

Board calls October wage parley, urges 2-year organizing drive

Levy sought to hire 6 IRs for campaign

Emphasizing the urgent need to expand Guild organizing efforts, the International Executive Board is asking TNG's 1974 Convention to authorize two special assessments to launch a crash organizing program.

The IEB voted May 2 to recommend that the convention levy assessments in March and April 1975 to hire six new international representatives for at least two years to take advantage of organizing opportunities.

The assessments would raise an estimated \$350,000 in the two months they would be in effect.

While they would not be levied until next spring, TNG would not wait until then to launch the program. It would borrow the necessary funds immediately and repay them when the assessments are collected, the board said. New IRs would be added starting in the fall.

The recommendation was adopted by a 12-to-2 vote, with International Vice Presidents Harry E. Ryan and Philip J. Brennan of New York the only dissenters.

The program had been urged by TNG President Charles A. Perlik, Jr., in his opening report to the IEB's spring meeting.

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Vol. XLI, No. 9

Washington, D.C.

May 10, 1974

News automates in N.Y.; printers balk, locked out

New York City—Printers at the New York Daily News set up picket lines May 7 after being ejected from the plant for refusing to handle type set with newly installed automated equipment.

New York Typographical Union President Bertram A. Powers declared a lockout, but most members of the New York Guild and other unions entered the plant for work. The Guild executive committee had voted not to honor the picket lines in the absence of strike sanction from the printers' international.

Later in the day, Raymond Brown and Ralph Panchillo, representatives of the International Typographical Union who have been on the scene, issued a statement saying that "any so-called lockout" would not be recognized by the ITU as long as the doors of the Daily News composing room remained open for the printers. News Publisher W. H. James said earlier that the composing room would be open for "print-

ers to perform their normal work at regular speed."

The long-awaited confrontation came when the News carried out its threat to put new automated equipment into use if the printers did not halt a slowdown by May 6. It followed 13 months of talks in which automation has been the key issue.

Three printers were fired when they refused to insert a magnesium photoengraving plate of Page 2 into a page form. Powers then seized the plate, bent it in half and threw it on the floor.

The printers were ordered to leave the building if they were not prepared to work, and police were called to enforce the order under threat of arrest. Two hundred printers left, but Powers and seven other union leaders were arrested on charges of criminal trespass.

The News, which had reported losses of more (Continued on Page 2)

Conference set to map salary push

The International Executive Board has called an international wage conference for Oct. 12 and 13 to pump new fuel into a wage bandwagon sputtering for almost three years as a result of President Nixon's economic-controls program.

As it did so May 3, it recommended raising the Guild's wage-goal sights from \$500 to \$550 for key top minimums, an advance it said is necessary to keep pace with the fast-rising cost of living and productivity increases.

The board called on all Guild locals to send delegates to the conference, which will be held in Washington. No Guild local can afford not to, it said.

"With the disastrous Nixon experiment in wage and so-called price controls ended but with inflation eroding our gains far beyond what anybody would have believed possible," the board said, "... our upcoming wage conference can be the catalyst that has served twice before in our history to heighten our push for appropriate salaries and minimums."

The board, while focusing attention on a major new wage push, called on the 1974 Convention in July to recommend a new bargaining demand that would provide increases for pensioners to keep their benefits abreast of the cost of living. It called for negotiating such increases in every round of bargaining.

In issuing the wage-conference call, the board cited the successes achieved in the wake of two previous conferences, in 1946 and 1962.

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Council OKs 20% hikes in Canton

The Cost of Living Council, in one of the last exercises of its fading wage-control authority, allowed full Guild increases totaling 20.4 percent in a 2½-year contract at Thomson's Canton Repository.

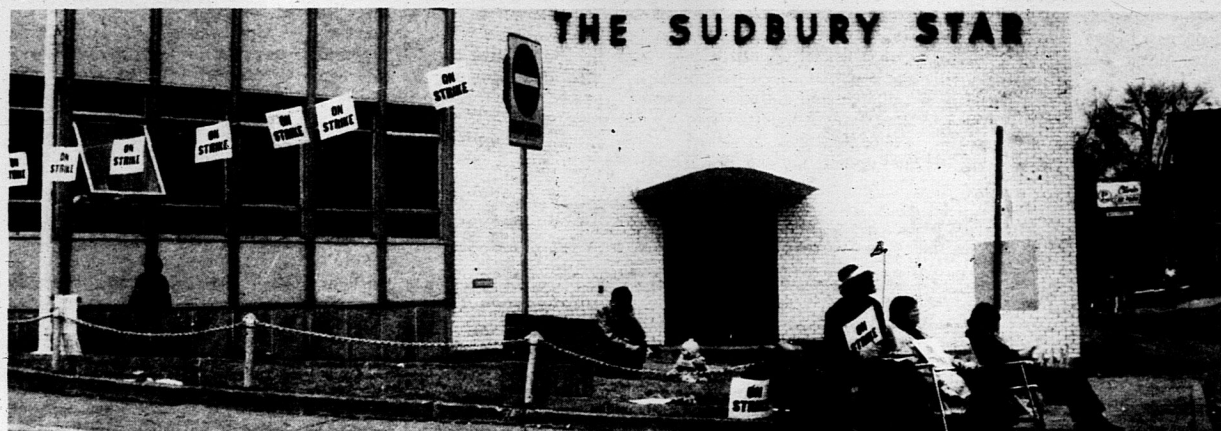
The increases were won after a 5½-month strike in 1973, but Thomson held the first-year raise to 5.5 percent on the basis of a ruling by the Internal Revenue Service. The Cleveland Guild, of which Canton is a unit, appealed to the COLC.

The council ruling permits the payment of a 13.5-percent increase retroactive to Jan. 1, 1973, and a 6.9-percent raise retroactive to last June 5. The contract was effective Jan. 1, 1972.

In addition to triggering the payment of full contract minimums, the ruling will implement parity for society writers. The Repository had refused to honor a parity minimum won in the strike, claiming it violated Pay Board guidelines.

The Guild said the full increase was justified to keep Repository reporters' wages on a par with those of Canton printers and in line with reporters' pay in Akron and Youngstown.

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Guild pickets at the Sudbury Star relax and let a clothesline—and a traffic sign—do their work for them (Story on Page 2).

IEB recommends biennial conventions

The Guild's 1974 Convention will be asked to put conventions on a biennial instead of an annual footing.

The International Executive Board voted May 1 to recommend a constitutional amendment that would result in conventions being held every two years after

the 1977 Convention.

Board members adopted the recommendation after a committee-of-the-whole discussion that emphasized the financial savings that would accrue to both TNG and Guild locals from discontinuing annual conventions.

The vote was 11 to 2, with two

abstentions. The negative votes were cast by Vice Presidents Edward Gilbreth of Chicago and James A. McGill of Gary. Vice Presidents Edward J. Schrodde of Wilkes-Barre and John J. Breed of Boston abstained.

Proposals for biennial conventions have failed several times in recent years at Guild conventions. But they have not been presented as IEB recommendations and were opposed by New York, the local with the largest convention delegation.

At the May 1 meeting the motion to abandon annual conventions, moved by Vice President Jerry E. MacDonald of Canadian Wire Service, was seconded by Harry E. Ryan, one of two international vice presidents from New York, and supported by Philip J. Brennan, the other.

Before adopting the recommendation, the board, in its committee-of-the-whole session, re-

jected an amendment proposed by International Chairperson Barney Peterson that before the board took final action, locals be solicited for their reactions in time, for the IEB to make the recommendation at its pre-convention session in St. Louis July 12 and 13.

Gilbreth, who seconded the amendment, said his own opposition to the proposal might be reversed if there were strong sentiment for it among locals.

But TNG President Charles A. Perlik, Jr., in opposing it, said the board should take a clear-cut position and give locals the opportunity to support or oppose it at the convention.

The Toronto Guild executive committee recommended before the IEB met that the local's convention delegation be instructed to vote for biennial conventions.

This year's convention is (Continued on Page 7)

Plug holes in privilege bill, board urges House panel

The International Executive Board, while reiterating its position that only an absolute privilege law will protect newsmen adequately against forced disclosure of their sources, urged the House Judiciary Committee May 2 to at least correct the most serious defects in a qualified bill now before it.

It urged the adoption of amendments proposed by Rep.

Robert Kastenmeier, chairman of a Judiciary subcommittee that has reported out a bill the board said fails to draw qualifications on privilege sufficiently clearly.

The board said that it remains fearful that "any legislative recognition of a qualified privilege will be misinterpreted and consequently abused." But enactment of the bill with Kastenmeier's amendments (Continued on Page 7)

Pressmen, printers join Sudbury line

Sudbury, Ont.—Pressmen and printers have joined the Northern Ontario Guild's picket line at Thomson's Sudbury Star.

The Star's seven pressmen called their own strike, and 16 Typographical Union members, who had been observing the picket line, joined it May 8.

The Guild is seeking an initial contract at the Star, and the craft unions are seeking renewals. The paper has been shut down since 15 Guild members went out April 17.

The Guild filed refusal-to-bargain charges against the Star following management's refusal to resume negotiations May 3.

The company called off a scheduled meeting on the ground that decertification petitions had been filed with the Ontario La-

bour Relations Board by 26 employees in the Guild's business, circulation and editorial units. A hearing is scheduled for May 28.

The Guild, stating that the petitioners provided the Star with no legal grounds for refusing to bargain, moved to cite the company for an unfair labor practice. A counterpetition reaffirming support for the Guild began circulating among Star employees.

Wages, hours and jurisdiction were the principal issues in dispute when the strike started. But management created a new one—union security—following a demonstration of support by building-trades worker outside the plant April 24.

The company said it was withdrawing an agreement for a Guild shop effective as of last September in view of "nastiness" on the picket line. Instead, it said, a Guild shop would be effective only on contract ratification.

Negotiations were broken off following the company's announcement.

Vancouver organizes 2 weeklies

Vancouver, B.C.—The Vancouver-New Westminster Guild is seeking to represent 17 employees in all nonmechanical departments of two nearby weeklies, the Haney Gazette and the Coquitlam Herald.

A representation petition was filed with the British Columbia Labour Relations Board April 30. The Guild submitted cards signed by 11 employees, well above the simple majority required for certification. The two papers are jointly owned.

The Vancouver-New Westminster Local has been organizing widely among suburban papers, gaining an initial contract at one, the North Shore Citizen, in April 1973 and winning certification at a second, the Richmond Review, earlier this year.



Music to picket by
Northern Ontario Guild President Larry Leclair stoops to tune in a portable radio on the Sudbury Star picket line.

Unionists' Coalition sets paths

Blacks support impeachment call

Detroit, Mich.—While adding its voice to those calling for the impeachment of President Nixon, the third annual convention of the Coalition of Black Trade Unionists set out to make the nation's government and unions more responsive to the needs of blacks in the labor force.

The impeachment call also seeks new federal elections on the ground that those in 1972 "were fraudulent," a step suggested by TNG International Vice President Warren E. Howard of Washington-Baltimore, who represented TNG at the May 3-5 sessions.

Noting that blacks are not fairly represented in labor's highest echelons, the convention's 1,200-plus delegates also voted to "oppose lily-white leadership wherever it is found" among unions, first by negotiation, and, that failing, by exposing "recalcitrant unions."

A political-action workshop was aimed at helping elect a Congress that might reverse what the coalition called the antiblack and antipoor policies of the Nixon Administration. The Coalition launched union and community organizing efforts

at two other workshops held during the convention.

William Lucy, secretary-treasurer of the American Federation of State, County and Municipal Employees, was elected to a two-year term as president of the coalition.

Pointing out that the CBTU is "not separatist" and that its members are "not negativists" but "trade unionists," Lucy said that after spending its first two years "mainly developing an attitude" the CBTU is now "getting down to the business of what we're about."

Court puts Guild leader back in job

Yakima, Wash.—A federal judge has upheld an arbitrator's award reinstating former Yakima Guild President Mary Hersey to her position as a copyreader at Harte-Hanks's Yakima Herald Republic.

The court decision means Hersey will collect some \$16,000 in back pay, less the wages she has earned from temporary jobs since she was dismissed at the end of 1972.

Arbitrator Cornelius Peck, in an award issued last summer, found that the company had improperly discharged Hersey for economic reasons after giving much of her work to a newly appointed "supervisor"—an assistant city editor.

Peck reinstated her with full back pay, holding that the Yakima contract, which recognizes the Guild as exclusive bargaining agent for covered employees, prohibits the transfer of work to anyone outside the bargaining unit.

The company refused to put Peck's award into effect, asserting that he had gone beyond his authority. Judge Marshall A. Neill held April 11 that the company had given Peck authority to decide the issue and upheld the Guild's petition for summary judgment.

The company reduced Hersey's fulltime job to a halftime one in December 1972, then fired her two weeks later, along with two other employees, in a reduction of force.

Hersey was Yakima Guild president in 1972, helped negotiate a one-year agreement that year and was active in grievance processing. She had been an employee about three years at the time of her dismissal.

IEB hails Usery plan of automation panel

The International Executive Board May 2 welcomed a proposal by William J. Usery, director of the Federal Mediation and Conciliation Service, for a labor-management council to help unions and newspapers make "an orderly transition into the era of automated publishing."

Usery's proposal was advanced April 22 at the American Newspaper Publishers Assn. convention in New York City. The IEB voiced hope that "steps will be taken on all sides at least to explore the subject."

Usery pointed to recent automation agreements at Newsday and newspapers in Fort Lauderdale, Fla., as proving that "labor-saving and job-saving can be accommodated."

In effect, he said, "these agreements provide something approaching lifetime job security for presently employed workers and very nearly complete freedom for the publishers to introduce technological changes."

Deploring frequent labor-management friction in the newspaper field—"a labor-intensive industry that is trying to become less so"—Usery stated that a trend toward union mergers "makes sense for everyone."

He said a newspaper council of labor and management representatives, headed by a public chairman and aiming at "voluntary, consultative self-improvement," might help to reduce to "maybe two or three a year" the number of newspaper strikes. Last year, Usery noted, there were 34.

The IEB, in greeting Usery's

suggestion, said that previous moves in the direction he had pointed had been fruitless but declared it would "welcome good-faith attempts by newspaper publishers to join newspaper unions in seeking to solve the problems of the newspaper industry."

The board noted that while it had pointed out as early as 1963 that such "new approaches" could "pose dangers to free collective bargaining," it would not refuse to participate "in any effort at problem-solving."

An ANPA labor-relations report said that more than 100 newspapers have installed some kind of electronic processing system using either video display terminals or optical character readers.

Ronald A. White, vice president of Gannett Newspapers, said that 700 video display terminals are in use at more than 400 newspapers for making corrections of Teletypesetter tape, a step he said may soon be by-passed.

He reported that 58 papers and the two major wire services are using VDTs for editing. He counted 136 papers using optical character readers as the start of their printing process.

There should be "no real dividing line between editorial and composition processes," White said in reporting on a new process at Gannett's Elmira newspaper. It uses laser beams to scan pasted-up copy and convert the copy directly to printing plates, White reported.

He called for "total editorial control" of the new technological devices.

Board cites ruling

Sick pay in pregnancy pushed

Guild locals were urged by the International Executive Board May 2 to use a recent federal-court decision to assure their female members of receiving sick pay for pregnancy-related disability.

The board cited a ruling by Federal Judge Robert R. Merhige, Jr., in Richmond upholding an Equal Employment Opportunity guideline requiring that pregnancy be treated like any other disability under sick-leave provision.

The IEB said the decision "lends juridical weight" to what has been a long-established Guild policy.

It urged locals whose contracts do not specifically provide for such handling of pregnancy disability to seek immediate agreement from management to

amend their contracts. If the employer refuses, it said, the local should advise it that the Guild will seek enforcement through the EEOC.

A growing number of Guild contracts since the EEOC ruling was formulated have included provisions requiring that pregnancy be treated like any other disability.

Merhige handed down his decision in a suit brought by seven General Electric employees in Salem, Va., and their union, the International Union of Electrical Workers.

The judge dismissed GE arguments that paying benefits in maternity cases would be too expensive and that pregnancy is a special kind of disability because it is incurred voluntarily rather than inadvertently.



At OSHA institute

Twin Cities Guild President William E. Anstett, center, talks with John Keast, left, of the International Union of Electrical Workers, and Nancy Heinberg, TNG's new assistant director of Re-

search and Information, during session of an AFL-CIO Labor Studies Center Occupational Safety and Health Institute the week of April 29. Anstett attended on a Guild Service Award scholarship.

IEB, faced with deficit, turns down proposal to subsidize small locals

With TNG's General Fund operating at a deficit for the sixth consecutive year, the International Executive Board May 3 rejected a proposal that it make financial assistance available to locals with less than 500 members.

The board, acting on a suggestion referred to it by last year's

convention, said the proposal was not an effective answer to the need of small locals for organizing, bargaining and servicing assistance.

"The IEB and the convention have for some years encouraged the formation of cooperative servicing-organizing programs by locals jointly, with the aid of TNG," the board said. "It believes that this method offers the most efficient and practical way of furnishing locals with the kind of assistance sought by the sponsors of the plan referred by the convention."

The board reported a 1973-74 General Fund deficit of \$40,801, virtually all of it incurred in the fourth quarter under the weight of rising costs. It was the smallest deficit in some time, however, and less than a third of that incurred the previous year, the board noted.

The fund's cumulative deficit stood at \$305,148.

Organizing demands were almost entirely responsible for the deficit, the IEB noted. Miscellaneous organizing and servicing expenses exceeded the budget by some \$40,000.

While the General Fund suffered, the Defense Fund remained in robust condition, the board said in its Finance Report to the 1974 Convention. Despite a reduced dues schedule in effect for the last 11 months of the

fiscal year, the Fund stood at \$2,043,000 at the year's end.

At the end of April, after sizable benefit-fund payments to Washington Post and United Press International strikers, the Fund had \$1,877,078.

Stating that a scheduled 33-cent per-capita increase effective in June should bring an end to deficit financing, the board approved a balanced 1974-75 budget of \$1,305,500, to be financed from anticipated income of \$1,307,020.

The board recommended no action on two proposals advanced for its Finance Committee's consideration: an increase of TNG's minimum-dues schedule from five percent to six and an increase in the schedule of strike benefits.

International Vice President Harry E. Ryan and Philip J. Brennan of New York and John J. Breed of Boston dissented from the board's rejection of an increase in benefits.

The board voted a contribution of \$250 to the National Consumer Center for Legal Services, which is planning a court fight against efforts by the American Bar Assn. to undo a new law that allows unions to negotiate prepaid legal-service plans.

The board also voted contributions of \$100 to the Fair Campaign Practices Committee and the United Givers Fund of Washington.

locals and district councils to make treasury contributions.

Political developments in Canada, as well as the United States, "make it clear that this is the year for the Guild and its members . . . to increase the level of

their participation in the political processes," the board declared.

It recommended that locals appoint political-action committees and that these committees conduct voter-information programs and meet regularly.

Funds sought for Leuchter memorial

The International Executive Board May 3 renewed its appeal that Guild locals make annual sustaining contributions to TNG's Irving Leuchter Memorial Scholarship to the Harvard-Trade Union Program.

The \$3,000 annual scholarship

finances the attendance of a local Guild officer at a 12-week residential training course in union administration.

The recommendation was contained in the IEB's Research and Information Report to the 1974 Convention.

Printers balk, locked out as N.Y. News automates

(Continued from Page 1)

than 700 pages of advertising involving more than two million dollars in revenue because of the slowdown, printed and delivered some 696,000 papers, a third of its normal run, 10 hours late.

The next day the News produced a 56-page paper set entirely by automated processes. It was 3½ hours late, but a normal press run of more than 2,250,000 was completed.

Powers had said earlier that he did not expect the News to have any initial difficulty in publishing without the printers but predicted there would be severe problems with the Sunday editions.

The News said 95 percent of its employees other than printers were at work on the second day of the lockout.

Nine other unions under contract at the News had said they would not honor the printers' picket lines.

The Guild's executive committee met for three hours on the night of May 6 and voted 9 to 7, with two abstentions, to disregard the picket lines if the expected showdown came.

Some Guild members who did not cross the picket lines petitioned for a unit meeting to review the executive-committee position and hear Powers. But the meeting of some 1,200 Guild members voted overwhelmingly

against rescinding the executive committee's decision.

Powers told the unit he was not seeking formal support by the Guild "in violation of its contract" but hoped individuals would make their own decisions about crossing the picket lines. News Unit Chairman Peter McLaughlin was among those who refused to go to work when the lines went up.

In an effort to avert any jurisdictional conflict with the Guild, Powers earlier had asked the publishers to include the Guild in talks whenever "an area of conflict" was discussed.

The Guild sent a five member committee—made up of Executive Vice President John E. Deegan, Secretary-Treasurer Harry Fiddell and unit chairmen at the News, Times and Post—to a bargaining session May 1.

That day the News issued its warning on the introduction of automation.

Powers had warned in the course of bargaining that the printers would consider the introduction of new processes before contract settlement tantamount to a lockout.

The local voted strike authorization April 11 in its dispute with the News, Times and Post, but it does not have strike authorization from the ITU international.

The two ITU representatives

Automation seen profit booster

New York City—The New York Times is "determined to modernize" in order to "give stockholders operating margins they deserve," according to the company's publisher.

"We already know at first hand how the economics change for the good when newspapers automate," Arthur Ochs Sulzberger declared at a May 2 meeting of New York security analysts. He said 1974 pretax profits of 11 Times-owned Southern papers were 27.4 percent compared to the Times's 9.1 percent.

Senior Vice President James C. Goodale told the analysts "we're a cash-rich company at the moment; we have a 30-million-dollar war chest."

here said that the union's executive council would determine whether a lockout existed or a strike should be authorized only after the facts on the issues in dispute between the local and the publishers had been submitted to ITU President John J. Pilch.

Three unions said three days before the showdown that their members would stay on the job

if the printers set up picket lines. They were the ITU Mailers, the Newspaper and Mail Deliverers and the Machinists.

George E. McDonald, president of the New York ITU Mailers, said his union's decision to keep working was based in part on the fact that the printers had not received strike authorization from the international.

"If there is a shutdown by a strike or lockout," McDonald said, "the papers could be down for six months."

The Guild and the photoengravers, members of the Graphic Arts International Union, were the last two unions to decide their course of action.

All issues except wages and automation were settled in negotiations that ended early May 6. James reported "substantial progress" on introduction of automated equipment, and Powers agreed there had been some progress toward an agreement that would allow automation in return for job security.

The printers have insisted, however, that they receive a wage settlement higher than the one agreed to by eight other unions—\$13.85 in each year of two-year contracts, plus 1.5 per cent of payroll for fringe benefits.

The talks that took place over the weekend reportedly broke



PAT FRAYNE

Pat Frayne, ex-Bay Area officer, 76

Redwood City, Calif.—Pat Frayne, 76, former executive secretary of the San Francisco-Oakland Guild and sports editor and columnist for the old San Francisco Call-Bulletin, died here April 27.

Frayne, whose career took him into politics and government office as well as journalism, served as a labor-information specialist in Europe under the late TNG President Harry Martin in connection with the Marshall Plan from 1949 to 1953.

He was a charter member of the San Francisco-Oakland Guild and served as its executive secretary in 1942. He stepped down after a year to return to newspaper work.

Frayne was best known as the Call-Bulletin's colorful sports editor from 1925 to 1940 and gave the St. Mary's College football team its nickname of the Galloping Gaels. Earlier, he was city hall columnist for the Call-Bulletin and broke the story of President Warren G. Harding's death in 1923 after going to the hotel where Harding was staying.

He served a term as executive secretary of the California Democratic Party and subsequently became information director for the War Relocation Authority and a press officer of the U.S. Labor Department.

In 1949, when Martin was named labor-information chief and special adviser to the Economic Cooperation Administration in Europe, Frayne was one of several Guild members who served on his staff.

Thereafter, until his retirement in 1965, he served as an information officer under three California attorneys general.

Frayne was active in the Catholic Newsman's Association, the San Francisco Press Club and The Late Watch, an organization of veteran newsmen, as well as the Guild.

Retaliation charged at Washington Post

Charging retaliation against commercial-department employees for their militancy during the 16-day Washington Post strike, the Washington-Baltimore Guild has filed unfair-labor-practice charges against the company.

The Guild acted after circulation-service employees returning to their jobs were told their hours were being cut and classified phone-room employees were told there would be no more overtime.

The charges came as the Post's printers neared a confrontation with the company over charges of a slowdown in the composing room.

The Post and the Washington Star-News canceled their contracts with the Columbia Typographical Union May 9 following a warning that they would act unless a slowed work pace at the Post and a refusal to work overtime at the Star-News ended by midnight May 7.

The Guild charged that the Post's actions against its members constituted unilateral changes in working conditions that cannot be changed without bargaining.

A Guild spokesman said there was no question the changes were retaliatory. They affect two groups that were particularly militant in seeking to continue the strike, he pointed out—phone-employees and part-timers working for the circulation-service desk.

The circulation-desk employees are mostly parttimers, he said, and reduction of the work day from 12 hours to nine will reduce the weekly work time of 50 below the 15 hours required to qualify for certain contract benefits.

Phone-room employees have also been told that their annual Christmas party—normally held in the spring or summer because the department is too busy at Christmas time—is being canceled in the wake of the strike.

Unit Chairman Robert Levey has also suffered retaliation, the Guild reported. His shift was changed from a daylight one weekdays to one that requires him to work on weekends and on four night shifts.

Petitions supporting the circulation and phone-room employees were placed on Post bulletin

boards and gathered more than 500 signatures.

Meanwhile, the executive committee May 8 referred charges accusing four Post Guild members of interfering with bargaining processes in violation of TNG's Constitution to a trial board.

The four are Watergate reporter Carl Bernstein, chief diplomatic correspondent Murrey Marder, London correspondent Bernard Nossiter and national-affairs writer Laurence Stern. In a submission that included a six-page chronology, they unequivocally denied the charges and said they were singled out as "scapegoats" when efforts to "manipulate" the membership were frustrated by the rank and file.

Marder is a former Guild unit chairman and the other three are former negotiating-committee members.

In addition to canceling their contracts with the printers, the Post and Star-News announced they would bargain separately with them instead of through the Washington Publishers Assn. in an apparent move to separate the

Post, where the dispute is more bitter, from the Star.

But the local instructed printers to continue working despite the companies' actions, and bargaining was resumed.

The possibility of a strike against both papers, which have been engaged in negotiations with the printers since expiration of their contract Sept. 30, moved closer to reality as the union received international sanction for a strike vote that is scheduled for May 15. The ITU would still have to authorize an actual strike.

Post President John S. Prescott warned the union that he would not wait for the strike vote to take action designed to halt activities the company has blamed for press-run delays and reductions in the paper's size and circulation. Union officers have denied any slowdown, accusing the company of making the charge to set other Post unions against the printers.

The Typographical Union has been engaged in a drawn-out controversy over the introduction of automation, at the Post in particular.

IEB seeks changes in rules on elections

The International Executive Board, seeking to minimize the disenfranchisement of locals due to technical election irregularities, is recommending both a constitutional amendment to change the day for counting ballots and changes in TNG election procedures.

The board acted May 2 in an effort to avert a repetition of last year's disqualifications, in which 1,395 ballots cast by members of 13 locals were disallowed because the votes were counted on other than the prescribed day.

The board recommended that the Guild's 1974 Convention change the day for counting from the final day of the voting period to the day after.

International Vice President Edward Gilbreth, a former member of the International Election and Referendum Committee, said he had surveyed the 13 disenfranchised locals after last year's election and that the change in counting day was one of the suggestions to emerge.

The board also made three recommendations to the IERC:

that in cases where a local return indicates counting took place on the wrong day, the committee attempt to determine that a clerical error had not occurred; that the IERC's election instructions emphasize the importance of counting on the prescribed day, and that in cases of local mail ballots, the IERC make it clear that members can return their ballots before the prescribed voting period.

A convention recommendation that the board study the feasibility of revising a constitutional provision requiring that no election returns postmarked later than two days after the voting period be tabulated, on the ground that current Postal Service practices make it unworkable, brought a recommendation for no change "until a more clear-cut need is demonstrated for changing it."

The board, responding to a 1973 Convention directive to study the possibility of electing all international vice presidents on a regional basis, recommended that the present system be con-

tinued as "the most desirable and feasible."

At present, seven vice presidents are elected regionally and six at large.

Responding to a Midwest District Council recommendation of a constitutional amendment to limit nominating speeches at conventions to one no more than three minutes long and seconding speeches to three of no more than a minute, referred the proposal to the convention's Rules Committee.

The board, while not endorsing the specific limitations proposed by the council, recommended that the committee limit the number and length of both nominating and seconding speeches. It said it felt committee action was more appropriate than a constitutional change.

The board recommended a new constitutional provision establishing procedures for appeals in local election disputes.

Under the proposal, a member wishing to protest the conduct of an election could submit a protest to the IEB Appeals Committee

for 10 days after having exhausted available local remedies. The verdict of the Appeals Committee and the IEB itself could be appealed similarly within 10 days, with the convention the final arbiter.

The board recommended that a TNG constitutional prohibition against members' resigning or withdrawing during a strike or lockout be expanded to prohibit them during a period when a strike or lockout appears to be imminent.

Another Midwest Council proposal, this one to limit staff activities in convention committees, was rejected by the IEB. The board's Constitution Committee said that, after reviewing the pros and cons and the role of staff members at conventions, it felt IEB action would be "inappropriate and unnecessary."

Noting that staff priorities often make it impossible to comply with the present constitutional requirement that convention proceedings be printed within 60 days, changed the time requirement to six months.

Support voted for UFW's grape, lettuce boycotts

Full support to the United Farm Workers' boycott of lettuce and table grapes picked by non-UFW workers was voted May 2 by the International Executive Board.

Acting in the wake of the boycott's endorsement by the AFL-CIO, the board called on all Guild members to refrain from buying the boycotted produce

"and see that their families, friends and neighbors do likewise."

The board urged Guild locals to work with the UFW and AFL-CIO state and central labor bodies "to make the boycott effective as quickly as possible."

AFL-CIO President George Meany announced federation support of the boycott April 16 and

sent affiliated labor bodies detailed instructions for systematic picketing and handbiling to prosecute the boycott.

The IEB, in repeating the call, noted that one Guild local, New York, has already contributed \$350 to the Farm Workers. Alex Beauchamp, former Guild chairman at Consumer Reports, is heading a nationwide drive to

raise funds from Guild members for the boycott campaign.

The Toronto Guild has voted a \$500 donation.

In another resolution, the IEB ranged itself alongside the United Mine Workers in its strike for an initial contract at the Duke Power Co.'s Brookside Mine in Harlan, Ky.

The board, responding to a UMW appeal, directed that the managers of TNG's Commingled Pension Fund refrain from investing in Duke Power securities until the strike is settled and recommended that Guild locals, if possible, act to have their pension and welfare funds do likewise.

The board, noting that the UMW helped the Guild win its strike for an initial contract at the Morgantown Dominion-Post last year, said the Brookside strike is "a key to organizing thousands of unorganized coal miners throughout Appalachia."

The IEB urged approval of them all.

Media 74 approves Guild's shield-bill draft

Moncton, N.B.—Draft legislation to protect newsmen from forced disclosure of their information and sources and a resolution condemning the use of injunctions to censor or suppress news—both proposed by the Guild—were approved April 28 by delegates attending Media 74, the fourth annual conference of Canadian journalists.

In another Guild-sponsored action, delegates voted to send telegrams to Justice Minister Otto Lang and Solicitor Gen. Warren Allmand expressing concern on "the marked interest and inter-

ference" with the media by federal police.

The weekend conference also approved resolutions supporting collective bargaining by reporters and editors to gain more control of editorial content and condemning sex discrimination in the media.

The reporter-shield legislation—prepared by TNG's Canadian office researcher, Kathie Houser—would make it public policy to prohibit practices that interfere with the function of journalists.

Under the legislation, journalists would not be required to testify on any information concerning news acquired in their work—including sources and the identity of persons in photographs and films. Neither could they be required to produce or authenticate any news documents.

News "custodians," including editors and media executives, would not be allowed to testify or produce sources or documents voluntarily "without the written and unrevoked consent of the journalist." Anyone violating that section would be guilty of an indictable offense.

Robert J. Rupert, the Guild's former Canadian director, who is now with the Canada Labour Relations Board, told the meeting the draft legislation would not protect reporters who wrote inaccurate or unfair reports. Recourse would remain through libel and defamation suits, he said, stating that it would not be necessary to name sources to determine whether a report was accurate or fair.

Eleanor S. Dunn, chairperson of the Ottawa Guild's CJOH-TV Unit, presented the resolution on the use of injunctions to sup-

Dedication

Moncton, N.B.—A strike of airport firefighters cut down Guild attendance at Media 74, but the delegates who had farthest to come got here.

Canadian Director William H. McLeman and President Lorraine Shore and Executive Secretary Jack McKim of Vancouver-New Westminster took a bus from Vancouver to Seattle, flew to Boston and rented a car for the 540-mile drive here.

The airport strike so reduced Media 74 attendance that the conference incurred a deficit. TNG's International Executive Board, meeting in Washington immediately after the conference, voted a \$100 contribution to help make it up.

press news reports. It called on the conference to send telegrams to Lang and his provincial counterparts expressing concern at the "dangerous precedent" set by court censorship of the CBC radio program "Dying of Lead."

Portions of the program were not broadcast in most parts of Canada because of an injunction issued as the result of action by two Toronto lead companies, and a Toronto Globe & Mail Guild member, Graham Fraser, was fined for a story held in violation of the injunction.

Dunn also proposed that the conference send telegrams to the two federal cabinet ministers complaining about police interference.

She cited a Royal Canadian Mounted Police investigation of reporters in both Lethbridge and

Calgary, Alta., a request three days before the conference by a member of the RCMP's special branch that Dunn provide information on political activities in Canada's postal unions, and the case of a CJOH reporter and cameraman who had their Parliament Hill passes revoked temporarily because they had filmed the interior of a refurbished federal building.

She also cited a recent request from the RCMP special branch that transcripts be provided of a news program in which Romeo Maione of the Canadian Labour Congress and the former Swedish ambassador to Chile were interviewed on the political situation in Chile under the new regime.

The resolution that journalists use collective bargaining to gain more control of editorial content emerged from a workshop on media ownership. It said the conference should encourage the Guild and other unions to coexist "the present imbalance" in control.

The sex discrimination resolutions asked that:

● Publishers and broadcasters remove irrelevant personal data about women who are the subjects of news stories.

● The media be consistent in the use of honorifics, using "Ms." if they use "Mr."

● Illustrations that exploit women's bodies should not be used when they have no connection with a particular news story or the content of advertising.

● All press clubs in Canada that refuse to admit women as members on the same basis that men are admitted or that bar women members from specific

club functions be condemned. Rupert, who is chief of technological change for the CLRB, led a panel on newspaper automation, at which his successor as Canadian director, William H. McLeman, showed TNG-supplied films on new processes.

Dunn and Kathie Fitzrandolph of the Winnipeg Guild will serve on the steering committee for Media 75, which is tentatively scheduled for Toronto. In addition, Dunn will be responsible for getting the draft shield law before the appropriate federal body.

ROBERT J. RUPERT
At the pencil

IEB urges expanded struggle against race, sex bias

Unflagging efforts to continue and expand the Guild's struggle against race and sex discrimination in the news industry were urged by the International Executive Board May 3 in its Human Rights Report to TNG's 1974 Convention.

The board urged locals to work closely with TNG to determine whether the bargaining road or the legal route is likely to be more productive in pursuing the Guild's human-rights goals.

"Contract proceedings, lengthy as they often are," the board said, "usually are speedy by comparison to action through enforcement agencies, where case backlogs cause delays of two years and more."

Often, too, there is a choice to be made between applicable laws,

the board cautioned, emphasizing the importance of consulting with TNG—a constitutional requirement, in any case.

"Locals which have not yet given the Guild's equal-rights goals and program priority should be mindful of the increasing numbers of cases in which unions—including those generally considered above reproach—are finding themselves defendants, either substantively or technically, in actions by government agencies or aggrieved individuals," the board warned.

It urged locals in which "ad hoc groups or individual members are taking initiatives to eliminate discriminatory practices" to make every effort to "establish greater contact with their members so they will see their union

as the natural and logical vehicle for redress of their grievances."

TNG President Charles A. Perlik, Jr., told the board that he, International Vice President Warren E. Howard, Field Operations Director J. William Blatz and TNG counsel David Barr have met with the Equal Employment Opportunity Commission's general counsel, William Carey, to explore ways and means TNG and the EEOC can work together to eliminate discrimination in industry employment practices.

The board urged Guild locals and members to work actively to secure ratification of the Equal Rights Amendment in those states that have not yet approved it and to seek reversal of ratification rescissions effected in two states—Tennessee and Nebraska.

The Memphis Guild and Wire Service Guild members in Tennessee worked hard to prevent the recent rescission by Tennessee's Legislature, Perlik noted in his quarterly human-rights report.

The amendment, after successes in three states at the start of the year, failed to gain ratification in Virginia, Florida, Arizona and Georgia. Ratification by at least five more states is needed.

The IEB, in its Human Rights Report, urged locals to establish functioning human-rights committees and have them work with TNG in developing their programs.

It said they should also be alert to the possibility of associating with other groups that share the Guild's human-rights objectives and should encourage their women members to become active in groups of union women

where they have been established by the Labor Department's Women's Bureau.

The board urged TNG and locals to continue to work with and support the Journalism Council's Job/Scholarship Referral Service, to which the IEB voted a \$300 contribution as "the most effective industry-wide clearinghouse for minority persons."

While reporting that TNG itself referred the names of 168 minority persons to locals seeking applicants for jobs and recommended that it continue that program, the IEB urged locals to subscribe to the Referral Service's

Locals urged to back relief on postage for labor press

The International Executive Board is asking U.S. Guild locals and members to write their Congressional representatives in support of legislation to slow the impact of astronomical postal-rate increases on the labor press.

The board, in its Guild Reporter recommendations to the 1974 Convention, urged support for a bill that would extend the phasing-in period for increases from 10 years to 16.

The Guild Reporter and other labor publications face increases of 110 percent under the Postal Service's announced schedule of increases. The board noted that some labor papers have already succumbed to the increases.

While the legislation now before Congress would not solve the problem entirely, the board said it is "a stop-gap half-loaf

that will preserve many labor papers while efforts are made to legislate fundamental reforms that will bring the magnitude of rate increases for nonprofit publications within the bounds of the reasonable."

The bill passed the Senate, 74 to 11, May 9.

The board also asked U.S. locals to urge the Postal Service and the Postal Rate Commission to institute accelerated delivery of publications of less than weekly frequency on the same basis accorded dailies and weeklies.

The Postal Service is considering a proposal to make accelerated delivery available for a small surcharge. It would enable the Guild Reporter to reach members in considerably less time than the one to three weeks it now takes.

Bolster Freedom of Information Act, IEB urges

The International Executive Board called May 2 for quick Congressional adoption of amendments to strengthen the Freedom of Information Act.

Stating that many of the law's provisions "have been rendered all but inoperative" thanks to the deviousness of bureaucrats who consider the government's business theirs rather than the public's, the board urged the Senate Judiciary Committee to resist all

efforts to weaken the amendments' effectiveness.

It called on the full Senate then to approve the bill "as overwhelmingly as did the House." The measure was adopted in the lower chamber by 383 to 6 in March.

Several federal agencies, including the Defense and Justice departments, are attempting to weaken the amendments, the IEB warned.

The House-approved amendments would set deadlines for answering requests for information, require annual reports on agency compliance, allow courts to order payment of legal fees to plaintiffs successful in disclosure suits, give them power to review such reasons as "national security" for withholding data and expand the agencies covered to include the National Security Council and the Office of Man-

agement and Budget.

In addition, amendments have been presented in the Senate that would make it impossible to withhold an entire document because parts of it contain information exempt from disclosure and that would require agencies to establish no more than a "reasonable" fee for finding and duplicating a document.

The IEB urged approval of them all.

IEB calls October conference to map wage drive

(Continued from Page 1)

The 1946 conference, following the end of wartime wage controls, produced a round of bargaining in which the Guild achieved one-year gains that stood as a record for 22 years. The 1962 conference started an accelerating wage drive that culminated in a \$50.56 two-year increase in wages and benefits in Fiscal 1972.

The President's wage-control program brought the upward sweep to an end, the board noted, with the two-year gain falling to \$41.29 in Fiscal 1973 and to \$36.36 in the past year.

During the 32½ months of economic controls, the board said, the Consumer Price Index rose 17.5 percent, three points more than it had in the previous 31½ months of the Nixon Presidency. At the end of March, it noted, prices were 10.2 percent higher than a year earlier and rising at an annual rate of 14.5 percent in the year's first quarter.

"The challenge and the opportunity are with us again, as they were with Guild members 28 years ago," the board declared. "Let us resolve that the decline that our wage drive has suffered . . . will be turned around this year and we will be back on the march toward economic justice."

A move under which President Nixon would have been able to restore wage and price controls went down in the Senate May 1, the day after controls authority expired. An amendment by Senate Democrats to retain standby controls authority failed by 56 to 32.

The Senate voted 44 to 41 to

The U.S. price elevator

The following table shows the meteoric rise of the U.S. Consumer Price Index over the past 15 months. The first column shows the index, with a 1967 base. The second shows the percentage increase over the same month of the preceding year, and the third, the cumulative percentage increases over December 1972.

	Index	Percentage over same month prior year	December 1972
January 1973	127.7	3.7	3
February	128.6	3.9	1.0
March	129.8	4.7	2.0
April	130.7	5.1	2.7
May	131.5	5.5	3.3
June	132.4	5.9	4.0
July	132.7	5.7	4.2
August	135.1	7.5	6.1
September	135.3	7.4	6.4
October	136.6	7.9	7.3
November	137.6	8.4	8.1
December	138.5	8.8	8.8
January 1974	139.7	9.4	9.7
February	141.5	10.0	11.2
March	143.1	10.2	12.4

keep the Cost of Living Council alive as a "jawboning" agency, but even that is expected to have tough sledding in the House, where a similar move was beaten soundly in committee.

The IEB, on the opening day of its meeting April 29, sent senators a statement warning that "the American people can't stand another round of Nixon-administered wage-price controls," saying the first one "permitted, indeed fostered, soaring prices and profits while purchasing power declined."

"Better no controls than Nixon devising and running them," it declared.

The IEB, in a Collective Bargaining Report, noted that in Canada many employers, "wary of labor militancy that has been prompted by the widening gap between pay and prices," are granting voluntary increases in midcontract term to compensate for price increases.

Canadian prices rose 10.4 percent in the year ending March 30, the highest increase in 23 years.

The board recommended that Canadian Guild locals approach employers to gain compensatory raises and that U.S. locals seek to persuade publishers to follow the Canadian example.

The board, in recommending a heightened wage goal of \$550 for key top minimums, set a figure that is more than \$100 above the highest yet negotiated—\$448.25 bargained at the Washington Post in April but not effective for a year.

It set proportionate goals of \$367 for key starting minimums—two-thirds of the top—and at least \$275 for the top minimum in all other adult classifications—half the key top.

The board, in recommending a new bargaining plank to aid pensioners, pointed out that "rapidly escalating living costs place a crushing burden on the retired person."

Few pension plans provide automatic postretirement increases because such a provision would substantially increase the plan's cost, the board said. But negotiating increases periodically and amortizing their cost make it possible to "strike a better balance" in the use of money for current benefits and those that won't be paid for many years, it stated.

The board's recommendation to the convention calls for increasing benefits in each round of bargaining if they are inadequate, taking into consideration changes that have occurred in the cost of living as well as the relation of the retiree's benefits to current wage levels."

The board sounded a warning note on cost-of-living escalator clauses, declaring that many currently being negotiated, instead of protecting wage increases, have "built pay cuts into the contracts."

For example, it said, any contract that provides an eight-percent pay raise and an escalator clause triggered when living costs increase by 10 percent "has built in a potential two-percent pay cut."

TNG's Contracts Committee has not refused permission to include escalator clauses in settlements, the board noted, although Guild policy does not permit them to be proposed at the start

of bargaining. But it will continue to withhold approval of those that do not trigger quickly enough, the board warned, leaving to the forthcoming wage conference the question of fitting them into wage goals or bargaining approaches.

The IEB, in another convention recommendation, called for "action at the bargaining table" to protect employees who use their cars on company business from rapidly escalating gasoline prices. It said locals whose contracts are not open should try to persuade employers to grant relief anyway.

It recommended that locals "intensify efforts to enforce fully all contract provisions to eliminate discrimination," asking the convention to reinforce its policy of refusing to grant permission for locals to sign contracts containing discriminatory provisions unless the local, after failing to gain their removal at the bargaining table, serves notice that it will initiate legal action.

The IEB's other convention recommendations include one urging locals to seek for their members the option of using the services of a Health Maintenance Organization instead of existing health insurance whenever the Department of Health, Education and Welfare determines that one qualifies in a local's area. A new law requires employers of more than 25 persons to grant such an option if they provide health insurance.

The board rejected a proposal, advanced at last year's convention and referred to it for study, that TNG be required to send a representative to help a local, in bargaining within five days after the Contracts Committee rejects a proposed settlement. If it failed to do so, the proposal would allow the local to sign the contract as presented.

The IEB, in its Constitution Report, said the proposal would "be neither feasible nor practical" but agreed it was TNG's responsibility to provide help "as expeditiously as our resources will permit."

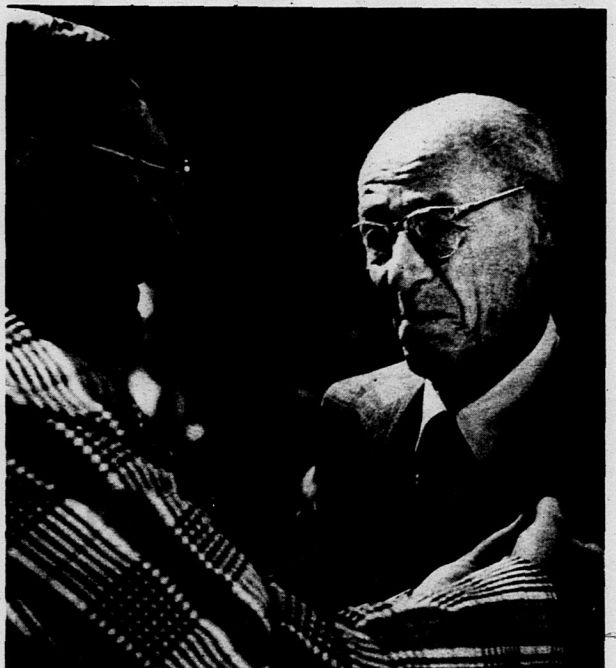


Photo by Bruce McKim, Pacific Northwest Guild

Retirement honors

Ray Griffith, an early organizer of the Pacific Northwest Guild, receives a 25-year pin from Local Treasurer Gary Dodge on his retirement as a Seattle Times district adviser. Griffith helped organize circulation employees at the Post-Intelligencer, participating in one of the Guild's early strikes, and also helped organize the old Seattle Star.

BLS move to dilute Price Index perils bargaining, Perlik warns

The Bureau of Labor Statistics' plan to alter the basis on which the Consumer Price Index is calculated was denounced by TNG President Charles A. Perlik, Jr., April 24 as a threat to a critical aspect of Guild bargaining.

Perlik, in a letter to House and Senate leaders, urged that the BLS be required to continue the price index in its present form.

The bureau has announced its intention of substituting an index based on the buying practices of professionals, the self-employed, the retired and the unemployed in addition to those of urban workers.

"In its present form," Perlik

said, "as an indicator of the requirements and experiences of urban wage-earners and clerical workers, the CPI serves as a reliable and credible reflection of the economic facts of life for members of The Newspaper Guild."

"The city worker-based CPI has proved invaluable as a tool in collective bargaining and plays a key role in Guild contract provisions tied to increases in the cost of living."

"If the present CPI formula is

replaced by one grounded also on the shopping habits of executives, professionals, the unemployed and retired persons, specific information on the needs of workers represented by The Newspaper Guild will have suffered by dilution and the CPI will have lost its usefulness."

Sen. William Proxmire (D-Wis.), one of those to whom Perlik's letter was sent, has introduced a bill to prohibit the BLS from scrapping the present price index.

Cost of Living Council OKs 20% Canton hike

(Continued from Page 1)

In another wage-control dispute, the St. Louis Guild's Post-Dispatch Unit unanimously rejected a company offer to pay full contractual 1974 increases effective May 1.

The increases were to have taken effect Jan. 1, but the Post-Dispatch maintained that wage-control guidelines allowed it to pay only 5.5-percent increases. The Guild responded by submitting the dispute to the Cost of Living Council.

Late in April the Post-Dispatch offered to pay the full increases now if the Guild would withdraw its plea to the council. But it refused to pay them retroactive to Jan. 1.

The unit, following a recommendation of the local executive committee, voted the offer down

at a May 1 meeting. Meanwhile, Newhouse's Jersey Journal, faced with an arbitrator's award increasing reporter top minimums 12.3 percent over 13 months (GR, April 26), delayed paying the ordered increases and placed the case before the COLC.

The Journal asked for an opportunity to present oral arguments to the council, but the Hudson County Guild, in a letter to the council, said there was no basis for either a challenge or a hearing.

"There is no legal basis under COLC regulations or any other law prohibiting this implementation," Local President Frank V. Goodman said in a bulletin-board notice. "If the company does not do so, we shall have to take whatever legal action is necessary to enforce payment."

Plug holes in privilege bill, IEB tells House panel

(Continued from Page 1)

meier's amendments and without others expanding the qualifications "could well provide an adequate defense against the bulk of the efforts to force news gatherers to disclose information and sources," it said.

Without the amendments, it warned, the bill "is so shot with defects, even as a qualified privilege measure, that it is an open invitation for wide-scale abridgment of the very First Amendment rights it ostensibly would protect."

The board said it would prefer no legislation at all to the bill as reported.

A Kastenmeier amendment putting corporate entities under the privilege shield closes "a very glaring loophole," the board said. Without it, the IEB said, the bill "would seem to invite

those seeking to force disclosure to do so through action aimed at the executive suite rather than directly at individual news gatherers."

Two other amendments, it noted, would more clearly and unambiguously state the two-tiered privilege the bill would establish and the circumstances under which newsmen could be divested of privilege in trial situations. The bill provides an absolute privilege before government agencies, grand juries and in pretrial proceedings but only a qualified one in trials.

The IEB also supported an amendment that would modify an exemption in libel cases to eliminate the possibility of "frivolous defamation actions simply to provide access to a news gatherer's sources or information."

"Elimination of the provision

to allow waiver of the privilege by a news source would close another potentially dangerous loophole," the board said.

The IEB, in its Political Action Report to the Guild's 1974 Convention, urged Guild locals, "in the face of the continued dim prospects for enactment of a pre-emptive federal bill," to seek effective state and provincial privilege laws but warned them to "be on guard against privilege legislation so shot with loopholes as to be worse than none at all."

The House bill has the support of a number of news organizations, including several that have shared the Guild's support for absolute privilege. Among them are the American Newspaper Publishers Assn., the Associated Press Managing Editors, the Radio and Television News Directors Assn., the National Press Photographers Assn., Sigma Delta Chi, the Authors League and the National Assn. of Broadcasters.

Privilege is not faring well on the state front. A joint legislative committee has killed a shield bill in Kansas, and a modified privilege bill has been tabled in Wisconsin.

A privilege plea was of no avail to Sally Quinn, a Guild member at the Washington Post, when she was subpoenaed to testify at the Mitchell-Stans trial.

Federal Judge Lee P. Gagliardi refused to quash subpoenas for Quinn and Ymelda Dixon of the Washington Star-News, who were subpoenaed to testify about their coverage of former Atty.



Frank Williams in the Detroit Free Press

Gen. John N. Mitchell's arrival at a Republican fund-raising dinner.

Only Quinn was actually required to testify, however. She was asked to relate the circumstances under which she interviewed Mitchell, whose time of arrival at the dinner was a key element in a perjury count against him.

In San Francisco, Superior Court Judge Spurgeon Avakian upheld the refusal of two newsmen for radio station KPFA to

provide any information, other than what had been given in broadcasts, to a grand jury investigating the assassination of Oakland's school superintendent by the Symbionese Liberation Army.

The SLA has used KPFA as a conduit for its communiques, and KPFA News Director Paul Fischer and Station Manager Roger Pritchard were asked to tell the exact time KPFA received the first communique on the slaying.

\$2,500 given to press-freedom unit

The International Executive Board made a \$2,500 contribution May 2 to the Reporters Committee for Freedom of the Press, which has been combating attacks on reporters' privilege and other threats to press freedom.

The board said TNG and other media organizations that had been exploring the possibility of attempting to establish a legal-aid fund to help protect First Amendment rights have come to the conclusion they should support the committee's expanding activities as an effective alternative.

The board said it would explore the possibility of making annual sustaining contributions to the committee and urged Guild locals and members to make contributions of their own. The committee, which has warned that unless it receives new financing it may have to discontinue operations, is asking individual contributions of \$10 or more from members of the working press. TNG is sending copies of the committee's Press Censorship Newsletter to locals and urging them to contribute.

Board calls for levy to fund 2-year organizing drive

(Continued from Page 1)

He noted that the Guild had organized more employees in each of the past two years than it had in any year in the past decade and a half and had received organizing inquiries from almost 150 groups, most of which it had not had the manpower to respond to.

"We have to radically overhaul our financial structure to enable us to respond much more quickly and efficiently," he declared, urging use of the Guild's emergency financial mechanism "instead of for defense, for offense."

Under present constitutional provisions, assessments are limited to International Defense Fund emergencies. The convention, scheduled for July 15 through 19 in St. Louis, will be asked to change the Constitution to allow itself to levy them for organizing purposes.

The assessments would range from \$1 to \$11.75 a month, com-

paring with dues to produce a total payment equaling TNG's regular dues schedule. Dues are currently being collected on a reduced schedule.

The board said levying the assessments in two successive months would facilitate their collection at the local level.

The board noted that organizing inquiries are continuing to come in at a record rate. The Guild has had to select only the most viable prospects, it said, and even some of these are being delayed because manpower to respond is not available.

The need has been made more acute, the board said, by growing Typographical Union efforts to organize in the Guild's jurisdiction. Since the ITU's 1973 convention initiated the printers' "associate-member" program, it reported, the ITU has launched more than 25 organizing campaigns in Guild jurisdiction, win-

ning bargaining rights in 12 of them.

"If we are to take advantage of this unprecedented interest in the Guild, move off a 16-year membership plateau and counter the invasion of our jurisdiction by other unions," the board declared, "we must intensify our long-standing policy of organizing the unorganized."

"They need us. They want us. And we want them."

The board, in addition to recommending the special assessments, said its recommendation for biennial instead of annual conventions would make more money and personnel available

for organizing.

Local convention expenses could be used for organizing, it pointed out, and IRs, who must devote at least two weeks' time preparing for and attending conventions, would have that much more time for organizing.

"The IEB believes now is the time to act, not jawbone," it declared. "It is time to make a reliable commitment to the goal of effective growth."

The board recommended that, in addition to the six IRs who would be added under the special assessments, additions to the TNG field staff be made "when financial capacity permits to fur-

ther accelerate the increased pace of organizing activities." The staff currently consists of eight fulltime IRs and TNG's Canadian director.

The board reminded locals of the need to form organizing committees, to provide TNG with information about all organizing overtures, to clear all organizing campaigns with TNG, to supply TNG with all Guild organizing leaflets and those distributed as a counter by employers, and to send TNG all documents relative to representation proceedings.

And it urged locals to advise TNG immediately at the first indication of another union's organizing interest in the Guild's jurisdiction.

In line with the board's emphasis on organizing, Perlik announced that a forum on the subject will be held on the first afternoon of the convention.

The board revoked the charters of the Muskegon and Newburgh-Beacon locals, both of which have been inactive for several years and have no members in good standing.

ITU wins news unit in Birmingham

The International Typographical Union gained a new unit in the Guild's jurisdiction May 2, winning a representation election among editorial employees of Scripps - Howard's Birmingham Post-Herald. The vote was 34 to 17.

Earlier, the ITU lost out in a bid to represent advertising, business and circulation employees of the Greenburg (Pa.) Tribune-Review, 41 to 35. The union did not petition for editorial employees.

IT SEEMS TO US

TNG, locals thanked for UPI strike help

SANTA MONICA, CALIF.

Editor:

In the Guild and the union movement there are always so many to thank, particularly because they are there when one needs them.

So the Wire Service Guild wants to issue a public thanks to The Newspaper Guild staffers and TNG locals from state to state who helped so much in the recent strike at UPI.

The aid was widespread, helpful and touching. Like the strike five years earlier at AP, the illuminating lesson is of how much the Wire Guild, spread over 50 states (often thinly and with young leadership, due to turnover) can be benefited by

association with other locals and unions. It's my hope this fellowship will be capitalized upon and that regional TNG district councils and WSG unit/regional officers, for openers, can get together more regularly at district-council meetings in the various regions.

Thanks too, dear editors, for the fine Guild Reporter strike spread.

LYLE PRICE
President
Wire Service Guild



TNG Commingled Pension Fund, annual meeting, May 16, Reynolds Securities Inc., New York City.
Middle Atlantic and Empire State District Councils, joint meeting, May 18, 19, Wilkes-Barre.
Western District Council, spring meeting, May 18, 19, San Francisco.
Great Lakes and Midwest District Councils, joint meeting, June 1, 2, Marriott Inn, Cleveland.
New England District Council, spring meeting, June 5, 9, Salem.
International Executive Board, pre-convention meeting, July 12, 13, Chase-Park Plaza Hotel, St. Louis.
Canadian Guild Policy Conference, July 15, Chase-Park Plaza Hotel, St. Louis.
Conference of District Councils, annual meeting, July 14, Chase-Park Plaza Hotel, St. Louis.
41st Annual TNG Convention, July 15-19, Chase-Park Plaza Hotel, St. Louis.
TNG Wage Conference, Oct. 12, 13, Washington.

Guild gains new unit at El Vocero

San Juan, P.R.—The Puerto Rico Guild gained a new unit April 29 when a new morning daily, El Vocero de Puerto Rico, made its long-delayed debut.

El Vocero, published to take the place of the suspended El Imparcial, recognized the Guild as bargaining agent for a staff of 38 before beginning publication. An initial contract is being negotiated.

Most of those employed by El Vocero are former employees of El Imparcial, where the Guild had a 137-member unit before publication was suspended for financial reasons last November.

A seven-day tabloid running from 36 to 40 pages, it is being printed at the Publishers Group plant in suburban Puerta de Tierra, where El Imparcial was produced. Its publisher is Gaspar Rocca, former El Imparcial vice president.

Alfredo Gonzalez, Jr., president of the Puerto Rico Guild, said Rocca has promised to recognize the Guild as bargaining agent for mechanical employees when and if El Vocero gets its own plant.

El Vocero had originally been scheduled to start publication in January, raising capital through bank loans and the sale of stock to employees. But a delay in obtaining new type and other problems postponed its appearance.

Meanwhile, El Imparcial, signaling the possibility of a return to life, has petitioned for a representation election to oust the Guild as bargaining agent for advertising, business, circulation, editorial, maintenance and proof-reading employees. The Typographical Union has submitted a demand for recognition.

Gonzalez said El Imparcial is hoping to resume publication with new money in two or three months and has negotiated a "sweetheart" agreement with the Typographical Union.

The petition was filed despite the fact that the Guild's contract has more than a year to run. The Guild asked the National Labor Relations Board to dismiss the petition as untimely, but NLRB Regional Director Raymond J. Compton held a hearing on it May 6, saying the issue was best resolved by "a full and complete hearing."

El Imparcial Publisher Miguel Garcia Mendez claims he has "rescinded" the Guild's contract, effective as of last Nov. 23 and has refused to discuss grievances involving former employees.

The company claims there are 70 employees eligible to vote.

Buffalo seeks 20 at News

Buffalo, N.Y.—The Buffalo Guild, continuing an organizing campaign that has added 63 employees in two months to its units at the Buffalo Evening News and Courier-Express, filed a representation petition April 30 for 20 inside circulation employees at the News.

The Guild has represented editorial employees and circulation district managers at the News for some time. In March it added 30 employees in the classified-advertising department.

Teamsters reach accord in Pittsburgh



Photo by Harry Coughanour, Pittsburgh Guild

Payday in Pittsburgh

Guild members furloughed by the Pittsburgh Post-Gazette as the result of Teamsters' strike collect their weekly benefit checks from Local Treasurer

Patrick Lutz. From left, Douglas Smock, Frank Ramsden, Perry Molinaro, Thomas Porter, Phil Gundelfinger, Jr., and Charles Lynch.

Pittsburgh, Pa.—A tentative agreement was reached May 3 in a Teamsters' strike that has shut down the Pittsburgh Press and the Pittsburgh Post-Gazette since March 30, idling 65 Post-Gazette Guild members.

The agreement was reached in Dallas with the assistance of Teamsters' International President Frank E. Fitzsimmons, who was attending an international executive board meeting there.

Terms of the agreement were not disclosed pending a ratification vote scheduled for May 9. Picket lines were withdrawn after the settlement was reached, but the two papers did not resume publication pending ratification.

Guild-covered employees who had been allowed through the picket lines for a week were furloughed by the Post-Gazette when it was unable to print.

The Press, which prints the Post-Gazette under a joint agreement, also is negotiating with the printers, whose contract expired Dec. 31, and the ITU Mailers, whose contract ended April 30.

With the contracts still unsettled on the eve of the Teamsters' ratification, the Press issued a notice directing editorial and advertising employees to start preparing copy in a fashion that could enable it to be processed by new electronic equipment.

A Federal Court hearing on a secondary-boycott charge filed by the Post-Gazette, which had been scheduled for May 1, was postponed. The Teamsters had subpoenaed copies of the two papers' joint operating agreement.

Akron Teamsters' strike sends Beacon Journal to Post Office

Akron, Ohio—A Teamsters' strike that idled 115 Guild members at Knight's Akron Beacon Journal was ended May 6 by a settlement reached with the aid of a judge's prodding.

The strike by 136 drivers and circulation district managers had blocked the Beacon-Journal's normal delivery channels. But the company used the Postal Service to deliver the paper.

The Teamsters struck May 1, 10 hours after their contract expired. Akron Guild members had voted, 54 to 10, to observe their picket lines, and only one member crossed. A dozen new members joined the Guild after the strike's start.

Craft-union members observed the picket lines solidly after initial confusion the first day, except for 25 of 180 printers, who said they were required to honor their contract.

The Beacon Journal was unable to publish on the first day but printed a 32-page paper thereafter, combining its Saturday and Sunday issues in order to continue same-day delivery through the Postal Service.

The company used the Post Office to deliver bundles to its carriers' homes. Bundles were trucked to the Post Office at midnight, and the paper reached the carriers in time for delivery on

the afternoon of publication.

The company obtained an injunction to limit picketing from Common Pleas Judge Anthony Lombardi May 3. The two sides almost reached agreement at a bargaining session that day, but the union called off a negotiating session scheduled for that evening after a picket was injured by a car entering the plant.

The Teamsters said they would not bargain again until they could go to court for an injunction against company harassment May 6. When they appeared in court that morning, however, Judge Lombardi adjourned the case until later in the day and urged the two sides to try to settle by then.

An agreement was buttoned down quickly, and union members ratified it late that afternoon.

The one-year contract gives them a \$25 increase plus \$7.44 in fringe benefits and parity upgradings of \$36.56 for district managers and \$14 for drivers serving rural areas. The Teamsters had rejected an offer of \$25 and \$6.99 over 14 months, but without the upgradings, before the strike.

Anthony DePalma, secretary-treasurer of the Teamsters' local, expressed gratification at the Guild's support and pledged reciprocity in any future Guild strike.

IEB votes TNG participation in Bicentennial Celebration

TNG will participate in the United States Bicentennial Celebration in 1976, and Guild locals have been urged to cooperate in labor's Bicentennial activities at the state and local level.

Authorization for TNG to participate "within its means" was voted by the International Executive Board May 2. The board

noted that TNG will hold its 1976 Convention, "appropriately," in Washington.

The AFL-CIO, which is coordinating labor participation in the celebration, will concentrate its activities on "Working Americans" exhibits at the Smithsonian Folk Festival in the capital and elsewhere.

Strikebreaking via the Post Office

Pittsburgh, Pa.—The Postal Service is performing struck work—distributing an interim shopper published by the shut-down Pittsburgh Press to the newspaper's 450,000 subscribers.

It cost the Pittsburgh Post Office \$85,000 in overtime pay during two weeks to handle copies of the Allegheny Bulletin dumped into the mails by the Press, according to Pittsburgh Guild President Jonathan Williams. Postal Service officials said postage paid by the Press was adequate to pay for the cost.

The Allegheny County Labor Council is considering action on the use of postal workers as strikebreakers, and Rep. H. John Heinz, 3rd, has said he would look into the matter.

The shopper is being published from a plant in Buffalo.

The Guild Reporter

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Published by The Newspaper Guild (AFL-CIO, CLC) the second and fourth Fridays of each month, except July and December second Fridays only. \$6 per year. Single copies, 30 cents.
Guild Reporter deadline at 1125 15th St. N.W., Washington, D.C. 20005: News, Monday before publication; features and letters, Friday before publication. Letters limited to 200 words by TNG convention action.

Vol. XLI, No. 9

May 10, 1974

The Newspaper Guild

1125 Fifteenth St. N.W., Washington, D.C. 20005

Area Code 202-296-2990

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