

Peterson is elected Chairperson; 11 contest for 7 vice presidencies



New leadership team

Newly elected International Chairperson Barney Peterson, center, joins re-elected TNG President Charles A. Perlik, Jr., left, and Secretary-Treasurer Robert M. Crocker before a portrait of Heywood Broun, the Guild's founder and first president, following their election at the convention.

urer Robert M. Crocker before a portrait of Heywood Broun, the Guild's founder and first president, following their election at the convention.

Perlik, Crocker retain posts; 6 named to IEB

Vancouver, B.C.—The Guild's 40th Annual Convention elected International Vice President Barney Peterson to succeed retiring International Chairperson James B. Woods and re-elected TNG President Charles A. Perlik, Jr., and Secretary-Treasurer Robert M. Crocker to third terms in office.

In person

Vancouver, B.C.—The Guild no longer has an international chairman. From now on, it's "international chairperson."

The Vancouver Convention, rejecting a Constitution Committee proposal to use "chairman" or "chairwoman", as the case may be, to eliminate male-oriented titles, voted to substitute "chairperson" for "chairman" throughout the Guild's Constitution.

The convention also elected six of seven regional vice presidents who, like Peterson, Perlik and Crocker, were unopposed, and set up contests for TNG's six at-large vice presidencies and the seventh regional seat, in Eastern Canada.

Two of the regional vice presidents were elected to their first terms—Edward S. Gilbreth of Chicago, to represent the Midwest, and Roger L. Stonebanks of Victoria, to represent Western Canada.

Nine persons are vying for the six at-large International Executive Board seats in Guild-wide elections Sept. 20-25: incumbents Arthur L. Guerrero of Denver,

Convention hails Woods . . . P. 10



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Convention boosts TNG General Fund

Vancouver, B.C. — Agreeing with the International Executive Board that TNG finances are out of balance when the General Fund consistently runs a deficit while the Defense Fund enjoys record health, the Vancouver Convention acted to redress the imbalance and reduce the cumulative deficit.

Its action—reapportionment of per-capita payments to put 80 percent in the General Fund and 20 percent in the Defense Fund, rather than the former 70-30-percent division—could put a \$56,200 dent in the deficit this fiscal year if income and expenditure estimates prove accurate, the convention noted.

The IEB's recommendation that the new reapportionment

formula be a variable one, with the division between General and Defense Funds changing according to the level of Defense Fund assets, was rejected by the convention's Finance Committee, headed by John C. Edgington of San Diego.

The new, fixed-apportionment formula adopted on the Finance Committee's recommendation, should provide an additional \$139,800 in General Fund revenue, the committee estimated.

In a companion action, the convention adopted a General Fund budget of \$1,162,615 for the 1973-74 fiscal year while anticipating \$1,218,816 income to the Fund under the reapportionment of per capitas, which is

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Delegates reaffirm Guild political role

Vancouver, B.C.—The Vancouver Convention made clear its conviction that "political action, including, when indicated, endorsement of candidates, not only is a proper function of the Guild, but is required if the Guild is to fulfill its responsibility to its members."

In the process of doing so, the convention rejected, on a 274¹¹/₃₆-to-101²⁵/₃₆ roll call, a proposal that would have directed what its sponsors described as an advisory referendum on future endorsements by conventions or the IEB.

In adopting the Political Action Report of its Research and Information-Guild Reporter Committee, the convention said it could find "no conflict between the role of a newperson as a

reporter and as a citizen participating fully in the governing of his city, state or province or country.

"If a reporter is not compromised by the arbitrarily determined editorial positions taken by his employer, surely his integrity and objectivity are not impaired by the democratically espoused positions of his union," the convention declared in adopting the report of the committee, headed by Donald L. Bean of Cleveland.

"The old truism that bargaining doesn't end at the negotiating table remains persuasive," the report said.

"What is won at the bargaining table can be lost in the legislative hall or at the executive

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U.S. will test AP, UPI tubes for possible radiation peril

New York City—The Labor Department, responding to a Wire Service Guild complaint, will investigate the safety of video display terminals used by United Press International and cathode-ray tubes used by Associated Press.

The investigation is the first to be made of the new devices by a U.S. government agency. It will be made under provisions of the Occupational Safety and Health Act and will cover radiation hazards.

Arrangements for testing UPI equipment in New York and Washington or Chicago within a few weeks were made at an Aug. 13 meeting between representa-

tives of the Guild, UPI, the Labor Department and the Harris Intertype Corp., manufacturer of the equipment. AP equipment will also be tested, a department spokesman said.

The wire services conducted their own tests of the VDTs, but the Guild was not present and charged that they were inadequate. Guild representatives will attend when the government tests are conducted.

UPI Promotion Manager Ken Smith told Editor & Publisher magazine that tests made by Harris Intertype showed no radiation levels exceeding the environmental background level.

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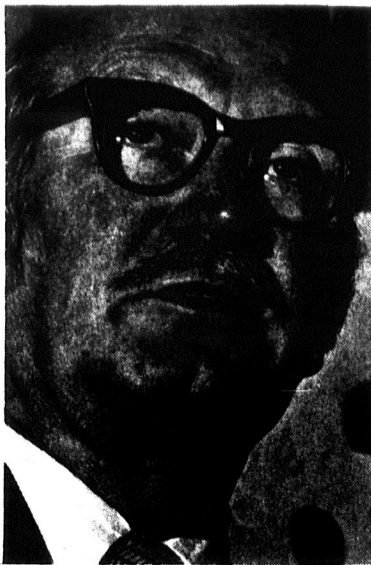


Under restraint

Sheriff's deputies serve Guild strikers with an injunction limiting pickets to one at each entrance of the Morgantown Dominion-News and Post plant. With them is Robert W. Murphy, the papers' gen-

eral manager. Guild pickets, from left, are Gary Bucklen, John Ball, Delbert Royce and Craig Falkenstein. The injunction was issued without the Guild's being heard. (Story on Page 16.)

WOODS



Vancouver, B.C.—Continued Guild participation in "public affairs—and that encompasses the political scene"—was called for by International Chairperson James B. Woods in his official address to the Vancouver Convention.

Describing his talk as "my swan song" after 18 years as an international officer, Woods also said he opposed—as "neither

'Endorsement foes bit on Agnew's bait'

desirable nor practicable, for very good practical reasons"—proposals that would have called for membership referendums before Guild political endorsements.

Guild members who inveighed against the IEB's endorsement of Sen. George S. McGovern in last fall's U.S. Presidential campaign fell into a trap, Woods asserted.

"The trap was set by the Nixon Administration and it was baited by Spiro Agnew," he said, adding: "The tragedy is that too many of our own people swallowed the bait."

He pointed out, "for the record," that the IEB's endorsement was "grounded solidly on trade-union matters."

"It was a trade-union endorsement and not that of individual members, newsmen or otherwise," he observed. "It bound no member to that position and was not designed to speak for every individual."

"Who could quarrel with the Guild opposing an administration

that has such a record as that of Richard M. Nixon? How have we fared under Nixonomic controls? Who has been the chief opponent and critic of the press? Who has invoked executive privilege for himself but denied us newsmen's privilege? In short, who has done everything for his own benefit and that of management—and everything to the labor unions? . . .

"Does a Guild endorsement put a shadow on a reporter—even one covering politics? Not in my book. No reporter worthy of the name would distort or falsify a story because of action his union took. To even concede the implication is to fall into the Administration trap. . . .

"The Guild and its members are not political eunuchs. There is a duty to participate in public affairs—and that encompasses the political scene."

"Did anyone question the objectivity, the fairness of teachers when the American Federation of Teachers endorsed McGovern

shortly after the IEB did?" Woods asked. "Teachers are a segment of the communications media, a segment molding future generations."

"And what about our own employers, the publishers? They don't hesitate to endorse the candidate of their choice, even if it usually is the wrong candidate. (Last year they overwhelmingly endorsed Nixon.)"

"More than that, lest we forget, it was a publisher—Francis L. Dale of the Cincinnati Enquirer—who was a founder and chairman of CREEP, the Committee for the Re-election of the President, about which we have been hearing so much lately."

Noting that the newspaper industry "in the past 12 months has posted its finest record," Woods wondered whether the attacks on and vilification of the Guild and the press generally could be prompted by the press's uncovering and exposure of "some nasty little matters the Ad-

ministration wanted hidden?"

"There will be other attempts" to vilify and discredit the press, Woods predicted, adding that this "makes it all the more vital that the press as a whole and the Guild in particular maintain alert, active roles."

"That is the tragedy of our members gulping the bait tossed out that would question the credibility of reporters because a trade union took action," he emphasized.

Woods said that one of the "good, practical reasons" he opposed endorsement-referendum proposals is "the time required for such a referendum—from two to three months, under our constitutional procedures."

As a result, he said, "should a Guild convention authorize the IEB to recommend a Presidential endorsement after the nominating conventions of the two major political parties and submit that recommendation to referendum,

(Continued on Page 12)

PERLIK

Vancouver, B.C.—The Guild must organize the unorganized and move more deeply into political action to solve the growing economic problems facing its members, TNG President Charles A. Perlik, Jr., declared in his report to the Vancouver Convention.

Perlik laid down the twin path in citing the plight in which spiraling inflation has placed Guild members in both the United States and Canada. In both countries, he noted, profits and prices are booming while wages lag.

"There are no short-range answers to our problems on either side of the border," he said. "The only answers are long-range—and they are twofold:

"One is to continue to organize the unorganized in our industry so that we have the power at the bargaining table we need to make the employers share with us more equitably the high profits being made in publishing. . . .

"The second is to involve ourselves more and more in the

'Answers lie in growth, political action'

political life of our countries so that we have the power in the legislative halls of government to bring about the even-handed justice that working people deserve but so often fail to get because the money powers of our nations are simply more influential than we."

Perlik placed the blame for growing economic inequities in the United States squarely at President Nixon's door.

"He came into office in January 1969 castigating the Democratic Party for an inflation rate of 4.8 percent in 1968 and promising the American people that he would not tolerate a rise in living costs of that magnitude," Perlik recalled. "No one who really knew Mr. Nixon believed for a moment that his election would help the working people of the country."

"And of course his election and subsequent reelection did not



and has not and will not help the working people. Mr. Nixon took that Democratic inflation rate of 4.8 percent of 1968 and let it climb in his first year in office to

6.1 percent."

Midway in his third year, inflation was running at an annual rate of 6.6 percent, Perlik added, and now, "after nearly two years of Nixon's version of wage-price controls, we find inflation running at a higher rate than ever—eight percent per year for the first six months of 1973—and no end in sight," he declared.

"With prices higher than ever, we find corporate profits reaching new highs," Perlik said, "higher this year than last . . . higher last year than the year before . . . higher the year before than the year before that."

"But we find workers' pay increases down. We saw our 10-year record of ever-increasing wage gains come to an end in our last fiscal year as the direct result of the wage controls imposed by the Nixon Administration."

Perlik said American labor

"could accept controls—if they were even-handed . . . if there were equality of sacrifice . . . if the results brought the desired stabilization of the economy."

"It hasn't happened," he said, "and it's not likely to happen under the administration of a President who owes—and even admits he owes—his occupancy of the nation's highest office to the Big Business interests of the country. . . .

"Our Canadian brothers and sisters haven't been negotiating under a system of government wage controls. But they are fighting against a high inflation rate—six percent during fiscal 1973."

"And as their cost of living mounts nearly as drastically as in the U.S.—over the long haul it has gone up even more sharply than in the U.S.—they find themselves unable to obtain the wage settlements they need while at the

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CROCKER

Vancouver, B.C.—The Guild's International Defense Fund is at a record \$2,255,000 and going up, TNG Secretary-Treasurer Robert M. Crocker told the Vancouver Convention.

Crocker, citing the record figure as of June 30, forecast that the July figure would prove to be even higher.

"This is all the more remarkable," he said, "when we also note that the Defense Fund in the 1972-73 fiscal year spent \$1,700,000 on benefits, primarily, while at the same time building its reserves."

Pointing, on the other hand, to a growing General Fund deficit that reached \$307,000 at the end of June, Crocker painted a picture of "an operating fund scrambling to make ends meet in support of the continuation and the growth of the union" and "a

'Defense Fund's health is remarkable'

[defense] fund being held in reserve for contingencies and continuing to grow."

The combination gave the Guild a net worth of \$1,945,000 at the end of June, he reported, up \$300,000 from the end of the fiscal year March 31 and more than \$500,000 higher than at the end of fiscal 1971-72.

Two successive increases of 29 cents under TNG's automatic per-capita formula, geared to Guild wages, haven't been enough to stem the growth of the General Fund deficit, the secretary-treasurer noted.

Crocker cited the figures in support of the International Executive Board's proposal to aid the General Fund by diverting an in-

creasing share of per-capita payments into it whenever the Defense Fund reaches \$1,500,000.

"The figures we proposed are not rigid, and there's no magic in them," he said. "The results are what will count."

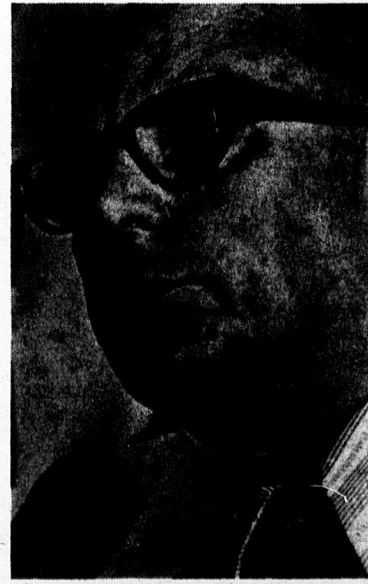
The convention adopted an alternative measure increasing the General Fund's share of per capitas from 70 percent to 80 percent on a permanent basis. It will produce less money for the Fund this year but may yield more in the long run.

Crocker noted that the Defense Fund is presently earning some \$100,000 a year from investments, which are currently bringing interest at as high as 9.5 percent.

The IEB's proposed 1973-74 budget of \$1,180,000 is only 2.5 percent above last year's despite the fact that costs have risen as much as 15 percent annually in recent years, he reported.

The only sizable increase, he said, is for organizing projects, representing "an effort to be realistic about this activity." The organizing budget is up \$67,000.

Crocker said a \$132,000 deficit racked up last year was mostly due to negotiated salary increases larger than anticipated for the Guild's staff, the cost of providing locals with economic and legal advice on Pay Board matters, costing TNG \$45,000, and the cost of moving Guild headquarters.



Convention denies rights-coordinator funds

Vancouver, B.C.—The Vancouver Convention, by a 31-vote margin, rejected a recommendation of its Equal Rights Committee majority that a permanent TNG staff position of human-rights coordinator be established and paid for from the General Fund.

An International Executive Board recommendation that the convention approve a special seven-cent per-capita increase to finance establishment of the permanent position was rejected in the Finance Committee.

After rejecting the coordinator's position, the convention, stating that its vote "in no way diminishes" its conviction that TNG "must meet its obligations in this area," directed that TNG's president "assume the responsibility and report quarterly to the IEB and to all locals" on "the problems encountered, the advances made and the actions planned by the Guild in its continuing fight for equal rights."

At its postconvention meeting, the IEB assented to President Charles A. Perlik, Jr.'s proposal to continue the position of temporary equal-rights coordinator—established in March with funds contributed by locals and members—as well as other staff shifts made at that time, at least until the IEB's Nov. 12-15 meeting.

In adopting the Equal Rights Committee's minority report and rejecting establishment of the permanent coordinator, the convention said it believed the best way to achieve the Guild's equal-rights goals was through action at the local and unit levels rather than through "a coordinator in Washington."

"The best advice from Washington will not actually see to it that a qualified minority mem-

ber will receive a job" or advance after getting it, the convention said.

"That can only be done on the basis of the strongest and best contracts negotiated over the bargaining table and the sternest resolve to see to it that these provisions are enforced," it declared.

Establishment of a coordinator could well have the opposite effect from the one intended, the report said, "in that it tends to remove from the locals and units the ultimate responsibility of seeing that provisions for minorities are included in bargaining sessions and will lull some units into thinking that since there is a person to do the job in Washington, there is no need for them to do it in their own area."

The majority report of the committee, headed by Helen Fogel of Detroit, said that the alternative to a fulltime coordinator assigned to overseeing the Guild's human-rights program "is no program at all."

Pointing to the four months' activity of TNG's temporary coordinator, the report said that "although barely in the formative stage, the main features of the job" made it apparent that "in 1973, this union—all unions—have an obligation, a responsibility—a calling, if you will—to advance equal rights. . . ."

"There is no higher priority," it said.

Pointing to the large work load and small numbers of the rest of TNG's staff, the majority report said that it could not do an adequate job prior to the appointment of a temporary coordinator and "they should not be expected to try to do it again."

During protracted debate on the coordinator issue, Philip M.

Kadis of Washington-Baltimore said that all the arguments "adduced against hiring a coordinator" could also be used to justify not having other staff positions, such as director of research and information and director of collective bargaining, "because it can all be handled by the locals."

Donna Kaminsky of New York said there is "no higher priority" in the Guild than human rights but that locals that are not now pursuing their achievement are not going to do so just because TNG has a coordinator. She suggested that supporters of the coordinator should instead "lean on your local's officers" and if they don't respond "vote them out of office and get somebody who will."

The assignment of equal-rights responsibility to Perlik came subsequently as an amendment to the convention's Finance Committee report, introduced from the floor by Matt Pommer of Madison.

Perlik told the convention that the action gave him the added title of equal-rights coordinator. "It's not a title to which I have the slightest objection nor a responsibility which I would avoid, shun, ignore, resent or object to," he declared.

Perlik said he welcomed the action as a declaration that TNG will do as it "has always done before it had a coordinator and would do after it has one."

The temporary equal-rights coordinator position has been held since March by Yetta Riesel, promoted to it from research and information associate. In a simultaneous action, Barbara Lugovich was promoted from collective-bargaining and research assistant to Riesel's former job. Subsequently Diane Woodstock of Madison was hired to fill Lugovich's former job on a temporary basis, to become permanent if the convention made the coordinator's position permanent.

Perlik told the IEB he will

recommend adjustments in staff assignments to it in November in light of the convention's actions. Woodstock resigned, effective Sept. 21, the next day.

In an action prompted by equal-rights considerations, TNG's "international chairman" became "international chairperson" instead of "chairman or chairwoman," as had been recommended by the IEB and the convention Constitution Committee, when the convention adopted an amendment offered on the floor by San Francisco-Oakland delegate Karen Howze.

In keeping with a recommendation of the 1972 Convention, the IEB had reviewed TNG's Constitution "with the objective of eliminating all irrelevant references to sex" and proposed that "appropriate sexless nouns" be substituted for masculine pronouns or that the appropriate feminine pronouns be added to the masculine ones and that the words "chairman or chairwoman" replace the word "chairman" wherever it appeared in the constitution.

Howze's motion to make it simply "chairperson" passed overwhelmingly on a voice vote.

Reaffirming the past three conventions' endorsement of the Equal Rights Amendment, the convention, both in a separate resolution and in its Equal Rights Report, called for continued local efforts to encourage ratification by the states.

It also called upon TNG's delegates to the 1973 AFL-CIO Convention, scheduled for mid-October, to again "seek reversal of the AFL-CIO's traditional opposition" to the ERA and, "once that action is accomplished, to seek a convention directive to state and local AFL-CIO bodies to work as assiduously for ratification as they have against it."

The convention also recommended that:

• TNG and locals continue to "work with, support and utilize" the Journalism Council Inc.'s

Job/Scholarship Referral Service and that TNG recommend its expansion to include Canadian minority and women journalism graduates.

• TNG continue distribution to locals of data on job candidates from the council, as well as other sources, and locals not only transmit the referrals but follow them up to assure that employers contact the candidates and give them serious consideration for jobs.

• Locals maintain active human- or equal-rights committees and that these committees report at least quarterly to their locals and TNG and work with TNG in establishing their programs.

• Locals be alert to associating with other union groups, such as the Coalition of Black Trade Unionists and the Conference of Union Women, to more effectively achieve common goals, and that locals encourage women members to become active in groups set up by the U.S. Labor Department.

• TNG recognize the plight of Vietnam veterans, accelerate job opportunities for them through "human-rights machinery" and support state and national bonuses for them "where applicable."

• Canadian members encourage the aims and programs of "existing women's movements and minority groups in their work toward social, legal and economic betterment."

• TNG combine the separate concerns denoted by the terms "civil rights" and "equal rights" under the single heading of "human rights" for the sake of "expediency, understanding and as a reminder that the safeguarding of the rights of humans, not particular groups, is our purpose." The convention noted that "civil rights" has "historically referred to a remedy for the plight of minority-group persons . . . and 'equal rights' has become the battling cry for the women's rights and equal-pay issues."

Judge scores 'yukking' at women's liberation

Vancouver, B.C.—A "yuk-yuk" attitude in the press toward women's liberation was scored by Provincial Court Judge Nancy Morrison in an unannounced address at the Vancouver Convention banquet.

Morrison, who was the Vancouver-New Westminster Guild's attorney before becoming a judge, coated her feminist message with an icing of wit that left her audience disarmed in laughter.

"How can you be objective and still 'yuk-yuk' it up over women's liberation?" she asked. "So

Not marching any more

Vancouver, B.C.—A surge of anti-elitism by TNG's 11 vice presidents left the Guild's three top officers relatively alone with guests, local officers and spouses on the dais at the official convention banquet.

The vice presidents occupied seats with other delegates in place of their customary places of honor, in accordance with a motion by Hugh H. Harrison of Pacific Northwest at the board's preconvention meeting.

Harrison, in announcing that he didn't want to march to the dais any longer, called the custom "a bit of pomp and ceremony that appears outdated." His colleagues agreed.

recognize your prejudice."

"It's your responsibility to object to sexism in newspaper editorial matter and advertising," she told the delegates. "It's not women's liberation—it's people's liberation."

Newspapers still retain their women's pages, Morrison said, despite appearances to the contrary.

"All you've done is change the name," she declared. "The writers are the same, the topics are the same."

Describing the sports pages as "the most awful example of bad journalism in North America," she singled out the Vancouver Sun and Province as a case in point—"four or five pages with hardly a mention of a woman unless it's a filly running at the track."

Touching briefly on other subjects, Morrison said the Watergate scandal was not "a disease exclusive to the United States." The "decline in public morality" it has demonstrated is a Canadian problem too, she asserted.

Judge Morrison termed it "an anomaly" that "freedom of the press applies only to newspaper coverage of the courts."

"I wonder if we haven't reached a technological stage where we can have television coverage of the courts," she said, terming the televised Watergate hearings "an interesting experience in that respect."

NAACP leader cites job gains

Vancouver, B.C.—"Exceptional gains" in employing U.S. black workers, including advances made by the Guild, were hailed by Seattle Municipal Court Judge Charles B. Johnson in presenting TNG with a life membership in the National Association for the Advancement of Colored People during the Vancouver Convention.

Johnson, chairman of the NAACP's national legal committee, said statistics given him by International Vice President Warren E. Howard showed that the Guild has made "impressive inroads as relates to blacks within the union."

Johnson urged Guild locals and members to follow TNG's example in taking out a \$500 life membership in the NAACP.

"The fight's not over for us," he said. "We need more open housing, more job openings, more registered black voters, more integration in schools and the removal of all injustices against the black man and the minority races in the United States."

"Your life membership in the NAACP denotes that there is some pride on your part in the gains and faith in the future as it relates to the civil-rights struggle that is being carried on by the association."



Enlisted for life

A life membership in the National Association for the Advancement of Colored People is received by International Chairperson James B. Woods on behalf of TNG from Seattle Municipal Judge Charles V. Johnson, chairman of the NAACP's national legal committee and a member of its national board of directors.

Human factor fading fast in production, forum told

Vancouver, B.C.—Newspapers are "a good deal farther" down the road toward eliminating "the human factor" from their production processes than most realize, TNG Convention delegates were told during an opening-day forum reviewing the past year's automation developments.

The industry "certainly" is "farther down that road" than "any of us realized a year ago in Puerto Rico," where the 1972 Convention examined new processes and devices then beginning to be introduced into newspaper plants, said Ellis T. Baker, TNG Director of Administrative Operations.

And, while change has come more quickly to U.S. newspapers to date, it is beginning to pick up momentum in Canada as well, he pointed out, citing the new-processes-centered plant being completed by the Ottawa Citizen and Canadian Press's announcement that it is about to begin installation of an electronic writing and editing system.

Representatives of five locals described the impact—both realized and prospective—that introduction of video-display-terminal and optical-scanner systems is having on the nature and number of jobs of Guild members and others.

Three of the five also reported that two publishers are about to add VDTs to their heretofore scanner-only systems, mainly for editing purposes, a third publisher has said he intends to switch from a scanner system to VDTs, and at a fourth plant, where two scanners have been in use for eight months, machinists have suddenly been set to rehabilitating linotype machines.

Baker said he and other Guild representatives were most impressed by three things at this summer's American Newspaper Publishers' Association production conference:

- The proliferation of devices and competitive manufacturers in each of the key fields. (A year ago, for example, there were "essentially two manufacturers competing for optical-scanner business," but this year there were "at least a dozen," he said. At the same time, he noted, scanner prices are falling, ranging now between about \$15,000 and \$70,000, while a year ago they ranged between \$20,000 and \$90,000.)

- The same sort of proliferation of "systems." (There are several new firms offering VDT and/or scanner systems designed to handle editorial, classified and inside circulation as a package, he said.)

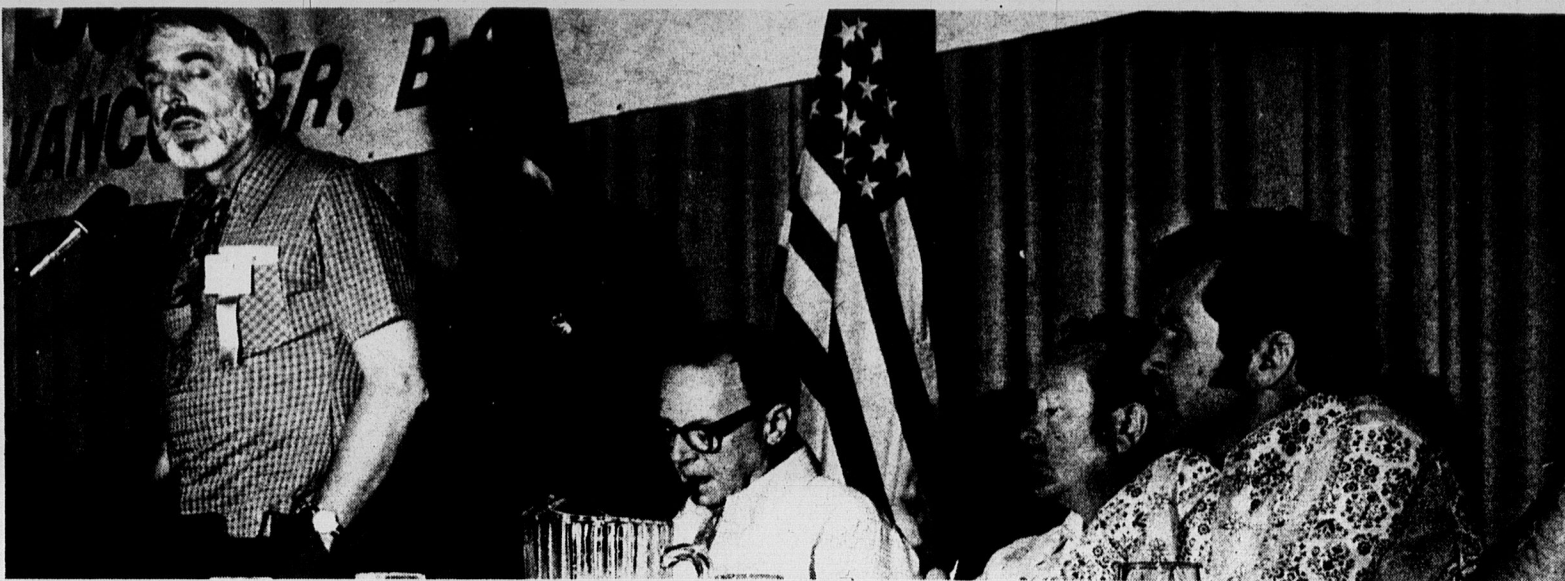
- The unveiling of "two very significant machines — photo-composition machines with the capacity of turning out full-

UPI to install 250 VDTs

New York City—United Press International will have video display terminals for both editing and copy-writing purposes in all of its 100 U.S. bureaus by the end of next year.

UPI announced July 25 that it has ordered 200 video typewriters and 50 editing terminals installed in the bureaus. It has been testing the devices in New York, Washington and Chicago for the past three years.

The VDTs will be installed by the Harris-Intertype Corp. at a cost of 2.8 million dollars.



Monitoring the march of automation

Fred D. Fletcher of San Francisco-Oakland reports to convention automation forum on the introduction of optical scanners at Bay Area newspapers. Others on the panel, from left, are TNG Field

Operations Director Ellis T. Baker, International Representative Dick Pattison, who reported on the advent of scanners at the Long Beach Independent and Press-Telegram, and TNG counsel David Barr.

pages, full-page sheets requiring no further makeup except the stripping in of half-tone and line art." (If a layout terminal is developed with the capacity of handling full pages instead of half pages, he noted, the industry is now in a position to "capture that original keystroke" from the point of copy through page makeup, through a full page of photocomposition coming out of the photocomposing machine.)

While introduction of the new systems is cutting into composing-room jobs by as much as "50 percent at the first bite" and eliminating some Guild-covered jobs, too, Baker pointed out that the question of whether the systems ultimately are going to create or cost Guild-covered jobs has yet to be answered.

Other effects of the new systems on Guild jobs are more readily apparent, however, he said, pointing out that the new processes "put a premium on clean, quick typing" and have already resulted in papers' instituting typing standards for new hires.

There is also deep concern over the increased amount of time necessary for copy editors to properly edit copy for a scanner, he noted, and the possibility of a radiation hazard and eye strain involved in working with VDTs.

Fred D. Fletcher, executive secretary of the San Francisco-Oakland Guild, reported that the local fears possible loss of 20 jobs if scanners, now used only to read copy, are also programmed to read and transmit to the computer billing, checking and collection information on classified ads at the San Francisco Chronicle and Examiner.

The Oakland Tribune, he said, has announced its intention of using editing VDTs on the copy desk, which heretofore has worked with copy before it was run through the scanner.

San Diego Executive Secretary John Edgington reported that copy editors on the Union and Tribune "tell us there has been approximately a 40 percent increase in the amount of time required to edit" copy for the scanner. He also reported a speedup in inside classified since ad takers have been required to type scanner-ready copy.

He said the papers have announced their intention of coupling VDTs with the scanners for editing purposes.

TNG International Representative Dick Pattison, serving as temporary administrative officer

the forum that Ridder's Long Beach newspapers have announced their intention of converting from a scanner system to VDTs "because they were not satisfied with the quality while using the scanner."

Jim McCarthy, chairman of the Ottawa Guild's Citizen Unit, said the Citizen is installing an "exclusive" VDT system.

He said the local anticipates a loss of 13 positions to the system, largely proofreaders and tape punchers, and urged other locals to give special emphasis to tightening their job-security and jurisdiction language.

He said the local's jurisdiction language is deficient in

that it covers "departments, but there is no language saying that we cover the work we now do," and as a result the punching of classified ads will be accomplished by VDTs operated by personnel in a nonunion department rather than by Guild-covered punchers, as at present.

Robert E. Bruner, director of the New England Servicing-Organizing Program, told the forum that the introduction of photocomposition at the Boston Herald American and the Portland (Me.) Press-Herald and Express has precipitated a pair of jurisdictional disputes with the International Typographical Union.

At the Boston paper, where at least nine artists' jobs are in jeopardy, Bruner said resolution of the dispute is presently before the National Labor Relations Board. An earlier agreement over division of the advertising pasteup work with the Boston ITU local, which had been implemented, was breached by the ITU this spring when it moved to secure all the pasteup work.

In Portland, where two Guild artists' pasteup work is in jeopardy, the Guild is seeking a tripartite agreement with the company and the ITU local while the dispute wends its way through NLRB procedures.

Brown says unions must meet 'human impact' of automation

Vancouver, B.C.—If the "human impact" of the publishing industry's new technology is going to be effectively managed, it is up to the industry's unions to do it, Kenneth J. Brown, president of the Graphic Arts International Union, told the Vancouver Convention.

"If left on their own, management, for their own reasons, will introduce technological change, and the human impact will not be a part of their considerations," he declared.

But Brown warned that the unions won't manage it either without "rearranging" their "political structure," which he said has remained essentially unchanged since the turn of the century.

Brown, a native of Canada, was president of the old Lithographers union from 1959 until 1964, when he led it into merger with the Photoengravers' union. Last Labor Day that merged union merged with the Bookbinders, forming the GAIU.

Stating that "the record itself is sufficient" to condemn simple interunion cooperation "as an approach for the future," Brown said he is convinced that "we really don't have a choice."

He labeled as "asinine" and "nonsensical" the "notion that we must retain some special sense of identity based on a historic position; that we cannot preserve traditions and yet restructure our organizations to face up to a modern industrial society undergoing great change.

"That notion," he continued, "condemns us forever to muck around and mire around in the limited circumstances and oppor-



tunities that we currently have."

The nine years since the Lithographers and Photoengravers merged have proved the action "a great success," Brown said.

"We have been able to bargain more effectively, organize more effectively and represent the people in our plants more effectively," he said, pointing to the union's field staff of 35 and its educational department with 54 training centers across the United States and Canada, "all because we pooled our resources."

"And never an instance will you see" of a photoengraver

crossing a lithographers' or bookbinders' picket line, or vice versa," he added.

TNG President Charles A. Baker will make a reciprocal appearance at the GAIU convention Sept. 10 through 14 in St. Louis, and Brown said some GAIU members are responding with the question, "The Newspaper Guild? What do we have in common with them?"

"When we first talked merger with the Photoengravers," he noted, "some of them said, 'What the hell is a lithographer?' and vice versa."

\$500 wage goal, legal-service fringe adopted

Vancouver, B.C.—The Vancouver Convention raised the Guild's wage goal to \$500 for key jobs and recommended that locals negotiate a new fringe benefit—a prepaid legal-service plan.

The wage goal was raised from \$475 to compensate for increases in prices and productivity since it was last raised a year ago. The goal for starting minimums in key classifications was raised from \$317 to \$333 and that for top minimums in all other classifications to at least \$237.50.

The convention voted to include prepaid legal service in TNG's Convention Recommendations on Collective Bargaining. Like pension plans, it would be financed by employer contributions and administered jointly by the Guild and management.

Its inclusion was recommended by the International Executive Board at its preconvention meeting, following final approval in Congress of a Taft-Hartley Act amendment permitting the establishment of such plans.

The final version of the bill eliminated a House provision that would have barred the use of "closed panels" of attorneys who agree to represent covered employees for specified fees or on a retainer basis. The bill leaves unions free to bargain this or any other arrangement.

The convention, in adopting the report of its Collective Bargaining Committee, headed by Robert A. Steinke of St. Louis, urged locals to demand that employers apply paid sick-leave provisions to cases of inability to work due to pregnancy.

Where employers refuse to do so, the convention said, locals should ask the Equal Employment Opportunity Commission to assist. The EEOC has interpreted the Civil Rights Act as requiring that inability to work during pregnancy be treated like any other disability; court tests of the interpretation are pending.

Guild locals have thus far spelled out the EEOC interpretation in three contracts.

The report warned that the advance of automation may pose possible health and job-performance problems.

The Wire Service Guild, it noted, has urged protections that would prevent employers from establishing standards of speed or accuracy in using new equipment and prohibit proficiency in its use from becoming a criterion for the

assignment of employees to operate it.

The Wire Service Local has also called for provisions requiring management to have tests conducted to determine the safety of new equipment, under testing methods approved by the Guild and with Guild representatives present, and to ban the use of any equipment found unsafe until the hazard is remedied.

The report said the IEB Contracts Committee will draft provisions incorporating these safeguards.

"But drafting proper language is only the first step," it said. "With the use of such equipment spreading rapidly in Guild jurisdiction, locals must exert every effort to see to it that our contracts provide such protections."

Despite the problems posed by wage regulations, the convention said, locals "must continue to strive to win the largest settlements our bargaining strength can command in any given situation."

It urged locals to work closely with the Contracts Committee "to make the best of our opportunities."

The convention recommended that TNG send locals all new information on pension plans, including information on negotiating and improving them, portability, vesting and administration.

In a separate resolution, the convention urged the adoption of federal legislation to provide full vesting rights for all employees after five years' service and to assure that benefits will not be lost due to inadequate funding.

TNG's new Model Pension Plan would provide portability for employees moving from one Guild portable plan to another. But the convention said "the best solution is one that brings all existing plans, so far as minimum protection is concerned, under the supervision of an appropriate federal agency."

In repeating previous calls for parity for all key employees in advertising, business, circulation and editorial departments, the convention emphasized that the parity goal applies to Canadian as well as U.S. contracts.

The convention made these other recommendations:

- There where employment practices violate the contract or the law, locals "aggressively enforce the contract through the grievance procedure or, if the



Speaking of pensions

Features of TNG's new Model Pension Plan shown in convention display are pointed out by Howard Young, TNG's new pension consultant. With him

is Robert A. Steinke of St. Louis, convention Collective Bargaining chairperson. The plan includes portability and retirement after 20 years.

contract is inadequate, after consultation with TNG, use the appropriate laws to achieve redress" and that locals "actively cooperate with human-rights commissions, fair - employment-practices commissions and similar groups in enforcing their administrative regulations."

- Increased efforts—at all levels—to build interunion co-operation and by locals and TNG "to merge or affiliate with other unions in related areas."

- Increased efforts to achieve greater union security at magazines and wire services.

- Increased efforts to achieve job protection through adequate jurisdiction clauses, including protection against contracting out work, bans on dismissals resulting from introduction of automation and other new methods, with notice of such introduction and job retraining at employer expense, and TNG assistance to locals to protect jurisdiction.

- That a checklist of negotiation steps be prepared and distributed by TNG to all units with, wherever feasible, a list of possible negotiators.

- That TNG establish a technology committee to participate in meetings, seminars and conferences with other international unions regarding new technology and report to the membership through the Guild Reporter and Guild locals.

The convention asked the IEB to study and recommend a solution to the problem created by time lags between rejection of a settlement by TNG's Contracts Committee and the assignment of an international representative to the scene.

The convention Constitution Committee rejected as "unrealistic" a Knoxville Guild proposal that the local be allowed to sign a contract without Contracts Committee approval if an IR is not assigned within five working

days after committee disapproval.

The Collective Bargaining Report urged locals that wish to expand or change TNG's Bargaining Program or Convention Recommendations on Bargaining to submit their proposals to the IEB at its annual May meeting.

This would allow the IEB to give them advance consideration and discuss them with legal counsel, the report pointed out. Those it favored would be incorporated into the board's convention recommendations; those it opposed could still be introduced at the convention.

The committee took official note of the absence from its ranks for the first time in many years of Elizabeth Cox of New York, who it noted had served frequently as its secretary and was "always a vigorous, outspoken participant in its deliberations." Cox, left jobless by suspension of the Saturday Review, is currently free-lancing.

\$4,700 raised for 3 strikes

Vancouver, B.C.—More than \$4,700 in floor contributions and local and district-council donations was given to Guild strikers in Morgantown, Adrian and

Alexandria during the Vancouver Convention.

A floor collection yielded \$1,062.07 for strikers at the Morgantown Dominion-News and Post, Thomson's Adrian Telegram and the Alexandria Gazette. Locals and district councils announced donations totaling \$2,000 for Morgantown, \$1,050 for Adrian and \$600 for Alexandria.

And responding to a warning that a strike appears unavoidable at Thomson's newly organized Sudbury Star, locals pledged \$425 in that eventuality.

A convention resolution on the Thomson chain denounced it for "19th Century employee-relations policies" as evinced in Adrian and Sudbury. It served notice that "we will fight until we win recognition from Thomson that workers have rights, too."

Terming the chain "as mean as it is monolithic," the convention noted that 17 Adrian strikers have been out for 10 months to win an initial contract and that in Sudbury most of the Guild's key leaders have been fired.

"While we wait for the cumbersome legal process to right these wrongs," it said, "bargain-

ing in Sudbury is reduced to a farce. The Thomson henchmen in Sudbury won't even initial the preamble."

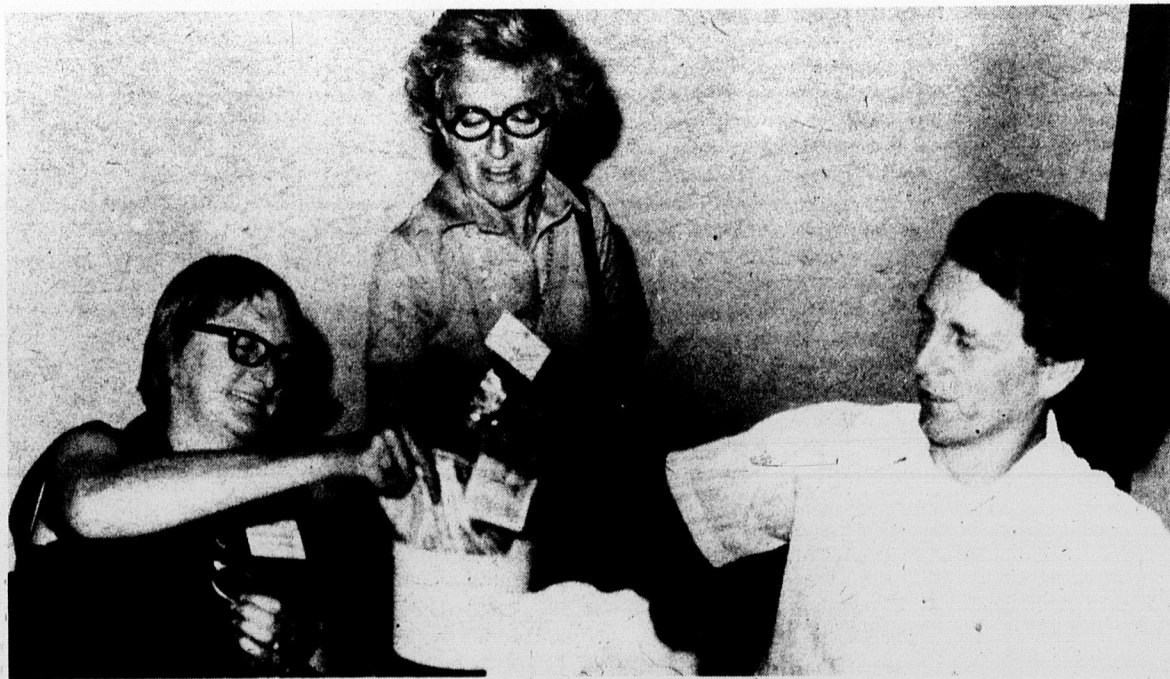
The Ontario Minister of Labour has given the Northern Ontario Guild permission to prosecute the Star on unfair-labor-practice charges, the first step in the legal machinery.

The Guild, certified as bargaining representative for 65 Star employees in April, has filed a petition, meanwhile, to represent eight more employees, all part-time.

The Northern Ontario Local received its charter in a presentation at the convention, along with the new Winnipeg Guild.

The convention also denounced the Alexandria Gazette's labor-relations policies as "archaic," noting that strikers there have "endured snow, heat, intense police harassment and complete nonresponse from the company." It called on all Guild members to support the strike.

The Morgantown pledges were made in response to an appeal by Peter Laqueur, the strike's fundraising chairperson, requesting the convention's "moral and financial support" and read to the convention.



Money has the floor

Shirley Caldwell and Jerry Shade of Pacific Northwest help the convention make tangible its support for Guild strikers in Morgantown, Adrian and

Alexandria. Collecting is TNG Equal Rights Coordinator Yetta Riesel. A total of \$1,062.07 was contributed to the three strikes.

Convention refuses dues increase for organizing

Vancouver, B.C.—The Vancouver Convention rejected a proposal to raise membership dues to finance two new international representatives for organizing but recommended that additional IRs be hired when financially feasible.

The convention urged "stepped-up organizing efforts as a priority item to bring Guild benefits to the unorganized," noting that last year was the Guild's best organizing year in the past 15 and that the new fiscal year shows promise of becoming another banner one.

But the proposal to raise dues to make still additional gains was rejected decisively, as was an attempt to add an international representative by cutting other budget items.

Debate on the question overflowed from the Organizing Committee Report into the Finance Report, where it finally came to a head in the last hour of a late-night convention session.

The Organizing Committee proposed, with Chairperson Roger Stonebanks of Victoria and several other members dissenting, that dues be raised 20 cents a month and that the increased revenue be put entirely into the General Fund to hire two additional IRs.

But the proposal, which reached the floor ahead of the Finance Report, became entangled in a protracted procedural wrangle, with a number of delegates objecting to its consideration until finances were taken up. The convention Finance Committee had rejected it.

A motion by Finance Committee Chairman John Edgington of San Diego objecting to its consideration was carried by 200³⁵/₃₆ to 188³⁶/₃₆. It would have barred the delegates from taking up the proposal or any variation of it for the duration of the convention. The resulting turmoil brought a new convention rule banning such motions henceforth on any part of a committee report.

After the rule, proposed by Philip M. Kadis of Washington-Baltimore, was adopted, the Edgington motion was reconsidered and voted down, reopening the door for the dues-increase proposal.

It was resubmitted in moderated form during the finance

discussion, when Beth Granat of Chicago proposed that a 10-cent dues increase be imposed to hire one more IR.

Its supporters argued that the increase was necessary to handle the mass of organizing requests with which the Guild is confronted.

"If we don't soon recognize the need for more organizing and, more importantly, provide the money to accomplish it," said Paul D. Lowe of Lehigh Valley, "we will have one of the most socially responsive and aware but nongrowing unions in the history of the labor movement."

With the hour late, opponents of the dues increase forebore from taking the floor, but when the vote was taken their position carried overwhelmingly.

Eight members of the Organizing Committee took their names off the Organizing Report in protest after the vote.

This year's organizing budget of \$370,095, up more than \$67,000 from last year's \$302,915.

The question had been debated earlier in a slightly different form when a minority report of the Finance Committee recommended cutting appropriations for the Guild Reporter and transportation in order to hire another IR.

The minority report, presented by Ron Rodgers of Chicago, estimated that \$17,841 could be saved by cutting the Guild Reporter from a minimum of 22 issues a year to 17 and requiring International Executive Board members to travel by air coach instead of first class.

But opponents said reducing the GR would cut back communication with the membership and ridiculed the transportation slash as budget-cutting "ad absurdum." They suggested that additional funds might be saved by requiring IRs to hitchhike or housing convention delegates in people's homes instead of the convention hotel.

Advocates of the reductions said organizing should have higher priority than the Guild Reporter.

"I don't think anybody is going to miss five issues a year," observed Frank Milner of Toronto.

But William F. Miller of Cleveland said he found the proposal "shocking."

"Here we are, newspaper peo-



Charter on the prairies

TNG President Charles A. Perlik, Jr., presents the Winnipeg Guild's charter to Barry Mullin, center, and Marvin Lucyk, who came to the convention to receive it. A charter for the Northern Ontario

Guild was received by Joseph Hanafin, servicing representative of the Guild's Eastern Canadian Wire Service Guild Servicing Program. Mullin said Winnipeg would be an "active local."

ple who make our living doing this, and we get a proposal that the economy should come in cutting the newspaper," he said. "I mean, if you were faced with this from your publisher, you'd be out on the bricks."

The proposal went down on a show of hands.

The Organizing Report, as it reached the floor, called for additions to the TNG field staff "to accelerate the increased pace of TNG's organizing activities." It was amended on the floor to insert the words "when and as financial capacity permits."

Several delegates had objected that the recommendation would require the hiring of additional IRs even if there was no financial provision for them, and the amendment was adopted.

Among other organizing recommendations, the convention asked the IEB to make a study and report to the 1974 Convention on the feasibility and advisability of seeking amendments to the Labor-Management Relations Act. It cited the difficulties of obtaining union recognition under the law as it stands.

The convention also recommended that an organizing seminar be held at next year's convention "in an effort to coor-

dinate activities and encourage more organizing."

It also recommended that TNG extend added assistance, when available, to Wire Service Guild organizing and that other Guild locals work closely with Wire Service to bring in new members.

Other organizing recommendations:

- That locals be reminded of the importance of forming local organizing committees and advise TNG of their composition.

- That locals be urged to provide TNG with information about all organizing overtures, heed the requirement that no organizing campaign be initiated without TNG clearance and supply TNG with copies of all organizing leaflets and documents involved in court, National Labor Relations Board or other proceedings.

The convention reaffirmed Guild policy of giving first priority to organizing free riders, second to unorganized departments in organized shops, third to unorganized newspapers in Guild areas and fourth to new locals.

A constitutional amendment extending the Guild's jurisdiction for organizing purposes to such "departments, activities or func-

tions" of any enterprise "the organizing of which is deemed by the IEB to be in the best interests of TNG" was adopted by the convention.

The Constitution Committee pointed out that the Constitution's old language no longer accurately reflected "the full scope of TNG activities" and might inhibit organizing in those Canadian provinces with laws under which representation rights may hinge on a union's specific membership-eligibility requirements.

The change was recommended by Martin Levenson, the Guild's Canadian attorney.

The Guild's constitutional statement of purpose was also enlarged to embrace the promotion of industrial unionism "in the jurisdiction of the Guild" instead of just the newspaper industry.

The convention, upholding its Appeals Committee, rejected a North Jersey Guild request to override the IEB's assignment of jurisdiction over Triangle Publications' new Racing Form plant in Hightstown, N.J., to the New York Guild.

The Appeals Committee, after a hearing, cited the fact that 25 members of the unit who formerly worked at Triangle's Morning Telegraph plant in New York were members of that local's pension plan, that New York had won a representation election in Hightstown and that contract negotiations are well under way and have led to a strike vote.

It said any convention action to supplant New York at this stage "could have a disastrous impact" on members of the unit and on the course of bargaining.

But the Appeals Committee recommended that the IEB review its procedures in assigning jurisdiction, suggesting the possibility of steps that would give any affected local the right to be heard when a jurisdiction question arises.

The convention subsequently adopted a constitutional amendment requiring the IEB, "where practicable and where it would not adversely affect" TNG's "over-all organizing policies and objectives," to notify all affected locals at least 15 days before it considers a proposal to extend one local's jurisdiction into another's area or to reassign an existing unit to another local.

Nixon still battles press, delegates charge

Vancouver, B.C.—The Nixon Administration is continuing "a conscious, deliberate campaign to harass, intimidate, manipulate and discredit the press and those who work for it," the Vancouver Convention declared.

It called on the Administration to cease "efforts to restrict the free flow of information essential to a democracy and to demonstrate its respect for the First Amendment rights of press and public alike."

A resolution introduced by the convention's Resolutions Committee, headed by Romeo Cherot of New York, said the press's Watergate performance has failed to "convert the Nixon Administration to an appreciation and understanding of the role of the free press in our democratic society."

It cited Vice President Agnew's continued attacks on the press, Ronald Ziegler's retention as Presidential press secretary "despite having been compromised by Watergate," the Administration's opposition to reporters' privilege, its proposal of legislation that would allow reporters to be prosecuted for obtaining information not officially released, and its support of prior restraint on news publication.

It singled out for special praise the investigative work of Washington Post Guildsmen Carl Bernstein and Bob Woodward, who won TNG's Heywood Brown Award and the Pulitzer Prize for their unearthing of the scandal.

The convention called for "the continuation and extension of their brand of investigative reporting."

Finally, the convention, in a resolution at its closing session, castigated John Wilson, attorney for former White House chief of staff H. R. Haldeman, for his characterization of Sen. Daniel

K. Inouye of Hawaii as "that little Jap" following a session of the Senate's Watergate hearing Aug. 1.

"There are no 'Japs' in America or anywhere else," the convention declared two days later. "We are as ashamed of John Wilson, American, as we are proud of Daniel Ken Inouye, American."

"Mr. Wilson should apologize, not only to Sen. Inouye but also to all persons anywhere in the world who are now, ever have been or ever will be demeaned by the conscious or unconscious use of racial epithets."

Wilson did apologize to Inouye in a letter disclosed the next day. The resolution was adopted by acclamation following a brief floor discussion in which Keith Haugen of Hawaii asserted that Inouye "stands head and shoulders, at least figuratively speaking, above all those who sat across the table from him at the Watergate hearings."

Watergate work hailed by Meany

Vancouver, B.C.—AFL-CIO President George Meany, in a telegram of greetings to the Vancouver Convention, commended "those Guild members whose unswerving pursuit of fact and truth alerted the American public to the most outrageous political scandal in the nation's history."

"These reporters—and their publications—deserve the nation's gratitude," Meany declared.

Canadian policy parley vetoes endorsement ban

Vancouver, B.C.—A proposal to seek amendment of TNG's Constitution to bar Canadian locals from endorsing or supporting political candidates was rejected by the Guild's first Canadian Policy Conference.

The resolution was introduced by Montreal delegates at the direction of their local's executive committee. It went down on a show of hands after Canadian Director Robert J. Rupert said it would violate local autonomy.

No effort was made to introduce it in the convention after its failure at the conference.

The meeting, spanning a two-day period July 28 and 30, was the first to be held under last year's convention authorization of a conference "to express itself autonomously" on Canadian legislative and social issues and advise the International Executive Board and the convention on Guild policy as it affects Canadian locals and members.

It was attended by 30 delegates from six locals, with Roger Stonebanks of Victoria elected to the chair.

In another action, the conference voted not to submit an adopted resolution opposing a Quebec antistrike bill to the convention on the ground that doing so would undermine its autonomy on legislative and social issues.

The motion to submit, introduced by Jerry E. MacDonald of Canadian Wire Service, went



Canadian policy-making

Roger Stonebanks of Victoria takes the chair as the Guild's first Canadian policy conference opens under the Maple Leaf.

down on a roll call, 22½ to 13, with Toronto, Victoria and Ottawa voting no, Montreal and Canadian Wire Service voting yes and Vancouver-New Westminster splitting 2½ to 5, with 2½ abstentions.

Rupert said that while there was little doubt the convention would support the conference's resolution, it "would take away some of our autonomy credibil-

ity" to seek that support.

During discussion of the resolution itself, Rupert noted that the proposed Quebec bill to prohibit strikes harmful to "the public welfare" could be used to prevent a newspaper strike.

A motion calling for election of the Guild's Canadian director by membership referendum was defeated by a roll-call vote of 29²⁹/₆₃ to 8³⁴/₆₃. The direc-

tor is presently appointed by the Guild's two Canadian vice presidents with the concurrence of TNG's president.

The motion was introduced by International Vice President, Eleanor S. Dunn of Ottawa. It drew the full support of the Ottawa delegation but picked up other votes only from a minority of the Toronto and Vancouver delegations.

Among other actions, the conference voted to revive the Canadian District Council, which became inactive more than a year ago when the Toronto Guild, hard-pressed financially, voted to withdraw.

An Ottawa motion to induce journalism schools to give courses in labor reporting was approved. The Guild will consult with other unions in drawing up a proposed curriculum for the course.

Two Victoria resolutions—to press federal and provincial governments to include dental, optical- and drug-insurance coverage in Medicare and urge the federal government to allow housewives and other nonemployees the option of participat-

ing in the Canada Pension Plan—were also adopted.

The conference also voted a resolution to continue pressure for federal and provincial anti-strikebreaking laws. And it demanded that Canadian Press alter its style on women's honorific titles to conform with the preference of the persons involved as to "Mrs., Miss or Ms."

The Toronto Guild had previously asked newspapers following CP style to do likewise.

On a roll-call vote of 18 to 8, with 12 abstentions, the conference rejected a resolution urging the Canadian Broadcasting Corp. to develop "a genuine Northern news service" and institute a program of hiring and training Indian and Inuit minorities. MacDonald said CBC already had such a program.

Dunn withdrew a motion calling for the appointment of either a permanent international representative or a temporary organizer in Western Canada by Nov. 1 after Rupert and William H. McLeman of Vancouver-New Westminster reported that Western locals and TNG are working out an agreement for a servicing program similar to that in Eastern Canada. TNG's present budget, it was reported, does not have enough money to finance a new international representative.

The conference authorized Rupert, in consultation with Canadian locals, to draft a bilingual pamphlet on "Guild history and purposes in Canada" and submit it to next year's conference.

Another Dunn resolution urging the convention to withdraw from the AFL-CIO and the Canadian Labour Congress was defeated overwhelmingly. Dunn said the action was aimed principally at the AFL-CIO for its opposition to the Equal Rights Amendment and its "support of Nixon."

McLeman questioned the conference's right to take a position on the AFL-CIO, and both Rupert and Jack Dobson of Toronto warned that the Guild would be risking the support of other unions in strike situations if it left the CLC.

Convention, referendum fixed as requirements for merger

Vancouver, B.C.—Machinery for prior membership approval and International Executive Board implementation of any merger with another union was approved by the Vancouver Convention.

The convention adopted a constitutional amendment under which any merger proposed by the IEB must be submitted to a convention for approval and then to a membership referendum.

The provision for convention approval produced the convention's first roll call, on the issue of whether it should allow a special convention to be called or simply require submission to the Guild's annual convention. Language that would allow a special convention was approved by 308½ to 78½.

TNG's Constitution had been silent on the subject of a possible merger. The IEB recommended at its May meeting that specific merger machinery be added to the Constitution "from both a legal and practical standpoint." Earlier, the Guild's Canadian attorney, Martin Levinson, had recommended the addition of merger provisions to make the Constitution conform with Canadian law.

The provision gives the IEB authority to negotiate merger terms and, following convention and membership approval, effectuate the merger.

Neither the IEB's recommendation to the convention on merger machinery nor the convention Constitution Committee's proposal provided for convention action, allowing the board to submit an agreement directly to referendum. Donald W. Rosset of North Jersey, objecting to the omission, moved an amendment requiring submission of any agreement to "the next convention."

TNG counsel David Barr pro-

posed alternative language, requiring that the agreement be submitted to "a convention." Rosset declined to accept it, objecting to opening the way for a special convention, but it was moved by Keith Haugen of Hawaii and approved on the roll call.

Another constitutional amendment adopted by the convention prohibits the acceptance of resignations during a strike or lockout.

The Constitution Committee, headed by Karen Hasman of Chicago, declared in proposing the amendment that "solidarity and unity are most essential during a strike or lockout, and resignations at such times would cause irreparable harm to the policies and actions of the locals involved."

The IEB recommended the amendment after a Supreme Court decision cast doubt on a union's right to fine members who resign and then cross picket lines during a strike or lockout in the absence of a specific constitutional provision barring such resignations.

In another constitutional change suggested by the Guild's Canadian attorney, the convention adopted an amendment allowing attorneys who are not Guild members to represent members during trial-board hearings under exceptional circumstances.

While reaffirming that non-member attorneys will not be permitted "as a general rule," the amendment allows their participation at the trial board's discretion. Normally, members can be represented only by another member.

Acting on an appeal by the Washington-Baltimore Guild against the IEB's action in reversing the local's denial of at-large membership to Steve Yar-

mola, a photographer for the McCall Printing Co., the convention directed that the matter be referred back to the local for a hearing on his eligibility.

Yarmola, formerly a photographer for Merkle Press, went to McCall when the AFL-CIO moved its printing to McCall from Merkle, where the Guild has a unit. The local, which had fought the AFL-CIO move, issued him an honorable-withdrawal card, refusing his request for a switch to at-large membership.

The convention Appeals Committee, headed by Kirk Smith of Pacific Northwest, had recommended after a hearing that the IEB action be upheld, concurring that the local had "erred procedurally" in acting without a local hearing.

But committee members said they had no objection to the proposal that the case be referred back to the local, submitted on the convention floor by Brian L. Flores of Washington-Baltimore, and the convention approved. Yarmola will be continued in inactive status pending local action.

The convention approved a Constitution Committee report rejecting an amendment proposed by North Jersey and Memphis to forbid locals from giving their convention delegations binding instructions and forbidding delegations to vote by the unit rule.

James M. Dolan, Jr., of North Jersey, a member of the Rules Committee, had proposed at the start of the convention that the unit rule be prohibited. But International Chairperson James B. Woods said such action, violating past convention practice, would be illegal in view of the fact that delegates had been elected with the understanding that unit voting would be allowed.

The convention upheld Woods against an appeal by Dolan.

Picking up Ontario gauntlet

'38 delegates risked jail

Vancouver, B.C.—How the Guild held its first convention in Canada because an Ontario prime minister talked too much was related to freshman delegates at the Guild's fifth Canadian convention here.

TNG Field Operations Director Ellis T. Baker relayed the story, as told by veteran International Representative Ed Allen, at the convention's freshman forum.

The International Executive Board was trying to agree on a site for the 1938 Convention when President Heywood Broun arrived, waving a clipping from the Times.

"We have to meet in Toronto," he announced. "Mitchell Hepburn, the prime minister, says he will clap any CIO organizer in jail who dares invade Ontario. Let's all go."

The Guild learned from members of the Toronto Local that Hepburn lived at the King Edward Hotel. It followed that the Guild chose Hepburn's residence to meet in. He discreetly announced that he was going fishing.

During the convention, Broun and a group of Guild leaders met in a Childs restaurant to discuss the next step in responding to Hepburn's threat.

"We have to organize somebody," he said.

A pretty waitress caught his eye.

"How much do they pay you to work here?" he asked.

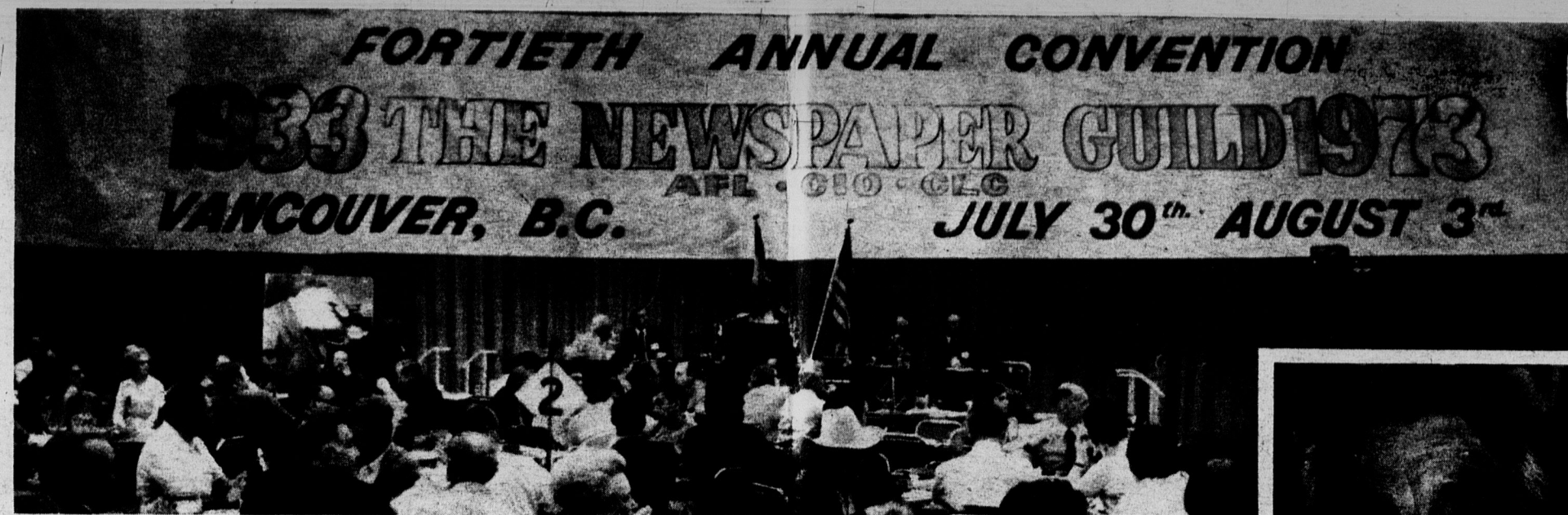
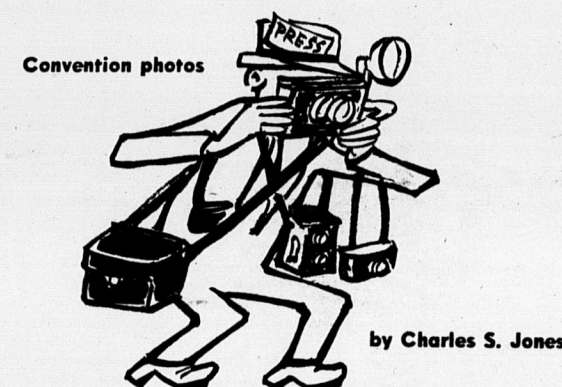
"Eight dollars a week, but I have to pay for the laundry of my uniforms," she replied. "Of course, I get tips."

That was enough for Broun. By nightfall, the Guild had organized the waitresses, busmen and second cooks and had persuaded them to take a strike vote. The company agreed to recognize them and gave them their first Guild-negotiated increase.

It wasn't much by 1973 standards, but nobody went to jail.



Hawaii Guild President Stanley Souza delivers a kiss and a lei to Lois Kapp, convention guest-activities chairperson, at convention banquet.



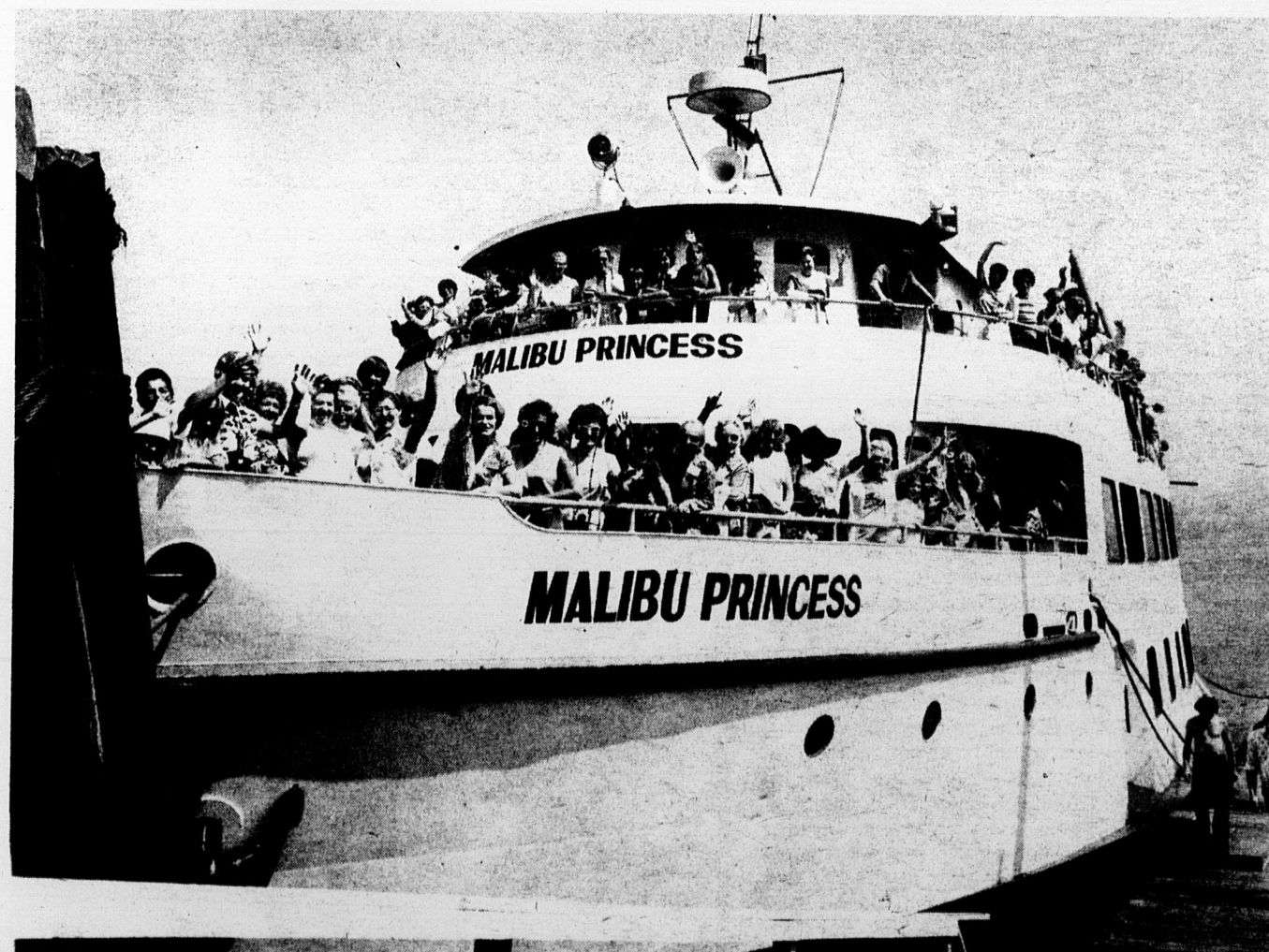
The convention in session, with David H. Manley, inset right, president of the host local, at the podium.



A hula dancer performs at convention banquet to the delight of Ron Thibault of Vancouver-New Westminster.

Conventional Activity

Convention chairperson James Barrington and his wife, Yvonne, receive a 25th-wedding-anniversary cake at convention banquet.



Convention guests wave goodbye as yacht casts off for trip up Indian Arm.



Shirley Conner of Buffalo collects convention materials and gift desk-pen set from Helen Coleman of TNG staff at delegate registration.



International Chairperson James B. Woods, left, presents Guild Service Award certificates to four past winners—from left, Harry Culver (1970), William E. Anstett (1972), James M. Cesnik (1964) and David J. Eisen (1961).

Woods, giving up gavel, receives tribute

Vancouver, B.C.—Retiring International Chairperson James B. Woods wielded his gavel for the last time at the Vancouver Convention, but he will take one with him that recalls his personal motto, "Often outvoted but never wrong."

Woods, stepping down after six years as TNG's presiding officer and 18 on the International Executive Board, received the gavel embedded in a plaque as one in an armful of parting gifts from the Guild.

The plaque, after recalling the motto, said:

"His many friends at this 40th Annual Newspaper Guild Convention and throughout the union he loved so much and has served so well feel he's certainly wrong in deciding to retire from office and wish they could outvote him just one more time."

Its reading by TNG President Charles A. Perlik, Jr., brought delegates to their feet in applause as Woods came to the microphone to bid his farewell.

Earlier, the convention had voted its appreciation officially in a resolution expressing the regret of "Guild members everywhere" at his retirement.

"We in the ranks and in the leadership will miss his steady hand at the tiller at Guild conventions, his calm in the storms, his even-handed decisions," it declared. "We appreciate the many years of work he has put into the Guild, the energy and character he has brought to his post as delegate, IEB member, president and chairman."

"We do not want him to step down without assuring him of our high regard and personal affection and without wishing him



Parting gift

Retiring International Chairperson James B. Woods and his wife, Hattie, inspect set of Swedish glassware given to Woods by TNG at the conven-

tion's closing session in appreciation of his six years of service in the office. Other gifts included two meerschaum pipes and a vase.

long years ahead and the best of fortune."

Perlik, in presenting TNG's gifts to Woods, said, "I know of no Guild member who stands as the symbol for commitment and dedication as this man has over the years."

The convention was a test of the steadiness of Woods's hand at the tiller. A protracted procedural wrangle during the discussion on organizing provided a stiff test of parliamentary skill, including an appeal of one of his rulings to the floor.

But Woods wasn't outvoted this time. The convention upheld him, as it did earlier in the week on his ruling that a motion to amend the convention rules to

ban unit voting at this year's convention was out of order.

Woods referred to the parliamentary tangle in his farewell remarks, noting that he had enjoyed his office "up to a point—a point some time yesterday."

He termed the current period one of "great hope for the Guild," declaring that "with the officers you have already elected and those that you will choose later on, I have the greatest confidence in the future" of TNG.

Earlier, in his opening address to the convention, he had remarked with satisfaction that he was leaving office in "a healthy, quiet period."

"Frankly," he said, "it would be difficult for me to leave office

in the midst of a battle. I've always tried to be candid and forthright, I've always been willing to fight, in the convention or elsewhere, on Guild matters—even when I was a minority of one. . . ."

In addition to the gavel plaque, Woods received a set of Swedish glassware, two meerschaum pipes, six pounds of Canadian cheddar cheese and a dozen gift certificates each good for a case of beer from his hometown Budweiser brewery in St. Louis.

His wife, Hattie, who has traditionally helped conduct convention orientation sessions for delegates' spouses, received a Swedish-glass vase.

Home rule in D.C., health care backed

Vancouver, B.C.—Support for National Health Insurance legislation and home rule for the District of Columbia was voiced by the Vancouver Convention.

The convention called on Congress to make the enactment of national health insurance "a priority issue" and urged Guild members to join with fellow unionists and others in mustering public support for its adoption.

In a separate resolution, the convention urged the House District Committee to give immediate approval to legislation that would allow D.C. residents to elect municipal officials, give such officials full authority over local matters and the District's budget and guarantee an automatic federal payment to the District.

The resolution, presented by the International Executive Board, was adopted as a special order of business at the convention's opening session July 30 so that it would reach the Rules Committee before it considered the bill next day.

The committee approved the bill at its July 31 session, the first time since 1948 that a home-rule bill has cleared it.

The convention resolution also called on Congress to move "with all due haste" to approve a Constitutional amendment giving the District full voting representation in the House and Senate.

"Residents of no other municipality in the United States—Canada and Puerto Rico, either—are denied the right to elect their municipal governments," the convention said.

The National Health Security resolution urged Guild locals to join committees for national health insurance that have been established in 25 states and to help form committees in the other 25. And it asked individual Guild members to let their Congressional representatives know they support the legislation.

The convention declared that the health bills, S. 3 and H.R. 22, are "the only extant proposal that would provide true cost and quality controls, adequate consumer representation and true reform of the health-care delivery system."

Allen, Guild's 'Old Original,' set to retire

Vancouver, B.C.—International Representative Ed Allen, whose 40 years of Guild leadership match the union's age, will go into retirement to the echo of four rising votes of applause from Vancouver Convention delegates.

Allen, a Guild pioneer, a former international vice president and an IR for 17 years, announced his retirement at 67 during the convention. He suffered a cerebral hemorrhage that almost proved fatal in April.

The convention responded with a resolution of tribute to Allen and his wife, Barbara, that took note of Allen's unfailing readiness to speak his mind and of "his liberalism, which he practices with a vengeance."

"The enemies of the working man are hereby forewarned that the retirement of the Allens does not mean they will sit tranquilly in rocking chairs when social justice is threatened. From that cause they will never retire."

Four delegates rose to add personal tributes.

Over and over the delegates rose to applaud—when the resolution was introduced, when it was adopted, after international Representative Charles Dale read a tribute from the staff, and after Allen himself spoke his farewell.

"There are really only two words that need to be said," Allen declared, his voice still a bit weak, "One is 'love,' the other is 'peace'."

"This union" was born out of the love of people who could afford it for people who couldn't afford it, and it was the love that sustained us through those early years.

"The peace is something that we tried to sweep under the rug, and it is the lack of it, the future conduct of our country and the future conduct of the other countries of the world, which is the biggest threat to this and all other unions."

Dale's statement, read to the convention before adoption of the resolution, described Allen as "The Old Original" and "the Newspaper Guild's own personal memory bank."

Allen's involvement in newspaper unionism, it noted, predated the founding of the Guild in 1933.

"While city editor at Worcester, Mass.," it related "he was a member of an AFL directly chartered newswriters' local union, one of the several that preceded the Guild's birth."

"He has been a member of the Guild from the year of its birth, a charter member of the Newspaper Guild of Greater Boston and that local's first secretary."

"He was a delegate to the Guild's first convention. In fact, in the early days of the Guild, Allen frequently was asked to take over the chair at conventions for President Heywood Broun."

"He served on the IEB during the fledgling years of the Guild. Later, during the war, he again served on the board, finding time somewhere in between to do a stint as a colonel in the U.S. Army."

"After the war, Ed served with the International Labor Organization and was chairman of the United Nations Film Board."

"Among a lot of other roles in the Guild and the labor move-

ment, Ed served as executive officer of the Boston Local before joining TNG's staff as an international representative in 1956.

"He and another unofficial delegate to these conventions these past many years, his wife, Barbara—will be sorely missed, but they will not be forgotten."

"We are sure that in the corridors and drinking rooms of a lot of future conventions they will long be telling stories about the old, the original, the authentic Guild fireman, J. Ed. Allen."

The Federation of Guild Rep-

resentatives, the union of TNG staff members that Allen once headed, voted after the convention to make a donation of \$500 in Allen's name to any cause he selected.

Allen chose "the cause to which I owe so much happiness"—the Guild. He asked that the money be divided equally between Guild strikers in Los Angeles, Morgantown, Adrian and Alexandria and newly organized members facing the likelihood of a strike in Sudbury, Ont.



Farewell to a veteran

Retiring International Representative Ed Allen, center, embraces Charles Dale, president of the Federation of Guild Representatives, following Dale's reading of a staff tribute at the convention.

At right, Allen's wife, Barbara—and a famed Rollin Kirby cartoon on the death of Guild founder Heywood Broun, from whom Allen frequently was asked to take the gavel at early conventions.

Perlik cites urgency of growth, politics

(Continued from Page 2)
same time seeing their employers reaping ever-higher profits, paralleling the experiences of their American brother and sisters."

Perlik said it is certain that "under the administration of Richard M. Nixon there's little hope that workers will get a fair shake."

"Burdened though we be with Nixon's wage controls," he asserted, "we must continue to insist on the largest settlement our bargaining strength can command in any and every given situation."

Perlik also scored the President for "decimating and dismantling social programs established and functioning during the past decade—some for as long as 40 years—through impoundment and redistribution of funds appropriated by Congress and through new regulations governing administration of the programs."

He cited, among others, the Health, Education and Welfare Department's decision allowing states to deny public assistance to the families of strikers, the impoundment of 12 billion dollars for public housing, water and sewer projects, highway construction and the Appalachian Regional Commission, proposed cutbacks in the Job Corps, the proposal to eliminate Head Start and slash free milk for school lunch programs and the attempt to abolish the Office of Economic Opportunity.

"Clearly," he said, "this Administration has turned away from those who turn to their government for hope—who seek nothing more than a government that will be as responsive to the people in need as it is to the strong and the comfortable."

Perlik noted that organized publishers and other U.S. media organizations have joined the Guild in battling the President on

one front—the fight for "acceptable federal newsgatherers' privilege legislation."

"I believe," he added, "that the leaders of most of these organizations agree with us that President Nixon's seeming contriteness and conciliatory attitude toward the press following his belated admission that something might, in fact, have been amiss at Watergate has not signaled any real and lasting change in the Administration's attitude toward the press and its inability to see, let alone appreciate, the watchdog role of the press in our society."

Discussing the International Executive Board's proposal for a seven-cent per-capita increase to finance continuation of the Guild's equal-rights coordinator, Perlik said the experience of the past year has demonstrated that "this position will not survive if its sustenance is to rely on voluntary response."

Reporting that he had been asked whether the board was serious about the proposal, Perlik said that "as far as I can detect and as far as I am concerned, it is."

"I will be frank to admit," he said, "that I think there are projects, tasks, jobs and priorities for which a greater claim can be made. But TNG can always use an additional pair of hands on the staff, in a never-ending variety of capacities, and if the rest of the Guild is prepared to pay the price for obtaining one specialist, that well could set the tone for future acquisition of still others."

The convention Finance Committee rejected the IEB's proposal for a per-capita increase to fund the position, and an Equal Rights Committee move to continue the position under financing from the deficit-ridden General Fund was defeated on the convention floor.

Delegates yield, sigh 'Aloha'



Pineapple Sunday (and daily, too)

William F. Miller of Cleveland was one of 30 delegates to receive pineapples in daily drawings as part of the Hawaii Guild's high-gear

Vancouver, B.C. — The Hawaii Guild turned the 1973 Convention into a preview of 1977's to make sure that it would be.

After a five-day bombardment of orchids, pineapples, leis, ukeleles and hula dancers, the convention happily succumbed and said yes to an official invitation issued in Hawaiian.

"Hawaii will be heaven in '77" proclaimed a leaflet over the signature of Local President Stanley Souza, distributed at the start of the convention.

Delegates were given a little bit of heaven as 30 pineapples were handed out in drawings, cups of pineapple juice were dispensed and orchid petals were strewn daily over the table of a "Hawaii Invites You" display outside the convention hall.

At the convention banquet, leis were draped over the shoulders of the women and koa-seed necklaces over the men. A Hawai-

campaign to host the 1977 Convention. Distributing the fruit are Raynette Pratt and Nina Dods of the Hawaii Chamber of Commerce.

ian band and hula troupe, borrowed by the local from Aloha Airlines, did the entertaining, with an assist from Local Treasurer Keith Haugen, who took the microphone to croon a Hawaiian "song of protest."

On Thursday — or more correctly, after the convention adjourned a marathon session at 1 a.m. Friday — the local was host at a Hawaiian-beer party.

When Haugen took the microphone again in the convention's waning minutes to deliver the official invitation in mellifluous Hawaiian, with Phil Mayer translating line by line at another microphone, any sales resistance there might have been had disappeared.

"Proudly we bid you welcome," he intoned. "Rise and come to the land, there is a house, poi, fish for you, the land is for you."

Not a "no" vote was heard.

How the votes were cast when they called the roll

Following are the results of the three principal roll-call votes on issues at the Guild's Vancouver Convention. The first was on a constitutional amendment allowing any agreement to merge with another union to be submitted to either a regular or special convention; opponents wanted to limit submission to

a regular convention. The second was on an Equal Rights Committee minority report proposing to eliminate a majority proposal for a permanent equal-rights coordinator to be financed from the General Fund. The third was on a Political Action Committee minority report calling for an international referendum

on whether convention delegates should endorse political candidates or authorize the International Executive Board to endorse them. A fourth roll call, on a procedural question during discussion of the Organizing Report, was subsequently reconsidered and the result reversed.

Local	Merger Convention		Rights Coordinator		Endorsement Referendum		Local	Merger Convention		Rights Coordinator		Endorsement Referendum	
	Yes	No	Yes	No	Yes	No		Yes	No	Yes	No	Yes	No
Albany	—	1	—	1	—	1	Pawtucket	2	—	—	2	—	2
Bakersfield	3	—	1½	1½	—	3	Philadelphia	14	—	8%	5%	—	14
Bay City	—	2	—	2	—	2	Pittsburgh	3	—	—	3	—	3
Boston	8	—	8	—	—	8	Portland	4	—	4	—	—	4
Brockton	2	—	2	—	—	2	Providence	5	—	—	5	5	—
Buffalo	—	7	5	2	7	—	Pueblo	—	3	3	—	—	—
Canadian Wire Service	4	—	2½	1½	—	4	Puerto Rico	10	—	10	—	*	—
Chicago	7	—	4	3	—	7	Rockford	—	2	—	2	—	2
Cincinnati	5	—	5	—	2½	2½	Sacramento	6	—	2	4	6	—
Cleveland	10	—	—	10	2½	7½	St. Louis	14	—	11	3	14	—
Denver	—	8	—	8	5	3	San Antonio	3	—	—	3	—	3
Detroit	9	—	—	9	—	9	San Diego	9	—	9	—	9	—
Gary	2	—	2	—	—	2	San Francisco-Oakland	15	—	2½	12½	—	15
Great Falls	—	—	—	2	2	—	San Jose	7	—	7	—	—	7
Harrisburg	—	2	2	—	2	—	Scranton	1½	1½	3	—	3	—
Hawaii	6	—	—	6	6	—	Sheboygan	2	—	2	—	—	2
Hudson County	2	—	2	—	—	2	Stockton	3	—	3	—	—	3
Knoxville	—	2	2	—	2	—	Toledo	6	—	6	—	—	6
Lake Superior	2	—	—	2	—	2	Toronto	—	15	9	6	12½	2½
Lehigh Valley	—	3	3	—	—	3	Twin Cities	8	—	6%	1%	2½	5%
Los Angeles	13	—	—	13	—	13	Vancouver-New	—	—	—	—	—	—
Madison	2	—	—	2	—	2	Westminster	10	—	1%	8%	2%	7%
Manchester	3	—	3	—	—	3	Victoria	4	—	4	—	—	4
Memphis	1	4	3	2	—	5	Washington-Baltimore	23	—	—	23	—	23
Montreal	4	—	4	—	—	4	Wilkes-Barre	1	2	3	—	2	1
New York	66	—	66	—	—	66	Wire Service	—	15	—	15	9	6
North Jersey	—	5	—	5	5	—							
Ottawa	4	—	—	4	—	4							
Pacific Northwest	5	6	—	11	3	8							
							Totals	308½	78½	210½	178¾	101½	274½

* Abstained

Convention hews to Guild political role Agnew cast, members bit, Woods says

(Continued from Page 1)

mansion if the ears of the occupants are deaf to the voice of the Guild," it warned.

The committee said that the "negative reaction of many Guild members to a convention-authorized endorsement last year of a Presidential candidate" (George S. McGovern), caused it to re-examine "whether, and to what extent, the Guild should be involved in political activity."

It reached its conclusion, it noted, only after considering "the whole gamut of political activities—voter registration, legislative action, political education, fund raising and others"—as well as the endorsement question.

Besides concluding that all these are "required" functions of the Guild, the committee pointed to examples of what it called "part of the price paid by Guild members for insufficient attention to the political front."

The examples cited: Congress's failure to date to enact an effective shield law, the Nixon Administration's use of federal officers to "investigate" the private affairs of reporters on an "enemies" list, and a national economic policy that "rolls back the lawfully negotiated wage gains of news workers while failing to restrain the profits accumulated by their employers."

The endorsement-referendum proposal was put before the convention as a minority report of the committee. It was signed by Gerald L. Schultz of San Diego, Bernie Shellum of Twin Cities, Judith Brimberg of Denver and George Dawson of North Jersey.

The committee had rejected another proposal by Schultz that would have permitted a candidate endorsement "only when expressly authorized by referendum."

And it tabled, on Dawson's own motion, a similar resolution from the North Jersey Guild's executive board.

Proponents of the advisory endorsement referendum, while admitting that it would not be



Mind versus machine

TNG Secretary-Treasurer Robert M. Crocker runs roll-call tabulation on endorsement referendum through pocket adding machine while tally com-

mittee toils with pencil and paper. Committee members, from left: Virginia O'Shea of Cleveland, Jack Shannon of Denver and Buffalo's Jack West.

binding on the IEB or future conventions, called for it as an expression of the memberships' desires in the area.

Schultz, while noting that there is no union "more democratic than The Newspaper Guild," urged the convention to call for the referendum to "strengthen the democratic posture" of the Guild even more.

Referendum proponents also cited membership petitions, advertisements and local executive-board actions disavowing the 1972 endorsement.

Opponents of the referendum proposal countered that endorsements are a logical extension of all the other bread and butter actions union leaders take to secure a better life for their members and that they are expected to provide guidance on subjects that deeply affect their members' lives.

"Hardly anyone has a greater impact on our members' pocket-

books than the persons elected to public office," said Rex Adkins of San Francisco-Oakland.

Bob Levey of Washington-Baltimore said he felt "embarrassment is really what bothered" some members last year, "not the question of endorsement itself."

Justin McCarthy of Chicago and TNG Vice President George McCormick of Twin Cities said they felt the proposed referendum would mislead Guild members, since it would not be binding.

In adopting the Political Action Report, the convention also called upon U.S. locals and district councils to make every effort to fulfill and surpass the Guild's 1973 AFL-CIO Committee on Political Education (COPE) quota of \$6,350. It called upon locals to do so both by soliciting their members for voluntary "\$2 in '73" contributions and by making treasury contributions. It called upon district councils to make treasury contributions.

The convention also urged that:

- Locals set up political-action committees and that the committees conduct active voter-information programs.

- Locals, in consultation with TNG, seek effective state and provincial newsgatherers' privilege legislation. It cautioned locals, however, to be "continually on guard against legislation so shot with loopholes as to be worse than none at all."

- Locals continue to support antistrikebreaker legislation and be constantly alert to the possibilities of joining with labor and nonlabor groups in pursuit of common political and legislative objectives.

- Locals and district councils continue to oppose regressive labor legislation, seek to eliminate antiunion injunctions and guard against fragmentation of national bargaining units.

(Continued from Page 2)

the referendum could not be completed until too late to have any meaning."

And, he added, "once the Guild initiates a referendum on political endorsements, whether it does so before, at, or after its convention, it effectively forecloses its ability to take into account changes in the political situation that may—indeed, almost certainly will—occur during the two or three months required to conduct the referendum."

"The Guild Constitution places great trust and authority in conventions—which are made up of elected representatives of the membership," he said. "Thus, to say that convention delegates are not qualified to speak on such questions is to cast reflection on our democratic processes."

"Moreover, whereas such questions can be fully discussed and debated on this floor, there is no such forum in the case of a referendum. . . . There is no substitute for the give and take of debate."

"As a consequence, referendums all too often produce largely a knee-jerk reaction, a vote on emotional grounds or half-known facts. If locals elect delegates truly representative of their membership, the decision is best made at convention."

The outgoing international chairperson also urged that the Convention Constitution Committee consider an amendment to the Constitution that would bar locals from instructing their convention delegates how to vote on convention issues.

"No matter how those [instructed] delegates feel after hearing [convention] debate, they are instructed to vote a certain position," Woods said. "They and the members they represent have lost the benefits of the democratic process."

Per capita reapportioned to bolster General Fund

(Continued from Page 1)

retroactive to April.

In other financial actions, the convention:

- Asked the IEB to study possible ways for small and medium-size locals to obtain additional staff assistance in organizing, bargaining and contract enforcement.

- Extended the upper range of the Minimum Dues Schedule to a new top of \$22.50 per month for members making \$445 or more per week, effective Oct. 1, 1974.

- Approved an amendment to TNG's Constitution giving locals the option of collecting the difference between reduced and regular dues at the monthly rate of 3.2 percent of weekly compensation or the weekly rate of .745 percent rather than according to the specific schedule set forth in the Constitution.

- Approved negotiated settlements of differences between TNG and the Toledo and Youngstown locals over amounts owed TNG following strikes.

- Authorized and directed TNG to charge 20 cents per copy of TNG's Constitution booklet, except for the number normally distributed free to locals.

- Approved a constitutional amendment to provide for round-

ing of the per-capita calculation each April 1 to the next higher cent instead of the former half-cent rounding.

In adopting the new per-capita apportionment formula, the convention noted that while Guild members built a Defense Fund of nearly two million dollars during fiscal 1972-73, General Fund expenditures were producing a cumulative deficit of well over a quarter million.

The IEB's Finance Committee reported at its preconvention meeting that the Defense Fund stood at a record \$2,255,855 on June 30, the end of fiscal '73-'74's first quarter, up \$340,126 during the period.

Meanwhile, however, General Fund expenditures during the quarter, though less than budgeted, boosted the cumulative deficit to \$307,568.

"We must not permit General Fund deficits to continue unchecked," the convention said. "Nor do we want to curtail the essential services our members receive. Neither do we want to substantially inhibit the continued growth of the Defense Fund."

"Clearly, a rebalancing is necessary," it concluded.

The only challenge to the reapportionment came on an unsuccessful motion by Ted Fourkas

of Sacramento that would have retained the old 70-30-percent apportionment.

Fourkas argued that any reapportionment of per capita in favor of the General Fund was tantamount to a dues increase, since reducing the Defense Fund's regular income could well hasten imposition of regular dues, mandated by TNG's Constitution when the Defense Fund falls below \$1,500,000.

He suggested instead that the convention either "require quite coldly and simply" that expenditures be kept within the budget or, "the most honest thing," that it increase per capita to meet General Fund costs.

Other delegates, like Fred D. Fletcher of San Francisco-Oakland, countered that while they might have opposed reapportionment in the past, they felt that, in view of the options, it now was a "responsible act of the union."

Under the new formula the General Fund receives \$3.30 and the Defense Fund 80 cents of each per-capita payment to TNG by locals. Formerly the General Fund received \$2.90 and the Defense Fund, \$1.20.

The convention asked the IEB to study ways for small and medium-size locals to obtain more staff assistance on a motion

by International Vice President Hugh H. Harrison of Pacific Northwest during debate on a Finance Committee minority report that sought to allow such locals to retain 10 percent of their per-capita obligations to engage full or parttime staff.

The minority report, presented by Donald W. Rosselet of North Jersey, who works parttime for that local, sought the 10-percent retention for any local, or locals acting together, with fewer than 500 members employing a local staff member at least one day a week.

Proponents argued that the proposal would strengthen and encourage the growth of small locals, lessen demands on TNG's staff of international representatives and make easier the task of small locals' leaders.

Opponents, who included delegates from at least two locals with fewer than 200 members, countered that the retention would amount to a subsidy from larger locals, many with financial problems of their own, and cut deeply into TNG's efforts to correct its General Fund deficit.

Harrison refused to accept an amendment to his referral motion from Rosselet that would have "specifically charged" the IEB with presenting a recommenda-

tion "either encompassing this plan" or, alternatively, one that would otherwise "deal with the plight of small and medium-size locals."

Harrison said acceptance would "precommit the IEB to taking some action, and the IEB may find that there is no feasible action."

Under the agreement between TNG and Youngstown for settlement of differences over amounts owed TNG from the local's 1964-65 strike accounts, the local will repay a loan of \$1,480 in monthly installments. A \$17,486 debt was canceled because the local is hard-pressed financially.

Under the agreement with the Toledo Guild for settlement of a dispute from its 1966-67 strike, the local will pay \$150 for each of 10 years to TNG's Harvard Trade Union Program scholarship fund in lieu of \$2,651 the IEB said was owed.

At the request of the San Diego Guild, the convention also interpreted the constitutional requirement that locals put five percent of gross dues income in a local defense fund as applying only to dues collected under the reduced dues schedule and not to the additional amounts collected during a period of higher, regular dues.

Convention elects 3 top officers, 6 IEB members

(Continued from Page 1)

creases in the cost of living and productivity, and addition of pre-paid legal services to Convention Recommendations on Collective Bargaining. (Story on Page 5.)

● Rejection of a proposal to retain a fulltime TNG equal-rights coordinator financed from TNG's General Fund and assignment to Perlik of responsibility for implementing the Guild's human-rights program and making quarterly reports to locals.

Incumbent regional vice presidents re-elected at the convention are Edward J. Schrode of Wilkes-Barre, the Northeast; Warren E. Howard of Washington-Baltimore, the South; Hugh H. Harrison of Pacific Northwest, the U.S. West, and Philip J. Brennan of New York City, a region unto itself.

Dunn, who has been an at-large vice president since 1971, and MacDonald were nominated for the Eastern Canada regional seat in a runoff vote among Eastern Canada convention delegates that eliminated Jim Robinson of Toronto.

Robinson lost out when his home local, the region's largest, split its vote, giving 6 $\frac{3}{4}$ each to him and Dunn and 2 $\frac{1}{2}$ to MacDonald. MacDonald carried his own local and Montreal, while Dunn carried hers. (Runoff tabulation on Page 14.)

This is the first year two regional vice presidents are being elected from Canada, following action by the 1972 Convention creating two board seats for the Canadian Region instead of the single one that previously represented all of Canada. In keeping with another action of the 1972 Convention, the Canadian Wire Service Local has voted that



ROGER L. STONEBANKS



EDWARD S. GILBRETH

New regional vice presidents

all its members will vote in the eastern portion of Canada.

Peterson, whose nomination by San Francisco-Oakland President Floyd Tucker was supported by retiring Chairperson Woods ("I'm not a delegate and therefore can't second the nomination"), will be the ninth person to hold the TNG office now titled International Chairperson.

In his brief acceptance speech, Peterson said he is "sure that with the help of every" Guild member, "if we get together and push, we can all, together, move the union forward."

Perlik and Crocker, in their acceptance speeches, also pledged their every effort to move the Guild forward.

Noting the "magnitude . . . the press . . . the need" for the work to be done, as cited by Fred D. Fletcher of San Francisco-Oakland in placing his name in nomination, Perlik

pledged his commitment "without reservation" to the "objectives and program" fashioned by the convention.

Among those who seconded Perlik's nomination were Richard Basoco, president of the Washington-Baltimore Guild, and Thula Hampton, former chairperson of the local's striking Alexandria Gazette Unit. Brian L. Flores, Washington-Baltimore administrative officer, ran against Perlik in 1969 and 1971.

The 1972 Convention action creating two vice presidencies in the Canadian Region opened the way to Stonebanks's election as board representative for the western part of the region.

President of the Victoria Guild in 1969 and 1970 after serving two terms as first vice president, Stonebanks was a member of the IEB task force that conducted hearings on enhancing the Guild's Canadian identity last year.

A labor reporter for the Victoria Times, he is currently second vice president and chairperson of the local's bargaining committee, his third time in that position in four years. He has been a cochairman of the Victoria Newspaper Council of Unions since 1971 and a member of the local executive committee since 1966.

Vice President-elect Gilbreth announced his candidacy for the Midwest seat this spring following the decision by incumbent Vice President George McCormick of Twin Cities not to seek re-election.

President of the old Hammond Guild in 1957 and 1958, Gilbreth served four years as first vice president of the Chicago Local and currently is a member of its executive board. He also was treasurer of the Midwest District Council for 13 years, through 1969, and served on TNG's International Election and Referendum Committee from 1967 through this year.

Since June he has been political editor of the Chicago Daily News, where he previously had been assistant national and foreign editor, assistant city editor and worked on rewrite. He also teaches a journalism class at Northwestern University.

The new International Election and Referendum Committee, which, as prescribed by TNG's constitution, will supervise and conduct the election for the contested regional and at-large board seats, was elected by the Vancouver Convention at its opening session. Its members are: George Holmes of New York, chairperson; Anne Hart of Knoxville, secretary; John Barker of Manchester, David H. Manley of

Vancouver - New Westminster, Robert A. Steinke of St. Louis and Jack Shannon of Denver.

It set Sept. 20-25 as the voting period in the election and Aug. 31 as the date it will meet at TNG headquarters to approve the ballot form and draw up the list of eligible voters preparatory to their mailing to locals. It will meet a final time Oct. 8 to tabulate returns and certify results.

Eligible to vote will be all members in good standing as of either June 1, July 1 or Aug. 1, as determined by remittances of per-capita payments for them to TNG postmarked by Aug. 15.

Drawing for candidates' ballot positions immediately after the convention resulted in the following order in the at-large contest: Calvert, Sain, Culver, Guerrero, Ryan, Breed, McGill, Gonzalez and Anstett. MacDonald drew top-line listing over Dunn in the Eastern Canada regional contest.

The IERC also designated the second August issue of the Guild Reporter, to be published Aug. 31, as the issue in which equal space for a statement by each candidate will be provided and the complete official list of candidates published.

A constitutional amendment by the Vancouver Convention delegated to the IERC authority to designate a "postconvention issue of the GR . . . but not later than the third" for publication of the statements and list.

Previously the constitution had mandated that it be the third issue. The convention called this "overly rigid" and said that it might preclude a large segment of the membership from receiving this vital information "in a timely fashion," depending on the election dates and the "effectiveness of the postal service."

In other election-related action, the convention referred to the IEB for study and recommendation the feasibility and desirability of a proposal to elect all international vice presidents on a regional basis—eliminating at-large seats.

It also asked the IEB, in consultation with the IERC, to study and make a recommendation for possible change in the constitutional prohibition against the IERC's opening and tabulating election returns postmarked later than the second day after the close of the official voting period. It called portions of the provision "unworkable because of cur-

Peterson: Guild's 'youngest old hand'

Barney Peterson, chosen TNG's ninth international chairperson by acclamation at the Vancouver Convention, has been out front for the Guild since before there was one in his native San Francisco.

Or many other places, either, for that matter.

It was in February 1934, when he was 21, that he and a small group of other San Francisco Examiner newsroom employees signed the Hearst Manifesto, the first public declaration of their determination to organize and become part of the fledgling union then known as the American Newspaper Guild.

It wasn't until seven months later, in fact, that he got his first Guild membership card, signed, of course, by TNG's founder, Heywood Broun.

And it wasn't until April 1936—two years later—that TNG felt confident enough in the success of the efforts of Peterson and the others who had put their jobs on the line to issue a charter to a local in San Francisco.

He was then, as he is now, an imposing, take-charge person, sporting a luxuriant crop of hair atop his high, square forehead.

And he was then, as he is now and has been in the interim, a working newspaper photographer.

There have, of course, been some changes. His employer has changed—he left the Examiner for the San Francisco Chronicle in 1936—and the color of his hair has changed—from a rich black to a shimmering white.

But his dedication and near

passion to consider and work only for the Guild's future have not changed. As Vice President Harry E. Ryan put it in seconding Peterson's nomination.

"It has been pointed out that he is one of our . . . most senior Guild members, and yet . . . I have never heard Barney tell me about the old days. He is, it seems, always thinking ahead. He is eternally young in that respect."

Peterson has been an at-large vice president of TNG since 1965 and since 1967 has been chairman of the IEB's Collective Bargaining Committee, succeeding retiring James B. Woods upon the latter's election as international chairperson.

During his eight years on the IEB, Peterson has on six occasions taken leave from the Chronicle to work in Guild organizing campaigns in the West and Midwest. In 1968-69 he was director of TNG's boycott campaign against Los Angeles Herald-Examiner advertisers, organizing handbill campaigns from coast-to-coast.

During the 1969 Convention in San Antonio, while leading a contingent of delegates in a march to leaflet the J.C. Penney store there, he stepped off a curb and broke an ankle. But he kept in touch with remaining convention activity by telephone from a hospital bed.

He has served the San Francisco-Oakland Local in numerous capacities and offices—from picket captain through three terms as chairperson of its Chronicle Unit, and he was the first person ever

elected to three consecutive terms as president of the local (1961, 1962 and 1963).

Some who have been associated with him since he got his first job as a news photographer, at the age of 19, assert that he got it and the realization of the necessity for a news workers' union simultaneously.

He was hired by Hearst's International Newsphoto in 1931 for the "handsome sum" of \$15 a week. But the very first week, he was notified that he would

have to take a 10-percent cut—to \$13.50—if he wanted to stay.

One longtime Guild coworker, discussing the election of Charles Bernard Peterson as the Guild's international chairperson, characterized him as a person "with a Guild badge tattooed over his heart"—an appellation he said Peterson often uses when speaking of other Guild leaders "but which most aptly applies to him."

Another co-worker called him "the youngest old hand I ever saw."



Launching platform

Alfredo Gonzalez, Jr., of Puerto Rico receives TNG's 1973 Guild Service Award from International Chairperson James B. Woods at convention

banquet—an occasion he seized to announce his candidacy for an at-large international vice presidency in next month's TNG elections.

IEB candidates and their records

Following are the records of the 11 candidates in the order that they will appear on the ballot in a membership referendum for TNG international vice presidencies Sept. 20 through 25. Nine candidates are running for six at-large vice presidencies and two for the vice presidency in Eastern Canada. The candidates were nominated by delegates at the Guild's 40th Annual Convention in Vancouver July 30 through Aug. 3.

At Large

Lou Calvert

Lou Calvert, former secretary-treasurer of the San Jose Guild, has been active in leadership of the Los Angeles Guild, as well.

He was unit chairperson of Los Angeles's Orange County Evening News Unit and a member of the local's representative assembly before going to the San Jose Mercury and News, where he is assistant city editor.

Calvert has served on the executive boards of both locals and as editor of the San Jose Guildsman. He helped negotiate four contracts in San Jose and Orange County. He has been a delegate to four TNG conventions and the Western District Council.

Dorothy Sain

Dorothy Sain is a former president of the Cleveland Guild and has been treasurer of the Great Lakes District Council since 1967. She has been a local executive-board member 16 years.

Sain was on the planning committee for TNG's 1970 Women's Rights Conference. She was instrumental in founding the Cleveland Council of Union Women and is cochairperson of the Cuyahoga Coalition for Ratification of ERA.

A former chairperson of the local's organizing committee, she is a senior clerk in the Cleveland Press's advertising department.

Harry Culver

Harry Culver, a former two-time president of the Wire Service Guild, is currently a member of its United Press International national committee.

A political and legislative reporter at UPI's Oklahoma City bureau, Culver won TNG's Guild Service Award in 1970.

Culver was national coordinator of the local's Associated Press strike in 1969 and headed a UPI pension-negotiating committee that won major gains in 1972. He has served as national organizing chairperson, vice presi-

dent and secretary-treasurer and has been a committee chairperson at three Guild conventions.

Arthur Guerrero

Arthur E. Guerrero, former vice chairperson of the Denver Post Unit, is a four-year member of the Denver Guild's executive committee. He has served on the local's grievance and bargaining committee.

Guerrero is an outside classified salesman for the Denver Post and was formerly a circulation district advisor. He has been a delegate to the past four TNG conventions.

He was on the planning committee for TNG's Conference on Recruitment and Training of Minority-Group Employees in 1971. He is seeking his second term on the IEB.

Harry Ryan

Harry E. Ryan, a vice chairperson of the New York Guild's Daily News Unit, is seeking his fourth term on the IEB.

A member of the News editorial staff for 29 years, he has been active in the Guild since 1953, serving as a unit chairperson and as a member of the local's executive board.

He has served as a delegate to 11 TNG conventions and has served on the IEB's Constitution, Organizing, Finance, Guild Reporter and Research and Information committees. He is Organizing chairperson and served on the IEB's Canadian task force last year.

John Breed

John J. Breed, president of the Boston Guild for the past 2½ years, is seeking his first term on the IEB.

He is vice president of the New England District Council, has served five years on the local executive board and is a former chairperson of the local's Herald-American Unit.

An advertising salesman at the Herald-American, Breed was



Top drawer

Lou Calvert of San Jose gropes for slip that gave him top line on the ballot in drawing for position in international election for vice presidents at large. Holding the bag is George Holmes, chairman of the International Election and Referendum

Committee. Others, clockwise, are International Vice President Dorothy M. Sain and Donald L. Bean of Cleveland, International Chairperson-elect Barney Peterson and Jose Stell of San Jose, Calvert's campaign manager.

chairperson of the opening session of TNG's 1971 Convention in Boston. In addition to being a convention delegate he represented Boston at TNG's Women's Rights and Minority Recruitment Conferences in 1970 and 1971.

James McGill

James A. McGill is serving his sixth term as president of the Gary Guild. He is a former treasurer and vice president of the local and in 1969 won its "Guildsman of the Year" award.

A photographer for the Gary Post-Tribune, McGill was the winner of TNG's 1971 Guild Service Award, for which he won a scholarship to attend an AFL-CIO staff-development course.

McGill, seeking a second term on the IEB, is chairperson of its Guild Reporter Committee. He has served on the executive board of the Midwest District Council and is a former vice president of the Indiana News Photographers.

Certification is challenged in Winnipeg

Winnipeg, Man.—The Winnipeg Free Press has gone to court in an attempt to overthrow the Guild's newly won certification as bargaining agent for 167 editorial and advertising employees.

The company charged that the Manitoba Labour Relations Board, which issued the certification July 9, was not properly constituted in the absence of a permanent chairman. The former chairman, Murdoch MacKay, resigned to become a New Democratic Party candidate in the June provincial elections.

The Free Press charged that other members of the board were subject to "undue influence" by Labour Minister Russell Pauley, who said before the election he would instruct the board to certify the Guild as soon as possible, preferably before the elections June 28.

A hearing began in Queen's Bench Court July 26. The company has refused to bargain pending the outcome.

Alfredo Gonzalez

Alfredo Gonzalez, Jr., president of the Puerto Rico Guild since 1970, is seeking his first term on the IEB. He is the first candidate from Puerto Rico to run.

A photographer for El Mundo, he led the Guild's successful seven-month strike at that paper in 1972. He helped organize the paper in the early 1960s.

Gonzalez won TNG's annual Guild Service Award this year for his leadership of the local. He has served repeatedly on El Mundo bargaining committees and has held almost every post in the El Mundo Unit from secretary to chairperson.

William Anstett

William E. Anstett is president of the Twin Cities Guild, a post to which he was elected last year after six terms as a vice president.

Anstett, a circulation district manager at the Minneapolis Star and Tribune, won TNG's 1972 Guild Service Award. He headed a committee that won the hiring of more district managers and that led to a joint committee on the department's operations, and he was instrumental in women's and minorities' being hired as district managers.

Anstett has been on the local executive board for 15 years and on negotiating and grievance committees for 11.

Eastern Canada

Jerry MacDonald

Jerry E. MacDonald, currently serving his third term as treasurer of the Canadian Wire Service Guild, has held every local post from unit chairperson to president.

Before joining the Canadian Broadcasting Corp. he was a shop steward and executive-board member in the Toronto Guild, where he helped organized several departments at the Toronto Star, Telegram and Globe & Mail.

He served a two-year term as North American vice president of the Inter-American Federation of Working Newspapermen's Organizations.

Eleanor Dunn

Eleanor Dunn, who was interim co-ordinator of women's rights activities within the Guild in 1970 and 1971, is serving her third term as president of the Ottawa Guild. She is seeking her second term on the IEB.

Dunn, a reporter-producer for Station CJOH-TV in Ottawa, formerly worked for the Ottawa Citizen.

Dunn was a member of the IEB task force that conducted hearings in 1972 on strengthening the Guild's Canadian identity. She is secretary of the National Press Club of Canada and won the Media Club of Canada Award for best 1971 news story.

Delegates support strikes of clothing, farm workers

Vancouver, B.C. — Delegates expressed their support of embattled California Farm Workers and striking Farah Clothing Workers in two resolutions adopted at the Vancouver Convention.

Noting that Chicano employees, largely women, have been on strike at eight Farah plants in Texas and New Mexico for almost a year and a half, the convention urged Guild members to boycott Farah slacks "until that day when human dignity, social justice and economic salvation have been won."

"From behind barbed-wire fences and 'Big Brother' cameras," the resolution said, "Willie

Farah stares with cold fury upon the workers who have dared to sound a democratic voice. What started in San Antonio over the firing of six machinists has spread throughout the Farah domain, but despite the aid of a national boycott, a persistent battle by the Amalgamated Clothing Workers of America and a NLRB directive, the employer continues his refusal to grant audience."

The convention reaffirmed Guild support of the Farm Workers' efforts to extend union organization in the fields and called for "appropriate legislation" to protect their right to organize.

... And then there were two

Following is the result of the roll-call vote for the nomination of two candidates to run for international vice president from Eastern Canada, involving Eleanor S. Dunn of Ottawa, Jerry E. MacDonald of Canadian Wire Service and Jim Robinson of Toronto.

Local	Dunn	MacDonald	Robinson
Canadian Wire Service	—	4	—
Montreal	—	4	—
Ottawa	4	—	—
Toronto	6 ¾	2 ¼	6 ¾
Total	10 ¾	10 ¼	6 ¾

Convention scores postal-rate hikes

Vancouver, B.C.—The Vancouver Convention urged Congress to enact legislation reducing mammoth second-class postal-rate increases, warning that its provisions "could mean the difference between life and death for many local labor publications."

The convention acted in the wake of a preliminary defeat for the bill in the House, where a move to bring it up for debate failed by 202 to 180 July 25.

The convention, in a parallel request, urged the Postal Service and the Postal Rate Commission to institute accelerated delivery of monthly and bimonthly publications on the same basis as dailies and weeklies. The step would bring speedier delivery of the Guild Reporter and most other labor publications.

Both measures were urged in the convention's Guild Reporter Report, which spotlighted the threat posed to labor and other nonprofit publications by rate increases running as high as 800 percent over 10 years.

The convention urged the Senate Post Office Committee to report out legislation that would halve the increase by requiring nonprofit publications to pay only two thirds of the applicable rate on the first 250,000 copies of an issue and by splitting the cost of future increases evenly between the publication and the U.S. Treasury.

It urged U.S. Guild locals to write immediately to their representatives in the House in behalf of H.R. 8929, which contains

similar provisions.

The bill was reported out by the House Post Office Committee but ran into a surprising buzz saw on the floor. Relief for nonprofit publications fell victim to a rebellion against accompanying provisions easing increases for commercial publications.

Opponents charged that big mailers, such as the Reader's Digest, were hiding behind nonprofit publications and would be the bill's main beneficiaries.

The legislation had the full support of the International Labor Press Association, and the International Executive Board, at its preconvention meeting, voted a \$25 contribution to its efforts on the bill's behalf.

The convention, in an attempt to win elimination of long delivery lags affecting the Guild Reporter and other publications of less than weekly frequency, urged the Postal Service to implement a proposal that would bring delivery at first-class speed to all publications for a small surcharge. Dailies and weeklies now enjoy first-class delivery at no extra charge.

The convention urged locals to write in support of the proposals to both the Postal Service's Office of Rates and Classification, which is pondering it, and the Postal Rate Commission, whose attorneys have recommended it.

Finally, the convention urged both U.S. and Canadian locals to ask local postmasters to investigate the reasons for "aggravated cases of late delivery" of the GR.



TNG goes on tape

TNG Research and Information Director Jim Cesnik, upper left, discusses threats to press freedom posed by U.S. governmental actions and attitudes with some two dozen U.S. Information Agency foreign-service officers and other agency employees. He was one of a dozen persons from the press and press organizations to speak to the group about

contemporary media problems during a weeklong training seminar conducted by the USIA primarily for its overseas personnel. At upper right is Dr. Merton L. Bland, USIA program officer in charge of the seminar. The sessions, in which Cesnik stressed TNG's efforts on behalf of shield legislation, were videotaped for agency personnel abroad.

Mellett Fund urged to seek money to further press-responsibility role

Vancouver, B.C.—The Vancouver Convention urged the Mellett Fund for a Free and Responsible Press to seek additional financing that would permit the continuation of its activities.

The Fund, established by TNG with a \$38,000 bequest from the late Scripps-Howard columnist Lowell Mellett, expended most of its money to finance the operation of pilot community press councils. The Fund's board of directors is negotiating with foundations to stimulate additional support for local councils.

The convention's Research and Information Report recommended that the Fund turn to foundations and other outside sources to obtain financial support for itself as a continuing spur to press freedom and responsibility. Four of the board of directors' seven members are TNG representatives.

The convention, in adopting the report, urged locals to support the establishment of press councils, with working-press representation, in their areas, and to negotiate "voice-in-the-product" and news-integrity clauses in their contracts.

"The voice-in-the-product, news-integrity and related provisions of TNG's Collective Bargaining Program provide locals with an effective contractual means to help maintain both the credibility and independence of the publications for which their members work," the report declared.

The convention, adopting an International Executive Board recommendation, increased TNG's commitment to the Guild's scholarship to the Harvard Trade Union Program from \$500 to \$1,000 and urged locals to make similar commitments on an annual, sustaining basis.

It also recommended that the \$3,000 scholarship be designated as a continuing memorial to Irving Leuchter, the Guild's late counsel, "whose lifelong dedication to enlightened trade unionism" it said "was evident to all who knew him."

The R & I report urged that TNG, in cooperation with the

American Civil Liberties Union and other media organizations, continue to explore the feasibility of a joint legal-aid fund to help protect the First Amendment rights of newspaper and other media workers.

If such a fund proves workable, it said, the IEB will explore the possibility of a parallel one in Canada.

The convention, in a separate resolution, condemned the June arrest of Ernesto Concepcion, a reporter for the Puerto Rican newspaper El Dia, for refusing to appear at a court hearing to reveal the source of a news story.

Concepcion was jailed for three hours after ignoring a defense subpoena in a felony case. The Puerto Rico Guild picketed the courthouse before a trial at which a judge upheld Concepcion's

right to protect his sources.

The convention resolution also went on record against a proposed Puerto Rican shield law that would allow forced disclosure of sources in cases involving "national security" and serious crimes and when an accused person needs the testimony in a criminal case.

Other Research and Information recommendations call on locals to set up speakers' bureaus "to tell the story of the Guild" at journalism schools, urge the R & I Department to give priority to revision of the Guild's 40-year-old Code of Ethics, preparation of a "newsgatherers' bill of rights" and new Guild literature, and ask the IEB to explore the feasibility of producing a history of the Guild in advance of the union's 50th anniversary in 1983.

U.S. will test AP, UPI tubes for possible radiation peril

(Continued from Page 1)

New York Testing Laboratories Inc., which conducted tests on AP's editing terminals, said radiation levels under two milliroentgens an hour were found on the front and sides of the terminals and from four to six milliroentgens with the cover removed at the rear.

Vernon Poulter, president of Hendrix Electronics Inc., manufacturer of the equipment, told E&P the emissions were no greater from a black-and-white television set.

But a spokesman for the Atomic Energy Commission said two milliroentgens an hour for a 40-hour work week was "barely within the upper limits of allowance" for annual radiation exposure. It would amount to four roentgens a year, he said; the maximum tolerance is five.

At the Aug. 13 meeting, Wire Service Guild Administrator Norman Welton pointed out that many employees are subjected to radiation from a number of VDTs in their office over an entire working year.

He said the Guild was concerned not only because of the

effect on wire-service employees but because newspaper employees everywhere are facing the introduction of similar equipment.

Data exchange set by Scripps units

Vancouver, B.C.—A clearinghouse for the exchange of information was set up at a conference of Scripps-Howard units here Aug. 1.

Delegates from six locals, with Memphis Guild President William Gibson, Jr., in the chair, met during the Vancouver Convention.

The clearinghouse will be operated through the Memphis Guild on a quarterly basis. Locals will exchange contracts, pension plans, local publications, grievance information, arbitration decisions, company financial data, minority-hiring figures and news of automation developments.

The conference will reconvene during next year's convention in St. Louis to evaluate the program and discuss ways of improving it.

Hearst bargaining: a farce in two acts

Los Angeles, Calif.—Hearst's Los Angeles Herald-Examiner is still going through the motions of bargaining with the unions involved in a 5½-year strike-lock-out.

It instituted a unilateral five-percent wage increase Aug. 1 after presenting the offer to the Guild and other striking or locked-out unions. It amounted to \$10.40 a week at the level of key Guild top minimums.

The unions rejected it, counterproposing an increase that would have increased key top minimums by \$33.60. Hearst turned it down at a July 19 meeting

that lasted 10 minutes.

Under the law, the Herald-Examiner can only put increases into effect after bargaining has reached a stalemate with the unions. Assistant Managing Editor Robert Epstein, in a recent speech to Los Angeles Sigma Delta Chi, had blamed some of the paper's problems on difficulty in hiring people because of the paper's low wage scales.

Epstein said a number of job seekers have also been hesitant to work for the paper because of the effect it might have if they later got jobs on a Guild-covered paper.

More than 30 office boys face ax in AP cutback

New York City—The Associated Press will lop from 30 to 40 office boys from its staff in 17 bureaus across the country

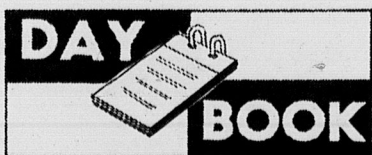
effective Sept. 1.

The Wire Service Guild, notified of the planned cutback early in August, asked AP to delay the action until it can meet with the Guild to discuss it. Management gave no reason for the slash.

The Guild learned that AP plans to eliminate five office-boy jobs in New York City alone.

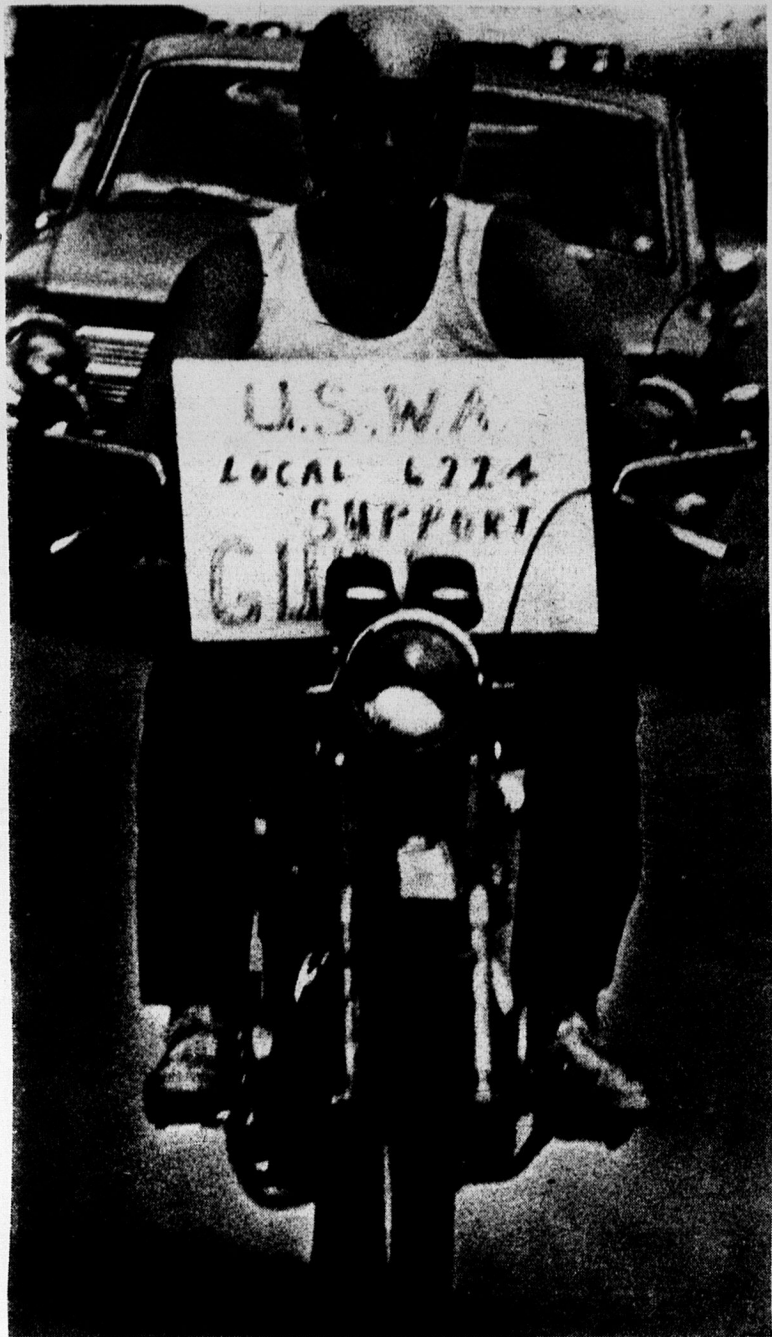
AP said additional cuts are planned in Los Angeles, Boston, Chicago, Atlanta, Columbus, Dallas, Kansas City, Baltimore, Annapolis, Detroit, Richmond, Charlotte, N.C., Minneapolis, Nashville, Louisville and Washington.

Additional bureaus may be reduced following conclusion of a management survey, AP told the Guild.



International Election and Referendum Committee, voter-eligibility meeting, Aug. 31, TNG headquarters, Washington.
Southern District Council, fall meeting, Oct. 6 and 7, Rodeway Inn, Memphis.
Midwest District Council, fall meeting, Oct. 20 and 21, Colony Motor Inn, Clayton, Mo.
Western District Council, fall meeting, Oct. 27 and 28, Bakersfield.
International Executive Board, fall meeting, Nov. 12-15, TNG headquarters, Washington.
41st Annual TNG Convention, July 15-19, 1974, Chase-Park Plaza Hotel, St. Louis.

Four-picket limit imposed in Morgantown



Guild's angel

A steelworker from New Kensington, Pa., rolls into Morgantown to support the Guild's Dominion-News and Post strike.

L.A. editor is fired, half of staff quits

Los Angeles, Calif.—The Guild was left with half of its unit at the Los Angeles Free Press Aug. 6 when a large part of the staff quit in protest against the dismissal of Arthur Kunkin, the paper's founder and editor.

After mounting a protest picket line, the staffers left with Kunkin to establish a new underground publication, the Weekly Newspaper.

Kunkin, one of those who helped organize the Guild unit last year, was fired July 26 on charges of disagreement with the paper's editorial policy, failure to meet production schedules and "disloyalty."

The Free Press, one of the nation's first underground newspapers and by far the most profitable, has recently swung under new ownership toward more traditional coverage, with less emphasis on the youth culture.

Councils' conference elects Stell president

Vancouver, B.C.—Jose Stell of San Jose was elected president of the Conference of District Councils at its annual meeting here July 29. Virginia O'Shea of Cleveland was elected secretary.

Stell, president of the Western District Council, succeeds Jack West of Buffalo. Stell was secretary during the past year.

It named Jerry Goldberg, a former Los Angeles Guild president who had been working for it as a stringer, to succeed Kunkin as editor.

The firing came in the midst of negotiations for an initial Guild contract. Members of the unit voted to authorize strike action that night.

But by Aug. 6 many of them had decided to take a new tack. Unit Chairperson Steve Mahan removed a strike notice from the Free Press bulletin board and, with a number of other staffers, told the company he was quitting.

They picketed briefly with signs protesting Kunkin's dismissal while television cameras ground and Kunkin announced he was establishing a rival paper and that the picketing employees were joining him. Several others quit in the next few days to follow.

The Guild had instituted grievance proceedings over the dismissal.

Delegates to TNG's Vancouver Convention adopted a resolution committing the Guild's full support to the Free Press Unit in its effort to gain a first contract.

In its attempt to achieve that end, the convention noted, "the Guild has discovered that underground publishers are no less stubborn than their counterparts on the surface."

Morgantown, W. Va.—A temporary injunction limiting pickets to one per entrance was slapped on the Mountaineer Guild without a hearing Aug. 3 as members pressed their strike for an initial contract at the Morgantown Dominion-News and Post.

The injunction limits the Guild to four pickets in all, including one at an office separate from the main plant. It was issued by Monongalia County Circuit Judge Marvin R. Kiger on a company complaint of picket-line intimidation and mass picketing without the Guild's having a chance to answer the company's charges.

Morgantown unionists said it was the most severe limitation on picketing in memory.

A hearing on a permanent injunction is scheduled for Aug. 22.

The Guild, meanwhile, is asking a justice of the peace to issue peace warrants against Dominion-News Managing Editor Dominick Furfari and Bruce Hampson, a strikebreaking reporter. It charged them with threatening pickets and driving through the picket line at high speeds.

The company has been publishing a combined morning and evening paper since 75 Guild members struck July 25. Printers and pressmen have been crossing the picket lines.

The paper's circulation, normally 22,000, has been cut to be-

low 10,000, the Guild said, although the company claims a press run of 17,000. There is no home delivery, and the Sunday paper has been suspended.

Distributors who the company claims are independent contractors have joined the picket lines. The Guild said it will insist on their inclusion in contract coverage as parttime employees.

The Guild is pressing a circulation and advertising boycott of the paper, handbilling extensively. Ad lineage is down as much as 50 percent.

Strong support for the strike has come from both the United Steelworkers and the United Mine Workers. Before the injunction was issued steelworkers from 12 locals as far away as Ashland, Ky., came to march on the picket line.

UMW President Arnold Miller, Vice President Mike Trbovich and Secretary-Treasurer Harry Patrick sent a message pledging their resources to help the strike. UMW District 31 President Lawrence Floyd was among those who walked the picket line.

Railroad workers refused to cross the picket line to move a carload of paper onto the company's siding, and truck drivers also declined to bring supplies.

Negotiations, broken off Aug. 1 after the company refused to bargain further on noneconomic issues until wages were settled,

were resumed Aug. 16 with the aid of a federal mediator. A session was also scheduled for Aug. 20.

Before the stalemate, agreement was reached on eight holidays and a 12-cent mileage rate in the contract's second year.

When a marathon bargaining session broke up just before the Guild struck, the two sides were still at odds over union security, job security, jurisdiction, pensions, health insurance and sick leave, in addition to wages and a number of lesser issues.

The company's prestrike wage offer ranged from \$165 down to \$67.50. Management insisted on the right to farm out work, rejected a clause that would require notice of sale or suspension of the paper and proposed maintaining a health-insurance plan requiring three years' employment before an employee's premiums are paid by the company and a pension plan yielding \$47 a month after 30 years' service.

The Mountaineer Guild sent an appeal to Guild locals for financial support this week.

Peter A. Laqueur, fund-raising chairperson, reported that the local's treasury is low because it is newly organized and said support is urgently needed.

The local reported initial contributions of \$424.75, including \$200 from the Pittsburgh Guild and \$10 from the Monongalia Democratic Women.

Court order lets Sweet keep job, \$5,100 in 2-year-old controversy

New Orleans, La.—The Fifth Circuit Court of Appeals, settling a two-year controversy over Hearst's dismissal of former San Antonio Guild President John (Ned) Sweet, has ruled it a financial standoff.

The appellate court, reversing a District Court decision, held that neither the Guild nor Sweet owe Hearst's San Antonio Light any money in the wake of an arbitrator's decision reinstating Sweet with back pay. But it ruled that the Light doesn't owe Sweet anything, either.

Sweet returned to his job this month under the ruling, almost 27 months after he was fired for being absent from work while in Guild negotiations. Sweet, who ran unsuccessfully for TNG secretary-treasurer in 1969 and 1971, worked as manager of the Guild's low-cost San Antonio Housing Project while the case was litigated.

An arbitrator directed Sweet's reinstatement and ordered that he be "made whole for any loss in earnings." But Sweet and the Light interpreted the award differently.

Sweet contended that the company owed him \$4,386 in back pay. The Light argued that the back pay should be offset by severance pay of \$4,760, notice pay of \$340 and interim earnings of \$3,560, leaving Sweet in debt to it by \$4,274. It refused to reinstate him until it was paid.

While the Guild went into Federal Court to enforce its interpretation of the award, the company invoked new arbitration proceedings to clarify the first decision.

The second arbitrator ruled that the Light was entitled to deduct severance, notice and interim pay from the back pay it owed Sweet but said he was with-

out authority to order Sweet to repay any additional amount.

The Guild protested that the second arbitration was without validity under its contract, but the District Court in San Antonio upheld the Light and ordered the Guild to pay back the \$4,274.

The appellate court, by a two-to-one decision, said the original award was indeed ambiguous and upheld the validity of the

clarifying award. But it said the lower court erred in going one step further and ordering repayment to the Light, noting that the Guild, in any case, could hardly be the party forced to repay.

The court majority ruled that the refund question had been closed by the second arbitration award. Judge John C. Godbold, dissenting, said he thought Hearst should still have the right to institute court action to collect.

The Guild Reporter

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and
Director of Research & Information

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The Newspaper Guild

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