner. Pensions and severance payments are linked under that contract.

Up to 20 days of Guild-covered employees' accrued vacation, meanwhile, is protected under agreements that McClatchy will honor the accrued vacation and that the former owner stands responsible should vacation be denied.

A Cleveland pioneer wins delegates' salute

Philadelphia—A Cleveland Guild member who retired from the Cleveland Plain Dealer in May after 50 years in the news business was paid a tribute by delegates to TNG's 1986 Convention.

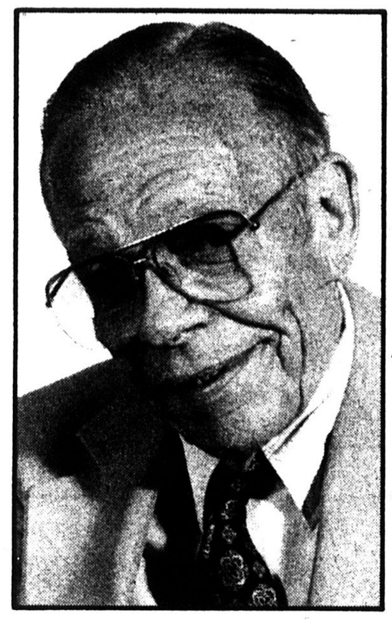
Peter Bellamy, the convention noted, has been a Guild member since joining the Cleveland local in 1938 at the age of 23 when he went to work for the old Cleveland News. Except for a year in the Navy in 1945, Bellamy continued to work at the News until it was closed in 1960 and then joined the staff of the Plain Dealer.

Winner of a Guild award for a series reporting on air pollution and a recognized authority on the works of William Shakespeare, Bellamy most recently worked as the Plain Dealer's critic-at-large.

"To all those whose lives he has touched . . . it is agreed that he is, at the very least, an unusual fellow," the convention said, recalling how Bellamy had faithfully worn an over-sized black bear coat he had "circuitously inherited."

While Bellamy was in the Navy, however, his wife donated the coat to the Episcopal Church and it wound up with a missionary serving the Indians in the Dakotas.

"I did not deem it tasteful or appropriate to inform the good Episcopalian domine that each of the pockets of the coat would hold two quarters of gin—or so I was told," Bellamy later observed.



PETER BELLAMY

Vote set on ITU, CWA merger

Washington—Members of the Int'l Typographical Union will vote this fall on a proposed merger of the ITU with the Communications Workers of America.

Agreement on a merger/affiliation plan between the two unions was announced July 24. Earlier in the month, leaders of the two unions had announced that efforts to conclude a merger agreement were under way.

The ITU's five-member executive council approved the plan on a three-to-one vote, with Secretary-Treasurer Thomas W. Kopeck casting the dissenting vote. First Vice President Allan J. Heritage was not present for the vote but has expressed opposition to the proposal.

Both Kopeck and Heritage supported the proposed merger of the ITU into the Teamsters Union that was rejected nearly two to one by ITU members voting in a referendum last summer.

Merger with the CWA could take effect by year's end if the proposal wins the support of a majority of ITU members that vote in a referendum scheduled for this fall. No further action on the plan is required by the CWA.

Ballots will be distributed to the ITU's some 75,000 members in the United States and Canada beginning Oct. 1 and are to be returned by Nov. 19. The merger would take effect 15 days after certification of an affirmative vote.

The CWA represents some 650,000 employees in the United States, primarily in the telecommunications industry and state and local governments. About 35,000 of the ITU's members are retired, while most of its working members are employed as newspaper printers and mailroom workers.

The merger plan calls for formation of an autonomous Printing, Publishing and Media Workers Sector within the CWA to be led by officers elected by the ITU membership. Initially the five officers that make up the ITU Executive Council would hold the same offices in the new sector; their numbers would be reduced to three by 1990.

ITU officers are elected this year for three-year terms, with nominations at the union's convention which begins Aug. 9. Contests will be decided by membership referendum to be conducted simultaneously with the merger vote, an ITU representative said.

President of the new sector would also hold a CWA vice presidency and a seat on the union's executive board.

The new division would be governed by its own bylaws and what are now the ITU's General Laws. ITU locals could operate under current constitutions and bylaws until 1991 when those documents would have to conform to the CWA's constitution. Local mergers would be encouraged but voluntary.

Members' dues to the international initially would be .46 percent of straight-time earnings, plus 50 cents a month for the CWA's Defense Fund and $1 a month to an ITU mortuary fund.

ITU members currently pay 1.5 percent of straight-time earnings to the international.

While benefits from the CWA's strike fund are paid on the basis of need, the new sector would have the option of establishing a supplemental strike benefit.

Assets of the ITU would be transferred to the new sector, with $1.5 million to establish the mortuary fund from which benefits would be paid on behalf of members that retire before 1987.

The ITU's Colorado Springs offices would be closed following a "reasonable period" of transition. The Union Printers Home would be maintained there, however, and opened to retired CWA members as well. The agreement calls for the CWA, through its staff and membership that works in the nursing care field, to help put the home "on a sound financial basis."

The agreement also calls for CWA to pay the costs of arbitrations and provide legal assistance to former ITU locals.

Former ITU locals would have full representation at the CWA's annual conventions, and the new sector would have an annual conference in advance of the convention.

The CWA is the fourth union with which the ITU has negotiated a proposed merger agreement in recent years. Others in addition to the Teamsters are TNG and the Graphic Communications Int'l Union.

Mailers in Bay Area leave ITU

San Francisco—Members of the Int'l Typographical Union local representing employees working in newspaper mailrooms in the San Francisco Bay Area voted July 27 to disaffiliate from the ITU.

The vote to sever the union's relationship with the international was 380 to 70 at a special membership meeting. Earlier, the local had amended its bylaws to permit disaffiliation on a two-thirds vote. Under the same amendments, the local can vote to affiliate with another international union after 15 days.

Former ITU representative Tom McGrath, currently employed by the Teamsters Union, has been representing the mailers' local in bargaining under way at the major Bay Area dailies.

Family leave bill set for House vote

Washington—A bill that would establish minimum periods of leave for employees who are seriously ill or seek time off to care for infants or dependents that are seriously ill is scheduled for consideration in the House of Representatives in September.

The measure (H.R. 4300) was approved by the House Education and Labor Committee late in June by a vote of 22 to 10 with some changes from its original version and a new name—the Family and Medical Leave Act of 1986.

TNG's convention this year and last called for passage of the bill, as well as a companion measure introduced in the Senate (S. 2278).

The proposal, as it emerged from the House committee, would require employers to make available a minimum of 26 weeks' leave over a year's period for an employee with a serious illness and up to 18 weeks' leave over a two-year period for employees with new born or newly adopted children or who seek time off to care for a child or dependent parent that is seriously ill.

While no pay would be required during the leave, the bill would require that health insurance be continued and that employees' seniority, pay and benefits be protected.

The bill was extended in the committee to include time off to care for an ill parent, while its scope was somewhat narrowed to include only those employers with 15 or more employees and employees of three months' service or more.

The proposal promises to draw opposition from the Chamber of Commerce and other business interests. In what may be a prelude to that campaign, Congressman Tom DeLay (R-Texas) has written to labor unions, including TNG, urging a withdrawal of support for the bill on grounds that it would undermine bargaining for more comprehensive leave packages.

While arguing that such a law would put bargainers at a disadvantage by establishing unpaid leave as "adequate," DeLay also warns that enactment would speed workplace mechanization because it would make "hiring employees more expensive."

Responding to Delay, TNG President Charles A. Perlik, Jr., reiterated TNG's support for the bill but assured him the union "would prefer" a law that required paid leave.

Minimum protections are needed, Perlik said, to lessen the conflicting responsibilities of work and dependent care and to "assure more equal participation of men and women in the workplace."

'Software' designed to block VDT rays

IT'S THE latest in computer "software": BVDs for VDTs.

In brief, members now have the option of purchasing underpants, slips, camisoles, T-shirts and other unmentionables that purport to protect against the harmful effects of video display terminals, televisions, microwaves and other high-tech equipment.

"Silver Linings," made by B.K. Lunde, a planning engineer who works on a VDT at Northwestern Bell Telephone Co. in Des Moines, Iowa, are constructed of nylon Tricot fabric that's coated, or "plated," with silver. The material, more commonly used to cover clusters of electrical cables, "retains most of its conductivity over many washings," she said.

Lunde (pronounced LUN-DEE) said she came on the idea after she "saw how others worried about exposure to VDTs." She said she was concerned about possible harmful effects to her 21-year-old daughter, who also uses a terminal.

But before Guild members rush out to buy some of "Lunde's Undies," as their inventor lovingly calls them, they should bear a few things in mind.

For one, they are not union made. Lunde, who is considered management where she works, makes them herself out of the special fabric or buys nylon undergarments and has them "plated."

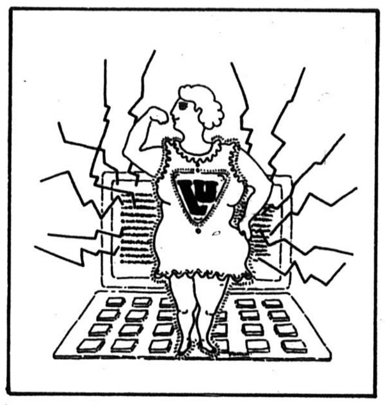
For another, they will take a mega-byte out of your wallet. Lunde is selling underpants for about $25 a pair. Slips, T-shirts, camisoles and the like go for about $100.

"Shielding the VDTs would be cheaper," said TNG's Research & Information Director David J. Eisen, adding that unless employers could be persuaded to agree to a "lingerie clause," which would provide an entire shielded wardrobe, employees would have to foot the bill.

Eisen also questioned whether such garments would provide adequate protection against effects from magnetic fields. Lunde said the fabric offers no shielding of "straight" magnetic fields but may protect operators from the electromagnetic waves commonly emitted by VDT flyback transformers.

Lunde claimed the material has been tested by its manufacturers. She said she herself has conducted some tests that also prove the fabric's effectiveness.

For example, Lunde said, she wrapped her radio in one of the garments, and it stopped working. She also filled identical "margarine tubs" with water, wrapped one in the silver-lined fabric and cooked both in her microwave. The uncovered water was "almost boiling," while the covered water was "pretty cool."



Eisen, however, disputed the validity of such tests. "I would like to see tests by someone with adequate instruments."

Lunde pointed to some advantages over more traditional forms of VDT protections. Unlike employer-provided shields, the underwear provides "individual personal protection. No one needs to know about it," she said, adding that Silver Linings also offer protection from everyday micro-radiation the VDT operator may encounter from televisions, antennae and other high-tech dangers of modern life.

Also unlike permanent VDT shields, the underwear is washable. "It's as easy to clean as nylon," said Lunde, who has been wearing Silver Linings since Christmas.

NIOSH study of birth risks to go forward

Washington—The National Institute for Occupational Safety and Health will go ahead with its long-planned study of the possibility of unusual reproductive risks for women who work on video display terminals, despite controversy about the study.

Employees of Bell South Corp. are subjects of the study that was blocked last fall by the federal Office of Management and Budget because of what the budget office said were scientific design flaws.

While the OMB reversed itself in June and gave NIOSH an okay to conduct the study, it attached conditions on its scope that raised questions about how credible findings would be.

Among those conditions, OMB insisted that questions about stress and fertility be deleted. It also required that NIOSH obtain medical records for any adverse reproductive effects that might be reported by participants in the study. In addition, NIOSH will be required to obtain OMB's approval before undertaking any follow-up studies, and it is required to change the wording of an introductory letter.

Inclusion of the OMB's restrictions "will make it easier to criticize the results of the study," according to Teresa M. Schnorr of NIOSH's Division of Surveillance, Hazard Evaluation and Field Studies, the Bureau of National Affairs reported July 31.

She told BNA that preliminary work has begun, and NIOSH will probably get the study underway late in the fall.

A panel of outside experts that oversees NIOSH activities have "discussed informally" the OMB restrictions and most of them "felt the study was still valid"

mained useful," she add

Gannett charged on refusal to bargain minimums

Cincinnati—Gannett's Cincinnati Enquirer is unlawfully refusing to bargain by insisting that any contract with the Cincinnati Guild be without minimum salaries, the National Labor Relations Board's regional director here said July 24 and issued a complaint on charges brought by the Guild.

In doing so, Regional Director Emil C. Farkas ordered a Sept. 8 hearing before an NLRB administrative law judge on the charges that the company is guilty of unfair labor practices in its bargaining with the Guild for a contract covering the paper's news room employees.

The local filed charges alleging unfair "surface bargaining" by the Enquirer after unit members, early in June, resoundingly rejected what company negotiators had called their final contract offer. It would have eliminated minimum salary schedules and provision for arbitration of disputes as well as other basic contract protections.

John B. Jaske, Gannett's vice president for labor relations, has been serving as the Enquirer's spokesperson in the talks.

The company has "not modified its position on minimum salaries one iota" since first making its demand in May 1985, explained Cincinnati Guild President Paul Furiga.

Bargaining has continued since the unfair charge was filed, but no progress has been made on the crucial issues, Guild representatives said.

At a July 17 bargaining session, the Guild's committee was augmented with representatives of other unions that represent the paper's employees. The other unions "are outraged" at the company's refusal to agree to arbitration, salary schedules and general increases in a Guild contract since these are protections all their members enjoy, a Guild representative said.

While the Guild is seeking its first contract with the Enquirer, the paper's news room employees have been covered by a contract since the 1940s when an unaffiliated union was recognized as their bargaining representative. Members of that union, the Enquirer Editorial Employees Professional Assn., voted to affiliate with the Guild in 1983 and again in 1984.

The company has refused to bargain with the Guild on the "subject of minimum wage levels . . . by insisting, as a condition of consummating any collective bargaining agreement, that the union agree to a wage proposal which had no minimum pay level" and which would give the company "exclusive control to establish salary levels" for employees in the unit, Farkas said. That, he said, is an unlawful refusal to bargain.

This spring the National Labor Relations Board in Washington upheld Guild charges against the Enquirer over its denying the local access to in-plant mailboxes to communicate with members as its predecessor had done. The board also upheld charges that the Enquirer was guilty of unfair practices in unilaterally changing the duties and cutting the pay of a Guild-covered employee.

Expulsion of China correspondent seen dampening reporters' zeal

Washington—The detention and expulsion of New York Times correspondent John F. Burns threatens to stifle the reporting that in recent years has led to a broader understanding of China among North Americans, TNG President Charles A. Perlik, Jr., said in a July 23 letter to China's foreign affairs minister.

Journalists' enthusiasm for reporting on China, its culture and its people can only be dampened by the punishment imposed on Burns, Perlik said in the letter to Chinese Foreign Minister Wu Xue Qin, the day following Burns' release.

Both the arrest and expulsion are "unjustifiable and incompatible with principles of press freedom" that had appeared to be receiving "increased recognition from your government," wrote Perlik.

Burns had been arrested by Chinese authorities at the Peking airport as he prepared to leave the country with his family for vacation. Questioned for 15 hours and held in a cell in a Peking detention center, Burns was expelled from the country after six days.

On ordering his expulsion, the Chinese charged Burns with having "broken into closed areas and engaged in espionage," while on a week-long motorcycle trip into the Chinese countryside with two companions. The three men, had been detained for two days by local authorities at the Schuan border early in July because they lacked permits to travel in the area.

After leaving China, Burns called the episode "nonsense from the start. I engaged in a quite legitimate journalistic activity," Burns told reporters in Hong Kong. He said he had met with officials in Peking on returning from the trip and apologized for not having applied for permits to travel in the restricted areas.

As to Chinese government accusations that the group "broke into a military restricted zone, Burns explained: "I have no way of knowing what a military area is. . . . If inadvertently we traveled in military areas, our eyes did not betray it to us," the Washington Post reported July 24.

Times editors travelled to Peking to aid in securing Burns' release.

Meanwhile, TNG also has registered a protest with Nicaraguan President Daniel Ortega over the expulsion from that country of two journalists from the United States.

The pair, Glenn Garvin, a correspondent for the Washington Times and Sue Ann Mullin, a free lance photographer, were accused of having "ties to the CIA."

DAY BOOK

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.

The Guild Report

CALM Canadian Association of Labour Media
ACPS Association canadienne de la presse syndicale

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