Convention backs more ITU unity; Peterson being challenged by Kadis

TNG
OFFICIAL ORGAN OF THE NEWSPAPER GUILD (AFL-CIO,CLC)

Vol. XLII, No 13 Washington, D.C. July 25, 1975

Perlik and Crocker re-elected

Denver, Colo. — Delegates to the Guild's Denver Convention re-elected TNG President Charles A. Perlik, Jr., and Secretary-Treasurer Robert M. Crocker to their fourth two-year terms.

Five of seven regional vice presidents also were elected—two to their first terms—when they, like Perlik and Crocker, were unopposed.

Election contests were set up for the other eight positions on the International Executive Board—including that of International Chairperson, the first since 1953.

Guildwide elections will be held Sept. 18-23.

Challenging incumbent International Chairperson Barney Peterson of San Francisco-Oakland is Phillip M. Kadis of Washington-Baltimore.

Seven persons are vying for the six at-large IEB seats: incumbents John J. Breed of Boston, Louis M. Calvert of San Jose, Harry S. Culver of Wire Service, James A. McGill of Gary and Dorothy Sain of Cleveland, plus first-time nominees Faye McCracken of Memphis and David M. Mulcahy of New York.

Contesting for regional IEB seats are:

- In Eastern Canada, Jim Robinson of Toronto and Sterling Taylor of Montreal.
- In the U.S. Northeast, incumbent Edward J. Schrode of Wilkes-Barre and Eugene B. Jones of Philadelphia.

Biographies of all the candidates appear on page 14.

The two regional vice presidents elected to their first terms at the convention are Betsy Wade of New York City, a region unto itself, and Diane M. Woodstock of Madison, to represent the Midwest.

Incumbent regional vice presidents re-elected at the convention are Hugh H. Harrison of Pacific Northwest, to represent the U.S. West, Warren E. Howard of

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Presidents Bevis and Perlik after Bevis's convention talk
Bevis holds framed, signed copy of TNG-ITU 'no-raid' agreement, from Perlik

Delegates heed talks by unions' presidents

Denver, Colo.—The Guild's 42nd Annual Convention called upon TNG to "move with all prudent speed toward eventual merger" with the International Typographical Union and to continue working for "closer relationships among all unions in shops where there are Guild members."

Declaring its support for "the principle of amalgamation with other newspaper and broadcasting industry unions," the convention also called upon TNG to "do everything in its power to expedite such mergers."

Delegates also directed that "as much information as possible" about any possible merger be provided to Guild membership "as quickly as possible" to enable "the most intelligent appraisal" of any merger proposal.

The convention took the actions, contained in reports of its Collective Bargaining Committee, after hearing TNG President Charles A. Perlik, Jr., and ITU President A. Sandy Bevis report on steps toward unity by the two unions during the past eight months.

Complete text of Bevis's address to the convention is on Page 13; full text of Perlik's remarks on unity and merger, on Page 12.

Examination of those steps toward unity and the course to be followed to assure their continued progress was a major item in the convention, held July 7 through 11 in the Denver Hilton Hotel. It was attended by 225 delegates and four alternates from 63 locals. Representatives of three recently organized groups—in Fresno, Modesto and Winnipeg—also attended.

Pointing to efforts by TNG and the ITU aimed at producing "unity on the local level," Perlik told the convention in his opening address that once such unity is achieved "unity at the top will take care of itself."

Bevis, the first ITU president to speak to a Guild convention since the late Elmer Brown in 1960, pointed to the same efforts to build bargaining co-operation and told delegates that if they are to have "any lasting mean-

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Star strikers win 18.5% hikes

Montreal, Que.—A settlement providing wage increases of 18.5 percent over 15 months has ended the Guild's strike against the Montreal Star.

The agreement, ratified July 5, produces $50 increases in the top minimums for reporters, photographers and ad salespersons and covers inside and outside circulation employes, for whom the Guild was certified in February.

Lowest increase in the settlement is $30 a week.

Guild members struck the F.P.-chain paper May 30 after management proposed wage increases of 12 percent over one year. That proposal would have produced increases ranging from $17.50 to $35.

Editorial and advertising employes returned to work July 7. Other employes returned July 9 when publication was resumed.

The pact raises the top minimum for reporters and photographers $37, to $317, retroactive to March 16. An additional $13 Dec. 1, brings the top to $330.

The top minimum for ad salespersons goes up the same amounts to $319.50.

The top minimum for newly covered circulation district sales

(Continued on Page 15)

Move fails for vote on '76 endorsement

Denver, Colo.—Delegates to the Guild's Denver Convention rejected a move to put to referendum this fall the question of a TNG endorsement of a U.S. presidential candidate next year, several of them sounding weary of debating the issue for the fourth consecutive year.

There was no weariness evident minutes later, however, when the convention instructed TNG President Charles A. Perlik, Jr., not to participate in the Democratic Conference.

The move for an endorsement referendum came in a minority report from the Political Action portion of the report of the convention's Research & Information Guild Reporter-Political Action Committee.

It lost in a voice vote, then failed to secure enough seconds to go to a roll call of the delegations.

A second minority report on Political Action, however—instructing the International Executive Board to "withdraw its authorization of the TNG Presi-

(Continued on Page 15)

Guild certified in Saskatoon

Saskatoon, Sask.—The Saskatoon Guild was certified July 18 as bargaining representative for about 50 editorial employes of the Star-Phoenix, this city's only daily paper.

The local had petitioned for certification by the provincial labor board March 4, shortly after being chartered as TNG local number 234.

The Typographical union was certified for the paper's composing- and mail-room employes in January.

The convention also:

- **Called on TNG and locals to importune Congress to again make labor law work for workers, especially when they want to organize (Page 11).**
- **Instructed the International Executive Board to propose to the 1976 Convention "how best to finance a viable program within our income (Page 3).**
- **Redefined the TNG staff position created this spring to that of full time Human Rights Co-ordinator (Page 3).**
- **Rejected for the second consecutive year a move to change conventions from annual to biennial (Page 3).**
- **Called on U.S. locals to co-operate with TNG and their central labor bodies in developing Guild participation in next year's Bicentennial celebration (Page 5).**

Industry-wide pension to be explored by TNG

Denver, Colo.—TNG should explore the possibility of establishing an industry-wide pension plan to provide portable pensions to Guild members who change jobs from one Guild-covered employer to another, the Denver Convention said.

Such a plan, even more importantly, however, would greatly reduce the administrative cost of the hundreds of separate pension plans presently covering Guild members and thus free more money for benefits, the convention noted.

It should be financed by employer contributions, administered by TNG and there should be an equal number of Guild and employer representatives as trustees, the convention said.

The recommendation is one of many in the convention's Collective Bargaining report, prepared by a committee headed by Lorraine Shore of Vancouver-New Westminster.

"An industry-wide plan would require but a single set of actu-

(Continued on Page 4)

PETERSON

'Political action, extension of bargaining'

Denver, Colo.—"In an era of Nixon leftovers" all Guild members and leaders must recognize political action as "an extension of collective bargaining" and "get with it," International Chairperson Barney Peterson said in his official address to the Denver Convention.

Among the "leftovers" he cited:

"An economy that doesn't work.

"Laws that don't work.

"Jobs that don't work.

"A peace that didn't work."

And "an insidious and dangerous thing . . . now known as Senate Bill 1 . . . an attempt to codify, revise and reform federal criminal law . . .'[that] contains features contemptuous of freedom of the press and other facets of the Bill of Rights."

It started out as Senate Bill 1400 in March, 1973, Peterson said, "just about the time a judge named Sirica was reading a letter from a fellow named McCord in open court and the Watergate coverup . . . was about to unravel."

The bill "grew out of the paranoia that surrounded the White House in that Nixon era," he said.

While much of the bill is "probably long overdue" and "not only acceptable but also desirable," Peterson declared, some of its provisions would "make it impossible for the press to uncover a Watergate."

"Other provisions, conveniently, might do no less than protect public officials and their private agents from being convicted of a Watergate-like crime," he pointed out.

The bill, Peterson said, "would certainly take care of such unsettling things as permissiveness, pornography, pot, Dr. Spock, Daniel Ellsberg and Abby Hoffman."

"And, in so doing, they'd take care of you and me and the reading public. Like our right to find out—and to tell—and the people's right to know."

Columnist Nicholas Von Hoffman, Peterson said, "has aptly called these features 'corking up the opposition'."

He cited provisions that would fine reporters $100,000 and put them in jail for up to seven years; one that would make it a crime to disclose unclassified "national defense information."

The latter, Peterson pointed out, "could in fact include any sort of data about cost overruns, kickbacks and graft—'to a person not authorized to receive it'."

"Who is that 'person'?" he asked. "Why, ultimately, the public, of course."

If the bill passes without those provisions expunged, "a prosecutor would stand a good chance of putting anybody in jail for saying anything," Peterson said.

"It is up to us not to let that happen.

"Just as it is up to us to do something in various political fields, and on many political issues, if we want something to happen—or not to happen."

Peterson said he and the International Executive Board were asking delegates, locals and members "to get with it politically" because "nobody else is going to do it for us."

"They are much more likely to do it to us," he said. "It's time we learned that."

Pointing to actions recommended by the IEB in the Officers' Report and resolutions, Peterson said "it's up to us" to push for adequate health care by backing the Kennedy-Corman Health Security bill, for extension and expansion of the Voting Rights Act, for effective news-

(Continued on Page 4)

PERLIK

'Myth of newspaper poverty still a myth'

Denver, Colo.—Guild members need more, TNG President Charles A. Perlik, Jr., told the opening session of the Denver Convention.

More and better job security.

More and bigger wage increases.

Noting that not even the newspaper industry has "wholly escaped the consequences" of what he described as a general economic plunge "steeper than any since the Great Depression," Perlik cautioned delegates against believing that "the myth of newspaper poverty has become a reality."

"Far from it," he said, pointing out that a majority of publicly held newspapers earned more in 1974 than they had in pre-recession 1973, "and most enjoyed double-digit percentage increases."

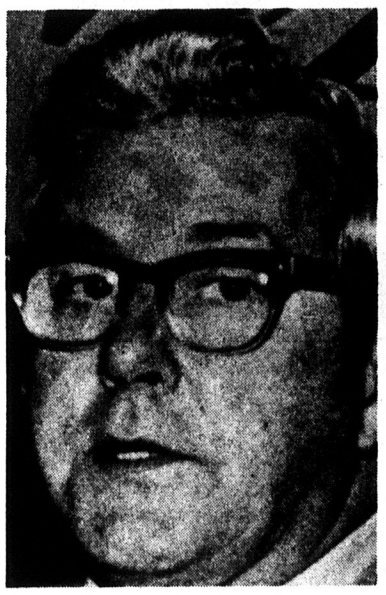
Not all of the 36 employers who sought economic concessions from the Guild during the fiscal year which ended March 31 were justified in doing so, Perlik stated, "though some clearly were."

He noted that 331 Guild-covered employes suffered economic dismissals during the last fiscal year, about one percent of Guild membership, and that the total has grown to about 400 since March.

"A worker's job is his means of survival," he stated, "and it should carry a higher priority than the restoration of a normal profit margin."

He urged addition to the Collective Bargaining Program of the IEB's recommendation that employes receive the same protection against economic dismissals that most are afforded against automation: reductions in force through attrition rather than "ruthless discharge."

Perlik also urged adoption of



the recommendation that Supplemental Unemployment Compensation Benefits be bargained for employes affected by "no-fault" economic dismissal and for their continued coverage by employer-financed health and welfare benefits, life insurance and pension credits.

At the same time, Perlik said, no less attention should be paid to restoring wage-bargaining momentum and mobilizing the Guild's full strength to raise Guild members' wages, "not only to keep pace with the cost of living and productivity but also to a level fully commensurate with their skills and responsibilities," as called for by TNG's Wage Conference in December.

"Nothing that has happened since then has reduced the categorical nature of that imperative," he said.

He noted that the end of U.S. wage controls did enable reversal of the decline of the Guild-wide average two-year wage and fringe increases at the top reporter level in 1974-75.

But, he pointed out, the average first-year increase in that yardstick in the United States was only 7.9 percent.

In Canada, meanwhile, where inflation has been even steeper, "our members have been able to keep the wage line on the economic graph above the price line," he said.

There the average first-year top-reporter increase was 19.3 percent, with an average money gain of $45.57, more than double that in the United States.

Perlik also directed delegates' attention to Washington and Ottawa.

What happens there "has a profound effect on what happens

(Continued on Page 4)

CROCKER

'Guild continues financially healthy'

Denver, Colo.—The Guild "continues to be a healthy and growing" union "despite the persistent economic difficulties that beset both nations in which we live and work," TNG Secretary-Treasurer Robert M. Crocker told the Denver Convention.

He pointed to the fact that the monthly average of employed-member per capita-payments to TNG during the fiscal year ended March 31 was a record 29,652 and that the "peak number of dues-paying members also was close to a record.

"In spite of the on-going recession, Guild membership and per-capita payments have continued to increase . . . although a number of units have suffered layoffs and others have suffered the effects of job losses by attrition," he said.

And, he said, in April and May, the two months of fiscal 1976 for which accounting is complete, percapitas have been "close to the level projected as an average" for the full year, encouraging the belief that General Fund income will "meet or exceed expectations" and the budget will remain in balance.

Defense Fund assets are "close to the level" of a year ago, Crocker reported, even though the Fund provided strike and lock-out benefits "to hundreds of Guild members in 16 locals."

And, he noted, the Guild has now had 30 consecutive months without the necessity of full regular dues, and there is "no immediate prospect" for them.

Noting that TNG has been making and breaking both income and expense records "repeatedly over the past several years," Crocker pointed to last fiscal year's income of "more than $1,336,000"—"approximately $121.000 more than in the preceding fiscal year."

"Unfortunately," he continued, "expenses of the General Fund also were at a record level, $57,500 higher than income, which brought our cumulative General Fund deficit to just over $360,000."

But, he pointed out, TNG's net worth remained "above one and a half million dollars," thanks to the assets of the Defense Fund.

Crocker also reported that total proceeds from the two special organizing assessments, "while still not all in hand, already have exceeded the estimated $350,000 we anticipated" and should pay for the "equivalent salaries and expenses" for six field staff members for two years.

Largest single item contributing to last year's deficit. he noted, was for "unpredictable" budget category of "miscellaneous organizing and servicing"—one and a half times its budgeted cost of $50.000.

"The bulk of it," he said went for organizing expenses, including "some $25,000" for local attorneys engaged primarily for "representation and other NLRB work.".

"Substantial amounts" were paid for lost time and expenses of Guild members taken on staff temporarily for organizing or servicing, he added.

He projected an increase in General Fund income during this fiscal year of about $124,000—to about $1,465,000—"from the successful operation of the per-capita formula placed in the Constitution nearly a decade ago."

It raises payments to TNG each May in proportion to the increase in the average top minimum for reporters.

Noting that the "cents-per-month increments" under the formula have "tended to grow larger," Crocker pointed out that they have done so "at a remarkably steady percentage rate, ranging from a low of about 7.6 percent per year to a high of 8.8

percent, this year."

Pointing to the IEB's recommendation that strike and lock-out benefits be boosted $10 across

(Continued on Page 5)

Printed in U.S.A. 2nd-class postage paid in Washington, D.C., and additional mailing offices. Issued semimonthly, except monthly in June, Dec., at 1125 15th St. N.W., Wash., D.C. 20005. $6 a year.

Convention asks '76 report, plan on finances

Denver, Colo. — Expressing concern at TNG's recurring General Fund deficits, the Denver Convention instructed the International Executive Board to propose to the 1976 Convention "how best to finance a viable program within our income."

In developing the proposal, the convention said, the board should "study the servicing and fiscal problems" of both the "Defense Fund and General Fund, including that of constantly recurring deficits."

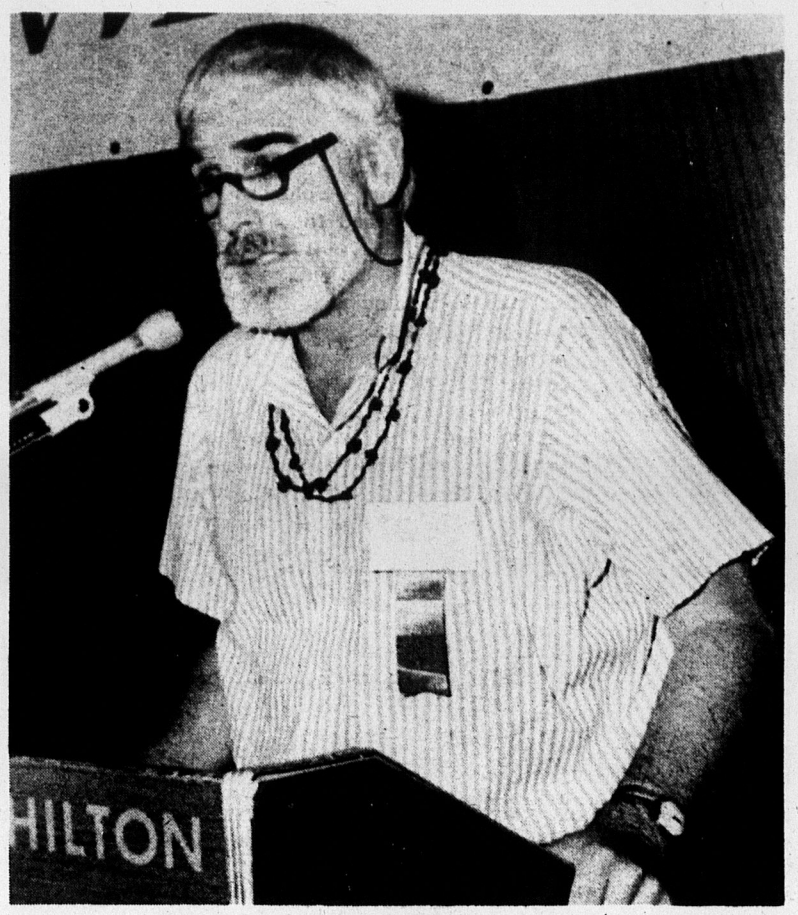
In acting on the report of its Finance Committee, headed by Fred D. Fletcher of San Francisco-Oakland, the convention also:

• Estimated fiscal 1975-76 General Fund income at $1,464,230 and adopted a General Fund budget providing for expenditures $8,245 less than income: $1,455,985.

The income estimate assumes an average of 29,900 employed-member and 350 agency-fee per capitas each month and a General Fund apportionment of $3.564 for two months and $3.876 for ten months.

• Increased TNG's schedule of weekly benefits for striking or locked out members by $10 across the board.

• Extended the upper range of the Minimum Dues Schedule to a new top of $25 a month for members earning $495 or more a week, effective Oct. 1; and to a new top of $27.50 a month for members earning $545 per week or more, effective Oct. 1, 1976.



FRED D. FLETCHER OF SFONG
Finance Committee Chairperson

• Directed that when Defense Fund assets exceed two million dollars, the uncollectable loan to the Los Angeles Guild to prosecute the strike against the Herald-Examiner be written off by the excess over two million. The loan presently is $345,580.

The convention directed the IEB study of the Defense and General Funds' servicing and fiscal problems when it adopted a substitute to a minority report from the Finance Committee.

The minority report, moved by Brian Flores of Washington-Baltimore, would have directed the IEB "to study the fiscal problems of the Guild and bring a report and recommendations to the 1976 Convention on how best to eliminate the cumulative deficit and a procedure for eliminating any future deficit at the end of each fiscal year."

In addition it directed that the "report be completed and published in the Guild Reporter in advance of convention delegate elections in locals."

The introduction to the minority report charged that "the Guild is flying high on the paper airplane of deficit spending" and that "paper transactions" have reduced the amount of "real money" in the Defense Fund "below the million dollar level."

John Edgington of San Diego motion that while "it is hard to quarrel with the intentions of the minority report" he considered it "tragic" that the "subject of studying the issue and referring to the next convention was not brought before the Finance Committee.

He also said he seriously objected to some of the language in the minority report as giving publishers rhetoric to use against the Guild.

TNG President Charles A. Perlik, Jr., said the minority report's requirements for publication before delegate elections in the locals is "just physically impossible to comply with."

Flores, who rejected accusations against the rhetoric in the report, said he had read the minority report to the Finance Committee and "there was no request of the chair" that it "reopen its deliberations."

The substitute was approved in a roll call by nearly three to one.

In another finance-related action, the convention approved a constitutional amendment to permit a local, at its option, to set an initiation-fee ceiling equivalent to one month's dues at the reduced dues rate. The Constitution had long had a $10 limit on initiation fees.

Delegates redefine staff post: Human Rights Co-ordinator

Denver, Colo.—Citing the need for action, increased activity in the industry and the complexity of human rights issues, the Denver Convention redefined the TNG staff position created this spring to that of full time Human Rights Co-ordinator.

When TNG President Charles A. Perlik, Jr., announced the position he had said it would deal with retirement and health and welfare matters as well as human rights.

The convention made the change in adopting the report of its Human Rights Committee, headed by Barbara Booth of Memphis.

"Creation of a new TNG staff position to co-ordinate Guild activities in the area of human rights in the United States, Canada and Puerto Rico will give new dimension to the Guild's long-standing dedication to eliminating every vestige of discrimination in our industry," the convention declared.

"Our number one recommendation is that this position be assigned, full time and exclusively, the duty of co-ordinating and working for TNG goals and activities to further the interests of women and minorities.

"We recommend that the position be called Human Rights Co-ordinator," it stated.

Locals must be encouraged and helped to establish functioning human rights committees and to plan and pursue affirmative action programs, the convention continued.

Information on plans, actions and developments within locals, other unions, government agencies and courts should be regularly collected and disseminated, it said.

With this kind of activity in the hands of a full time position at the international level, the convention continued, "we believe that effective action dealing with human rights problems can be greatly increased where it can be most effective, on the local level."

A move to substitute "primarily" for "full time and exclusively" in the description of the position was lost on a voice vote.

Fred PeLeate of St. Louis who sought the change, said he knew of no other TNG position restricted to a single area and he considered health, welfare and pensions "quite important as well."

Proponents of the position as full time for human rights, like Robert Dudnick of San Jose, countered that while they were "sorry" to see the other areas dropped from the new position, "pensions and health insurance are things that the Guild has been dealing with for many years."

"Human rights is something that we should have been dealing with for many years, and it does deserve a fulltime position," he said.

After the change was approved, Perlik said he wanted to be "among the first to say, 'Amen!', adding that though "we have been divided over this issue for five or six years," the convention's solution "is one that no one can resent or reject."

"The work is certainly there," he said.

Among the convention's other human rights recommendations:

• TNG explore ways of dealing with economic dismissals "in a fair and equitable manner that would avoid deterioration of gains that have been achieved for women and minorities."

"Input from members" should be invited at seminars held in conjunction with district council meetings, the convention said.

• Locals actively recruit minority persons and women, arrange job interviews for them, keep informed about job openings and otherwise "take an active, personal interest in improving communications between applicants and managements."

• Locals not only consult TNG before taking legal action against bias, but also before responding to any legal action involving them.

• TNG continue and expand human rights seminars as the co-specific attention to local problems.

'Morte d'Arthur . . . a shining knight'

Denver, Colo.—"The morte d'Arthur has deprived us of a shining knight." That was the bon mot the Denver Convention used to salute the life of the late Arthur Rosenstock, who died April 9, 1975.

A convention resolution recalled the "rhetorical flourishes" with which Rosenstock conducted convention proceedings dur- his eight-year tenure as Guild president from 1959 to 1967.

Noting that while he held that office longer than any other, including the union's founder and first president, Heywood Broun, the convention declared that "longevity was hardly the sole mark he left upon the office."

Rosenstock was praised for his dedication and services to the union and the industry during a Guild career which saw him rise from unit chairman to the union's highest unpaid office.

Biennial conventions nixed

Denver, Colo.—For the second consecutive year Guild convention delegates rejected a move to change conventions from annual to biennial.

And delegates to the 1975 Convention here did so by just about the same margin as delegates last year: 227 9/10 to 179 1/10 this year 299 19/35 to 183 16/35 last year, in roll-call votes.

The Denver Convention's action came on a minority report from its Constitution Committee. Just as last year, the minority sought to change to biennial meetings.

The minority report, moved by Jim Robinson of Toronto, urged the change on grounds of financial savings to both TNG and locals and more productive use of the time of international staff and officers.

It also held that less frequent conventions would cut the time spent "re-debating matters which were considered at length the previous year, including the matter in this motion."

The majority report of the committee, headed by Michael J. Kaeser of Wire Service, stated only that it had considered the proposal brought from the Toronto Guild and "rejected the concept of biennial conventions."

The convention approved without dispute other portions of the Constitution Committee's reports recording the tabling of proposals to prohibit delegations from voting by unit rule and calling for election of the Canadian Director and his or her seating as a voting member of the International Executive Board.

San Antonio election is stayed by NLRB

San Antonio, Texas—The National Labor Relations Board has indefinitely stayed an election among circulation office employes of Hearst's San Antonio Light pending review of a regional director's determination that part-time employes should be included in the unit.

The election had been scheduled for July 11 among about 30 employes. The company objected to the parttimers' inclusion.

Knight-Ridder group will meet more

Denver, Colo. — Once is not enough, according to the Knight-Ridder Council of Guild locals.

The council, meeting at the 42nd Guild convention here, decided to establish a series of informational and strategy meetings between conventions.

The first will be in Minneapolis in October. The Twin Cities Guild holds a contract at the Knight-Ridder papers in St. Paul. The Lake Superior Guild holds one at the chain's Duluth papers, the Herald and News-Tribune.

Established at the 1974 St. Louis convention, the council had been meeting annually.

The council also decided to continue its bimonthly newsletter, the Nightrider (cq), for local presidents and administrative officers.

Louis M. Calvert, international vice president from San Jose, was elected council chairperson. Eugene B. Jones of Philadelphia was elected vice chairperson. Robert Dudnick of San Jose continues as Nightrider editor.

Six in Va. newsroom decertify ITU in vote

Petersburg, Va.—Editorial employes of the Thomson-chain's Progress-Index have voted 6-to-4 to decertify the International Typographical Union as their bargaining agent. They had voted 9-to-1 for ITU representation on Jan. 3, 1974.

Industry-wide pension plan to be explored

(Continued from Page 1)

aries, counsels, investment counselors and a single trust account," the convention pointed out. "Now, each separate plan must have and pay for its own advisers."

The convention also added provisions to TNG's Collective Bargaining Program to:

• Ban "no-fault" economy dismissals, with any employe in a job affected by economy offered company-paid retraining and transfer to another job at no reduction in remuneration.

• Require that any economic reduction in force be by attrition and without speedup or imposition of unreasonable duties on remaining employes.

• Guarantee Supplemental Unemployment Compensation Benefits (SUB) and continuation of employer-paid insurance and pension service credits in unavoidable economic dismissals.

• Provide for a contract reopener in the event any governmental health-insurance plan is established or amended "to make certain that employer contributions to health and welfare are not lost but are retained for supplemental health care, if needed, or other forms of benefits, including wages.

The convention also moved from its Bargaining Recommendations to the Collective Bargaining Program provisions requiring that staff reductions for economy, where unavoidable, be made first through normal turnover, then voluntary terminations with severance pay, return to prior classifications, and, "if still necessary," in order of least seniority with rehiring rights in reverse order of dismissal.

Jack Weir of Cleveland made an unsuccessful attempt to have the "bumping rights" provision deleted, maintaining that it is not practical and that few people in the industry today move between job classifications. Most other delegates disagreed.

Bargaining Recommendations to provide for periodic safety inspection of new equipment and its regular monitoring and to forbid establishment of speed and accuracy standards in the use of new types of equipment, also were elevated to the Bargaining Program.

Observing that employers are "rarely deterred by the facts" when describing TNG's policy on parttime and temporary employes, the convention rephrased it to state that "locals should attempt to convert" those jobs to "full-time situations" and that employes with less than full-time jobs "should be covered by all contract provisions."

The convention also:

• Advanced TNG's wage goals to $610 a week for the top minimum of key classifications, with a starting minimum of at least $407 and top minimums of at least $305 for all other classifications.

• Directed locals to inform TNG immediately if a code of ethics "or similar work rules" are unilaterally promulgated or offered in bargaining by the employer, and strongly advised locals to seek and follow TNG's advice in responding.

• Instructed the IEB to undertake a study of day/night care for preschool and school-age children and report to the 1976 Convention on altering the Bargaining Program's goal of employer-financed on-premises child-care facilities.

The convention also urged locals to "pay particular heed" to the program's prohibition against mandatory retirement and called upon locals to furnish TNG with up-to-date copies of all health-and-welfare and pension plans.

The U.S. price elevator

The following table shows the steep ascent of the United States' Consumer Price Index over a 30-month period following a 0.8-point rise, to 160.6, in June. The first column shows the index, with a 1967 base. The second shows the percentage increase over the same month of the preceding year; the third, the increase over December, 1972.

		Percentage over	
	Index *	Same month prior year	December 1972 †
June, 1974	146.9	11.0	15.4
July	148.0	11.5	16.3
August	149.9	11.0	17.8
September	151.7	12.0	19.2
October	153.0	12.0	20.2
November	154.3	12.1	21.2
December	155.4	12.2	22.1
January, 1975	156.1	11.7	22.6
February	157.2	11.1	23.5
March	157.8	10.3	24.0
April	158.6	10.2	24.6
May	159.3	9.5	25.1
June	160.6	9.3	26.2

* 1967 = 100 † Index = 127.3

. . . Perlik

(Continued from Page 2)

at the bargaining table," he said.

Economic recovery in the United States, he charged, "has been effectively blocked by one man—the President—with that telling weapon, the arbitrary veto."

Perlik pointed to the veto of a 1.2-billion-dollar housing bill and that of a bill to create 900,000 public-service jobs.

"Only a President sadly lacking in social conscience could be capable of such a performance in the face of the human suffering this recession has inflicted on so many of our people," he said.

And the newspaper industry would have benefited indirectly, Perlik noted, "from . . . the secondary result of government actions that pump new vitality into the economy."

"I think that these and other developments of recent months . . . have demonstrated that we can close our eyes to the importance of political involvement only at the imminent peril to our economic well-being, if not our economic survival," he said.

'Christofferson . . . highest qualities'

Denver, Colo.—The Guild's Denver Convention expressed its sadness at the death in February of Bob Christofferson, executive secretary of TNG's Contracts Committee for nearly 10 years.

The Denver Guild "fittingly dedicated" the convention to his memory, delegates said in their Collective Bargaining report.

"This convention can do more than urge all Guild members, particularly Guild bargainers, to dedicate themselves to the memory of Bob Christofferson," it said.

"With such dedication, think how much better off we all would be—not only measured by our contracts—but in the highest of human qualities, as well."

Little Rock comes up tied, Guild loses

Little Rock, Ark.—The Guild was counted out of the Little Rock Gazette's editorial department July 15 when the National Labor Relations Board opened and counted four ballots challenged in a representation election 10 months before.

Three of the ballots were for "no union," one for the Guild, producing a 30-to-30 tie in the final count.

The Guild filed a petition with the NLRB for recognition as bargaining agent on Feb. 26, 1974. The election was conducted on Sept. 13, 1974, nearly seven months later.

Sacramento hiked $56

Sacramento, Calif.—Top minimums for key advertising and editorial classifications are increased $56.62, to $371.33 a week, in the first two years of a new three-year agreement with McClatchy's Sacramento Bee.

The contract, retroactive to April, 1974, provides a wage and vacation reopener for the third year.

Air travel insurance is doubled to $50,000 and prohibitions against discrimination because of marital or parental status are added to the fair employment practices clause. The settlement was ratified June 26 by a vote of 86 to 71.

The first $18.46 of the increase for reporters, photographers, advertising salespersons, display-makeup persons and copy readers is retroactive to April, 1974, $9.85 is retroactive to August and $16 is retroactive to this April; a $12.31 increase in October will bring the key minimum to $371.33.

The highest increase, $59.12, takes the flat minimum for copy desk head to $398.83.

The top minimum for telephone salespersons is up $42.20, to $250.21; that for stenographers is up $36.58, to $222.81 and that for typist-clerks is up $33.40, to $198.09.

The top minimum for newsroom aide, formerly copy boy or copy girl, is up $25.98, to $165.77.

Mileage is increased three cents, to 15, two cents retroactive to December. Weekly minimum car allowances are increased $2, $1 retroactive to December, taking the guarantees to $18.50 for photographers, $16 for advertising employes and $13 for suburban and night-beat reporters.

A trip minimum for casual users is increased 50 cents, to $1.50 on signing, and goes to $2 next April.

The contract also provides an annual reopening on mileage and weekly guarantees.

An additional reopening on the rates is provided in the event that federal or state gasoline taxes change; a surcharge or tax or import duty is placed on oil; there is a "drastic increase" in the price of gas, or rationing; or there is an embargo of a substantial portion of the U.S.'s oil supply.

Island's flag flies after confusion, votes

Denver, Colo. — The Puerto Rico flag was displayed alongside those of Canada and the United States during the last half of the Guild's five-day convention here.

It made its appearance as the result of a resolution brought by Puerto Rico's delegates and recommended for passage by the convention's Resolutions Committee.

Before being passed by the convention—in the first of five roll-call votes—the resolution weathered an amendment, some debate and no small amount of confusion.

After the resolution—calling for the Puerto Rican flag to be displayed at TNG "meetings, ceremonies and official acts"—was brought to the floor, Ben Rubendall of Rockford moved to amend it by providing the same for the flags of "all other states, provinces and other political jurisdictions."

International Chairperson Barney Peterson, who later told the convention he thought the amendment had been "facetiously" offered, called the question and ruled the "ayes" had it.

Rubendall hastened to point out that he had been serious and said his amendment had had seconds.

Pointing out that Puerto Rico, like Massachusetts, is a commonwealth, Rubendall said he feels if the flag of one political subdivision of the United States or Canada is to be displayed "in strict equality and fairness, we should display the flags of all."

"I think it would be a very good idea anyway," he said. "It makes for a very colorful convention."

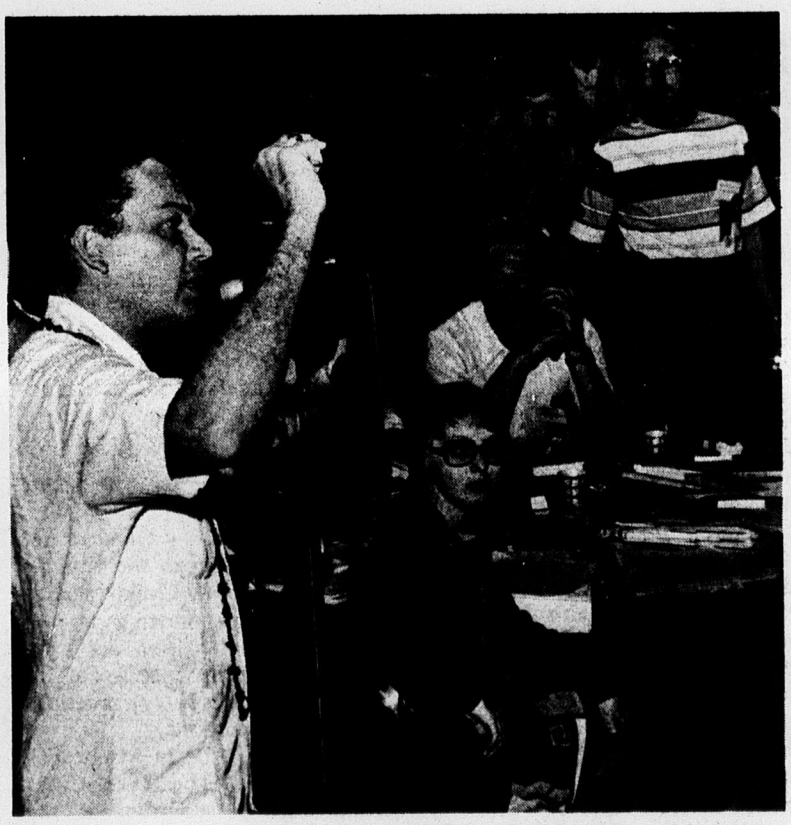
Peterson, apologizing for taking the amendment lightly, called for a vote on it. It lost.

Then he called a vote on the resolution. It lost, too.

A roll call was moved.

Alfredo Gonzalez and Norberto Negron of Puerto Rico explained that they did not consider it a "political issue;" that since in the Puerto Rico local they display all three flags, they would like to see the same done when they come to Guild meetings on the mainland.

The resolution carried in the roll call, 349⅕ to 66⅘.



ALFREDO GONZALEZ, JR., OF PUERTO RICO
Center foreground, Lorraine Shore, Vancouver-New Westminster

. . . Peterson

(Continued from Page 2)

gatherers' privilege laws, open-meetings and open-records laws.

"How else can we get Congress to do something about the interminable delays that take place before the National Labor Relations Board sees fit to hold elections for union representations?," he asked.

"If we don't pressure Congress on this matter, who will? The employers?"

"It is indeed time for all of us to change our attitude toward politics," Peterson concluded.

TNG's 1975-76 budget

Denver, Colo.—Expressing its hope that the mechanism in TNG's Constitution for increasing TNG's income as members' wages go up "will keep pace with the times," the Denver Convention adopted a 1975-76 budget of $1,455,985 based on anticipated income of $1,464,230.

In approving the budget recommendations of its Finance Committee, the convention said that the constitutional mechanism should produce "not only a balanced budget, but barring unforeseeable drains should produce a small surplus."

The end of the 1974-75 fiscal year found the General Fund with a cumulative deficit of $362,682, up $57,534 from the end of the prior fiscal year.

Following is the 1975-76 budget adopted by the convention:

	Budget 1975-76
Per-Capita Taxes	
AFL-CIO	$ 33,140
IUD	13,260
CLC	8,620
IFJ	11,000
Total	$ 66,020
Field Operations	
Director	
Salary	$ 30,490
Expenses	8,800
Organizing & Servicing	
IR salaries	$ 246,085
IR expenses	110,000
Organizing-Servicing program subsidies	13,200
Secretary-Stenographer	6,255
Miscellaneous organizing and servicing	75,000
Collective Bargaining	
Salaries	
Executive secretary	$ 24,380
Pension consultant	6,875
Secretary-stenographers	6,255
Bargaining & research assistants	17,475
Human rights coordinator	21,500
Expenses	
Personnel	1,600
Total	$ 567,915
Administrative Operations	
Director	
Salary	$ 30,490
Expenses	800
Research & Information	
Salaries	
Director	$ 23,110
Assistant (½)	8,935
Associate	19,220
Secretary-stenographers	6,255
Expenses	
Personnel	900
Books & periodicals	
Legal & bargaining services	1,200
Subscriptions	1,500
Other printed material	1,400
Publications & literature	
Contracts survey	—0—
Constitution	5,200
Organizing & other	2,500
Institutes & seminars	3,000
Miscellaneous	300
Guild Reporter	
Salaries	
Editor	$ 24,725
Assistant (½)	8,935
Clerical	21,420
Expenses	
Personnel	1,300
Printing	52,000
Postage	12,000
Addressing	10,500
Pictures & special material	2,500
Miscellaneous	600
Total	$ 238,790
Office Management	
Salaries	
Office manager	$ 19,045
Secretary-stenographers	18,765
Bookkeeping	32,815
General clerical	21,420
Expenses	
Rent and maintenance	38,700
Stationery & supplies	20,000
Equipment & machinery	7,500
Telephone & telegraph	20,500
Repairs & improvements	500
Postage	8,000
Auditing	4,500
Insurance and bonding	3,000
Employe pension	32,250
Employe health & welfare	27,200
Directly billed transportation	70,000
Data processing	12,500
Miscellaneous	4,500
Total	$ 341,195
Executives	
Officers' salaries	$ 62,060
Officers' expenses	15,000
Total	$ 77,060
Other Expenses	
Legal fees	$ 21,000
Payroll and personal property taxes	29,285
Contributions & tickets	5,000
Delegates & committees	3,000
IEB meetings	33,045
Severance pay provisions	28,925
Convention reserve	32,000
Broun Award	1,000
Broun Award expenses	1,300
Guild Service Award	3,000
AFL-CIO-IUD Convention	2,250
IFJ meetings	4,200
CLC Convention	—0—
Irving Leuchter fund	1,000
Total	$ 165,005
Summary	
Per-Capita Taxes	$ 66,020
Field Operations	567,915
Administrativve Operations	238,790
Office Management	341,195
Executives	77,060
Other Expenses	165,005
Grand Total	**$1,455,985**

Guild Bicentennial activity urged

Denver, Colo. — The Denver Convention called upon U.S. locals to co-operate with TNG and their central labor bodies in developing Guild participation in next year's U.S. bicentennial celebration.

Earlier, at its pre-convention meeting, the International Executive Board named a committee of IEB and local members to develop a bicentennial "press" theme for next year's Guild convention in Washington and other bicentennial activities.

Members of the committee are Vice Presidents Warren E. Howard of Washington-Baltimore, John J. Breed of Boston and Harry S. Culver of the Wire Service Guild; Dorothy Struzinski, Washington-Baltimore Guild local representative; John Carmichael, executive secretary of the Twin Cities Guild, and Darrell Glover, administrative officer of the Los Angeles Guild. Howard also is president of the Washington-Baltimore Guild, which will host the 1976 Convention.

Twin Cities and Los Angeles are two of five cities that have been designated to develop "pilot" bicentennial programs in preparation for next year's celebration. There are no Guild locals in the other cities.

The IEB, at its spring meeting, designated as the theme of next year's Washington Convention the role of the press in the founding of the United States and in advancing and maintaining its democratic rights.

The convention, in adopting a report of its Research & Information-Political Action-Guild Reporter Committee, said that the bicentennial committee would develop this theme and such other bicentennial activities "as may be appropriate and within our means," including participation in the Working Americans segment of the American Folklife Festival on the National Mall in Washington.

The convention, in the research and information segment of the committee report, also recommended that:

• Locals affiliate with, and actively participate in, appropriate city central bodies and state or provincial labor federations.

• U.S. locals support and participate in labor's energy conservation programs in their areas.

• Locals respond fully and promptly to TNG requests for information so that such information can be effectively utilized not only by TNG but also by other locals.

While many locals responded to R&I Department questionnaires during the year, too many others did not, the convention said, emphasizing that if the Guild's research and information activities are to be useful to locals and TNG alike "they must be a two-way street."

Responses to one survey showed that most locals responding—41 of 45—belong to city central bodies but that only 28 of 45 belong to state or provincial labor federations.

"Today more than ever locals have both the need and the obligation to participate actively in the organized labor movement in their areas," the convention said. "We cannot expect support from others unless we give support to them; it's as simple as that."

. . . Crocker

(Continued from Page 2)

the board, he said it will raise average benefits about 20 percent and bring full regular dues more quickly and keep them in effect "a little longer."

"The IEB believes, however, that Guild members will be willing to pay this additional amount, realizing that it means a little more relief for their brothers and sisters in distress while battling for contract conditions of concern to everyone," Crocker concluded.

Oppose postal scheme, U.S. locals are asked

Denver, Colo. — U.S. locals were urged by the Denver Convention to join TNG and the labor press in opposing a proposed restructuring of U.S. postal rates that would increase the Guild Reporter's postal costs by an additional 20 percent this year and 42 percent next year.

The increases, recommended in June by Seymour Wenner, chief administrative law judge for the U.S. Postal Rate Commission, would be on top of previously scheduled increases for second-class, non-profit publications such as the GR.

The convention, adopting a report of its Research & Information-Political Action-Guild Reporter Committee, called upon locals to support particularly the efforts of the International Labor Press Association to persuade the Postal Rate Commission to reject Wenner's "unrealistic and discriminatory" recommendations.

It noted that Postmaster General Benjamin F. Bailar himself has characterized Wenner's recommendations with respect to second class mailers as a "wrecking ball" to existing legislation designed to soften the effect of previously scheduled rate increases.

The convention urged locals to inform their senators and representatives of their support for continued appropriation of funds to implement this legislation—Public Law 93-328—which extends the period for imposition of scheduled postal rate increases for non-profit publications from 10 to 16 years.

The convention also adopted the following recommendations of its Guild Reporter Committee, of which Gene Bryant of San Jose was chairperson:

• That U.S. locals call upon the Postal Service and Postal Rate Commission to approve a pending proposal to provide the same accelerated delivery for publications of less than weekly frequency (like the GR) that is now provided for publications of weekly or greater frequency. This, the convention said, would provide one possible solution to the GR's chronic slow delivery problem.

• That meanwhile locals that have not done so take out first-class subscriptions to the GR for members of their executive committees to ensure speedier delivery. First class subscriptions for members cost $3.25 a year.

• That locals that have local publications consider affiliating them with the International Labor Press Association.

Back Women's Year, U.S., Canada told

Denver, Colo. — International Women's Year was supported and endorsed by the Denver Convention in a call for Guild locals and the U.S. and Canadian governments to participate fully in its observance.

"We emphasize that observance of International Women's Year should involve men as well as women, for when the status of women is advanced, and inequality eliminated, the family, the community and the nation itself benefit as well," the convention said in a resolution.

It was adopted following an address by Joan N. Goodin, an advisor to the U.S. delegation to the recent World Conference for International Women's Year, held in Mexico City. The conference, ended four days before the Guild convention began, was sponsored by the United Nations.

Goodin, assistant director of international affairs with the Brotherhood of Railway and Airline Clerks, described herself as "a trade unionist and a feminist."

She said she was the only labor person with the U.S. delegation and noted the absence of labor representatives on other delegations.

Goodin said her mission as a member of the delegation "was to try to insure that labor had some input into the discussions and results of the meetings."

She was critical of news coverage of the conference saying, "it was very, very slanted and really didn't give a good picture of what went on there."

She said some newspapers made it look as if all that happened was a lot of bickering and heckling among women.

Goodin said some women reporters had to "do battle" with editors to get permission to cover the conference. "No interest was shown on the part of editors. The public needs to know exactly what happened at the conference and the substantive work that was done," she added.

Despite what Goodin described as "very strong political and governmental pressures" to assure that more positive results were not achieved, the Women's Conference unanimously adopted a 10-year world plan of action.

That plan, drafted by the UN Secretariat, is designed to bring about the worldwide advancement in the status of women in society.

The convention urged the U.S. and Canadian government to implement the 10-year plan and to provide the staffing and financing necessary to do so.

"We recognize the importance of effective and prompt implementation of the UN action plan . . . because women have not yet attained full equality in any nation of the world despite years of effort to eradicate sex discrimination," the resolution said.

Goodin suggested that the convention resolution be submitted to the National Commission for International Women's Year.

"They need ammunition . . . so they can pressure higher up," she said.

JOAN GOODIN, CENTER, WAITING TO SPEAK

Others, from left, Resolutions Chairperson Beverly Bennett of Chicago; Ellis T. Baker, TNG's director of administrative operations; TNG President Charles A. Perlik, Jr.

UFW and its boycotts backed by convention

Denver, Colo.—Denver Convention delegates responded with their votes and their pocketbooks to a call by the United Farmworkers for continued support of efforts to win just wages and working conditions for U.S. agricultural workers.

The convention affirmed Guild support of the UFW and called upon Guild members to demonstrate it by continuing to boycott grapes, lettuce and Gallo and Franzia Brothers wines "until just contracts have been achieved" after hearing a spirited appeal from UFW member Jesus G. Valderrama.

"We need you to pass this resolution," Valderrama said in an address delivered to the convention in Spanish. New York delegate, Alex Beauchamp, a native of Puerto Rico, acted as interpreter.

Valderrama noted that legislation has been passed recently in California that will allow field workers to decide whether the UFW or the Teamsters will represent them.

He said the farmworkers "do not want the Teamsters because they do not understand the problems of the field workers."

Valderrama said that UFW President Cesar Chavez, once a field worker himself, "can understand the problems and sufferings of the field workers."

The struggle will not end with the election, he noted.

"After the elections there still remains the struggle to win contracts. Only after the contracts have been signed will the boycott be ended."

Delegates contributed $470 to the UFW in a floor collection.

Action backs unit strike vote

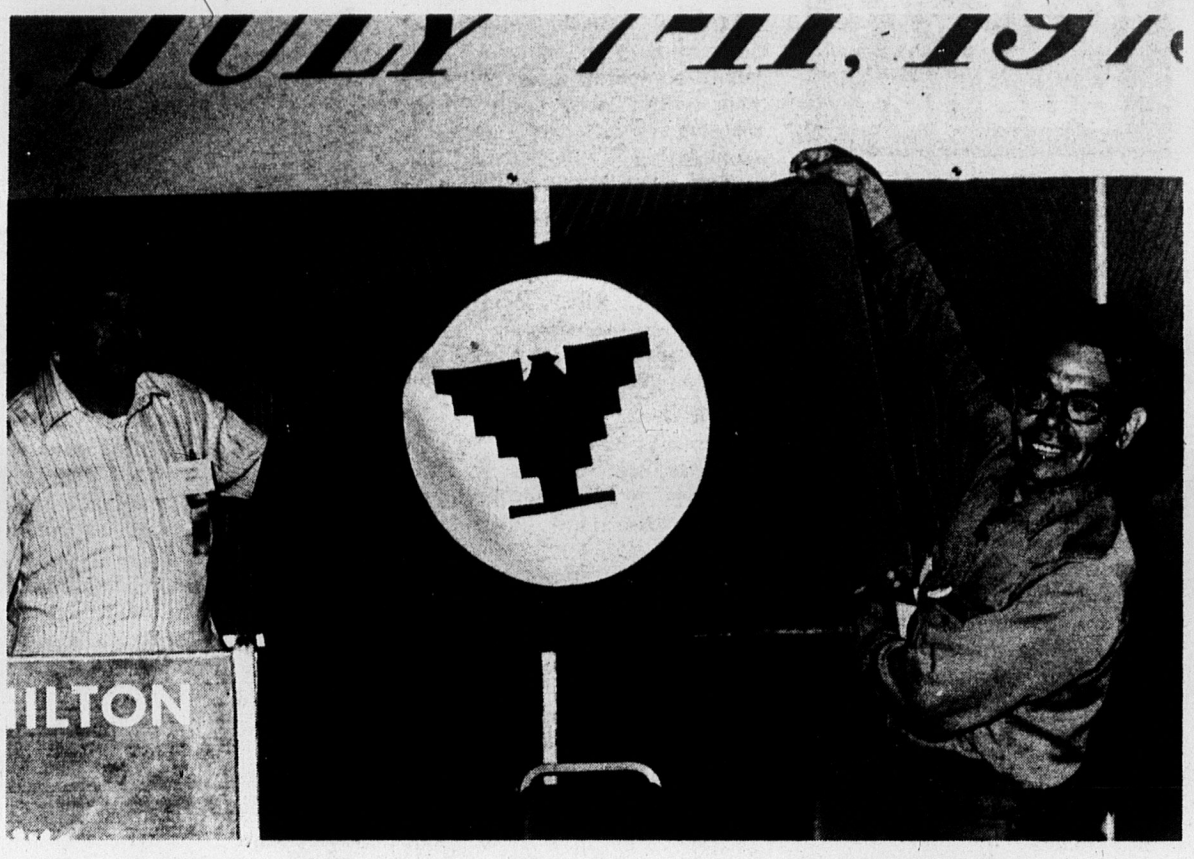
Denver, Colo. — The Sacramento Guild's Union unit won the unanimous support of TNG's 42nd Annual Convention for a strike against the paper if necessary to win a satisfactory new contract.

A convention resolution commended Guild members at the Union for their bargaining strength and pledged full support.

The unit voted 68-7 June 29 to authorize its bargaining committee to call a strike after negotiatnig with the paper for more than a year.

John P. McGoff, president of the Michigan-based Panax chain, who bought the paper earlier this year from the Copley chain for a reported seven million dollars, has demanded, for the first time in the history of Guild contracts in Sacramento, that "parity between competing newspapers shall not be allowed," the convention resolution said.

Since McGoff took over the paper at least 28 Guild members and four management persons have been dismissed. The newspaper said the staff cuts were necessary to pare its financial losses.



From Cesar to Denver . . . with thanks

Denver Guild President Irvin Moss, left, and United Farmworkers representative Jesus G. Valderrama display UFW flag inscribed to Denver Guild by UFW President Cesar Chavez as a mark of appreciation for the local's efforts in Denver in support of UFW boycotts. Valderrama presented other flags, also inscribed by Chavez, to TNG and to the New York Guild.

DAY BOOK

International Election and Referendum Committee, voter eligibility and election rules meeting, Aug. 29, TNG headquarters, Washington.

TNG elections, six-day voting period, Sept. 18-23.

International Election and Referendum Committee, meeting, tabulation and certification of election results, Oct. 8, TNG headquarters, Washington.

International Executive Board, fall meeting, Nov. 3-6, TNG headquarters, Washington.

43rd Annual Convention, June 28-July 2, 1976, Shoreham Americana Hotel, Washington.

U.S. voting-rights law extension supported

Denver, Colo.—With the 1965 Voting Rights Act due to expire Aug. 6, the Denver Convention urged swift action by the Senate to extend and expand it as a "Magna Carta for U.S. minorities."

The act struck down long-standing obstacles that prevented minorities from participating in the political process in many states, the convention noted.

"Without extension, the safeguards it erected for full exercise of the right to vote will die," it said.

The House has approved extension of the act for 10 years and expansion of its coverage to include Spanish-speaking citizens, Alaskans, Indians and Asian-Americans as well as blacks, the convention noted.

"These provisions allow the U.S. Attorney General to send in federal examiners . . . to monitor elections in states that have restricted voting rights in the past," it pointed out.

The Senate is considering a bill similar to the one passed by the House. Senate majority leaders have said they are pushing for passage before Congress takes August off, despite determined resistance to the measure from many Southerners.

ROD FELIX OF HARRISBURG

Convention 'housing' costs delegate $5 a day

By MARLENE L. JOHNSON
Assistant Editor

Denver, Colo.—Thanks to Rod Felix, the small Harrisburg Guild was able to send two delegates to the convention this year.

That's because Felix, the local's treasurer, made the 1,600-mile trek from Pennsylvania to the Mile High City with his 24-foot house trailer in tow.

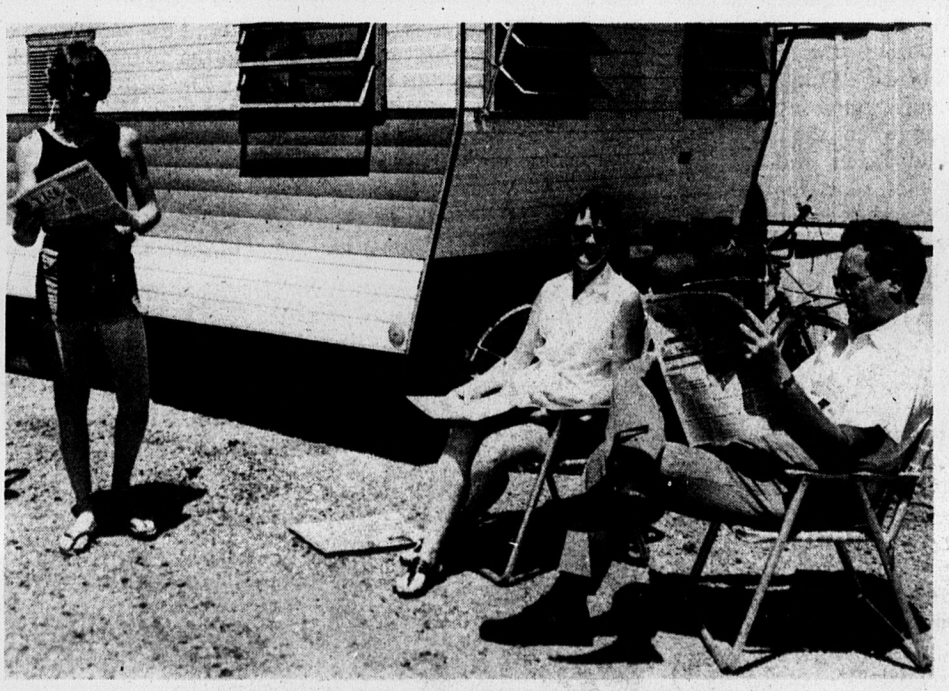
And during the week-long convention, Felix, his wife, Velma, and 14-year-old son, David, lived in the trailer at a campground for $5 a night. They'd have had to pay at least $35 a night at the Denver Hilton where the convention was held.

"For a trip of this length it's almost financially prohibitive [for Harrisburg] to send a full delegation," he said.

It was the second time Felix brought his own housing to the convention. Last year he took the trailer, which, he says sleeps six comfortably, to St. Louis.

The Harrisburg delegate said traveling with the trailer holds costs down and enables his local, of some 65 members, to have its full complement of delegates and "better representation at the convention."

(Under TNG's Constitution, a local is entitled to one delegate for each vote it has in the convention. The number of a local's votes is determined, under a constitutional formula, by the average number of monthly per-capita payments a local makes to TNG during the preceding fiscal year.)



THE FELIXES BETWEEN SESSIONS
David, Velma and Rod at the campground

Felix figures it costs him an extra 3 cents a mile, or about $12 more a day for gas to pull the trailer. "A day's travel and lodging costs less than $34.

"If we did not pull the trailer, we would pay $30 a night in a hotel and about 4 cents a mile for gas," he said, or about $46.

By driving an average of 400 miles a day Felix and his family reached the Denver area in four days with little trouble.

"We got a flat tire on the trailer, but buzzed into the nearest gas station; got a used one for $5 and dirty hands," he said.

They found space for the camper at the Shady Meadow campground about 18 miles or 25 minutes by car, from the Convention hotel. The daily rate was a mere $5 per night.

Felix described the campground as "well equipped with a swimming pool, laundry, playground and showers."

But, "there was no shade and no meadow," he added with a chuckle.

Felix, a member of the Guild since 1966, says he usually combines the convention with a vacation. He and his family first started camping in 1967—in a tent. They went to Montreal Expo.

Since then they have pulled the trailer to Prince Edwards Island, Huntsville, Ala., Mammoth Cave and, on weekend trips, to Pennsylvania state parks.

"We've never done much flying or hotel living. We go for the nature stuff," Felix said.

At least one other delegate arrived at the convention with a camping trailer in tow. But instead of living in it, Bill Anstett, president of the Twin Cities Guild, and his wife, Elaine, stayed in the hotel. They turned the trailer over to their two sons. Pat and John, ages 11 and 14. By sheer chance the Anstett trailer was parked just across the way from the Felix's.

"A couple of fine young men," said Felix.

India, Portugal rapped for suppressing press

Denver, Colo. — Decrying recent imposition of controls on the press in India and Portugal, TNG's convention called on those nations' governments to reverse their actions so that the flame of democracy can be rekindled in each.

The convention denounced both the "de facto supression" of Portugal's opposition media and India Prime Minister Indira Gandhi's restrictions on news coverage of Parliament and her order clamping strict censorship over both local news and foreign correspondence.

The latter resulted in the expulsion of at least one reporter, Guild member Lewis M. Simons of the Washington Post, from India.

In Portugal the governing armed-forces council put military officers in charge of the Socialist newspaper Republica as well as the Catholic radio station Renascensa.

Following the government's action, the editorial staff at Republica was ousted in May by Communist-led printers who took over publication of the paper.

The convention called upon the military council to return both Republica and radio Renascensa "to the hands from which they were seized."

Nothing less will leave burning the bright hope of democracy kindled by the overthrow of Portugal's right-wing dictatorship in 1974," the convention said.

The ousted journalists held a press conference at Lisbon on July 16 and vowed to continue fighting for press freedom in Portugal. The news conference followed a mass protest staged by the Socialist Party to express criticism of the government.

Simons, who has served as the Post's South Asia correspondent for the past three years, was the first foreign journalist to be expelled under Gandhi's censorship regulations.

The Post said the Indian government ordered Simons "to leave India within 24 hours and never to return," because he refused to abide by censorship regulations.

The Foreign Affairs Ministry admitted that was one reason for Simons's explusion, but a spokesman said the main raeson was a dispatch Simons filed June 20 from New Delhi.

The dispatch reported that the Indian defense minister had asked the army chief of staff to supply equipment and soldiers in civilian clothing to be used in a rally supporting Gandhi, the Post said. Those plans fell through when word leaked out.

Simons said a military source had reported growing tension in the armed forces "which have a long and proud tradition of remaining out of politics." The dispatch added that some officers had become "annoyed over Gandhi's refusal to resign."

The Indian government described Simon's story as "uncorroborated, false, mischievous and unchecked," and said it was "verging on incitement," according to the Post.

The convention also said it found it "incredible" that a group of 47 New Delhi journalists reportedly have assured Gandhi of their support for her censorship program.

At the same time the convention took note of a plea by India's National Union of Journalists and the Indian Federation of Working Journalists that the harsh regulations be relaxed or lifted.

"We urge the Gandhi government to restore the untrammeled press freedom that once helped give India the proud title of the world's largest democracy, and to end its censorship of all news media, domestic or foreign," the convention said in a resolution passed as a special order of business on its final day. It was introduced by TNG President Charles A. Perlik, Jr.

Meanwhile in Zambia, the government took over two privately owned newspapers, the Times of Zambia and its sister Sunday paper. The country's other main daily, the Zambia Daily Mail, already was government owned. Zambian President Kenneth Kaunda announced the nationalization of the newspapers along with all privately owned land, movie theaters and hospitals.

Nigerian visitor

Assam H. Odungide, trade union adviser to the Nigerian Federal Ministry of Labour, thanks Guild delegates for the hospitality shown him during a visit to the Denver Convention. He was there for parts of two days as part of a U.S. State Dept.-sponsored tour of the United States during which he is studying unions' operations. He sat in on meetings of several convention committees in addition to observing action on the convention floor during general sessions.

Kennedy-Corman bill backed on health care

Denver, Colo.—Guild convention delegates passed a resolution solidly backing the National Health Security Bill introduced by Sen. Edward Kennedy and Rep. James Corman and urged quick adoption of the measure in both houses of Congress by veto-proof majorities.

The Kennedy-Corman bill "would provide quality medical care for everyone regardless of income," the resolution said. "If it is adopted no American would ever again have to pay a doctor's bill or a hospital bill."

Noting that TNG and the labor movement have been campaigning for a national health insurance program for five years, the convention expressed hope that the Kennedy-Corman bill will be passed this year despite some foot dragging by President Ford's Administration.

The Ford Administration, which favors former President Nixon's old "Comprehensive Health Insurance Plan," wants Congress to wait until next year to take action on health insurance legislation.

The Nixon-Ford plan, which sets high deductible and co-insurance requirements and provides only minimal cost controls, "would leave large numbers of citizens unprotected," the resolution said.

Speaking in support of the resolution, Pacific Northwest Delegate Hugh H. Harrison, a TNG vice president, called it "a national shame" that the "richest," most industrialized country in the world doesn't have a national health insurance program.

"We should be the best in the world in health," but the U.S. is 17th in infant deaths, 22nd in life expectancy for males and eighth for females, Harrison said.

"We keep hearing it will be next year or the year after before we get national health insurance. We can do something about this shame" and "it's damned well time we started," he added.

The convention encouraged locals to join the push for adequate health care by persuading their congressional representatives to add their names to the list of sponsors.

Harrison reiterated that plea and pointed out that nearly a quarter of the members of both the House and the Senate already are listed as sponsors of the Kennedy-Corman Bill.

Locals also were urged to join coalitions organized in 38 states to work for passage of the measure.

TV, actors unions studying a merger

The Screen Actors Guild and the American Federation of Television and Radio Artists are beginning a study of the possibility of merging. They made a similar study in 1960.

Printers working in Knoxville plant vote for representation by the Guild

Knoxville, Tenn. — Twenty-eight of 44 printers working at the Knoxville News-Sentinel voted for representation by the Guild in a National Labor Relations Board election July 16.

Nine of the 44 voted for the Knoxville Typographical Union, six for "no union," and one for the Graphic Arts International Union, the union that petitioned for the election.

There also were 42 challenged ballots. All were cast by printers not presently working at the paper but on a preferential rehiring list since last spring as part of an agreement between the ITU local and the paper to settle an unfair-practice charge accusing the company of refusing to reinstate printers off the job since July 17, 1974.

The printers had walked out to protest the company's use of a nonunion ad-department employe to feed an optical scanner. Some were subsequently reinstated.

The Knoxville Guild intervened in the election with the "full knowledge of the ITU locally and internationally" after "we saw there was a problem," according to Roland Julian, Knoxville Guild organizing chairperson, and William Brown, TNG international representative.

Government counts working women

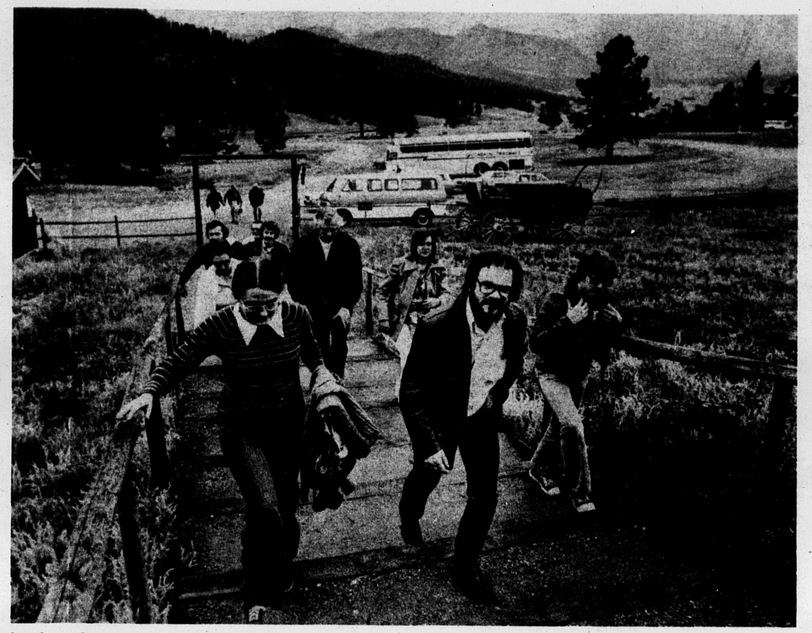
Women accounted for 49 percent of so-called white-collar workers in 1974; 17 percent of the blue-collar jobs, according to the U.S. Dept. of Labor. Women held 63 percent of the service jobs.

Accenting pensions, bargaining

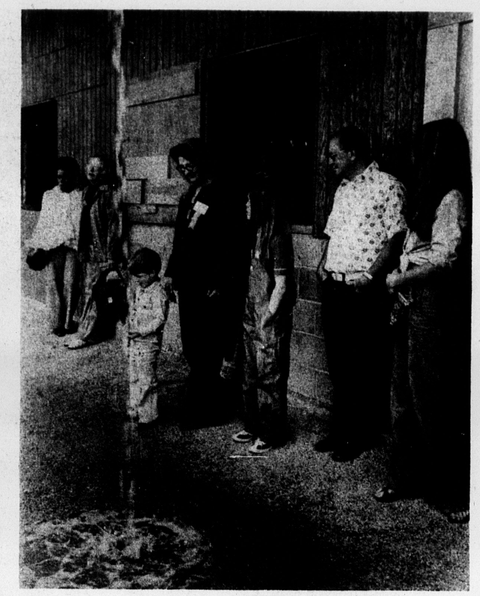
TNG's new pension consultant, John Gentleman, photo at left, leads discussion of pension benefits and provisions of recently effective U.S. pension reform act during a clinic held on Denver Convention's opening night. Above, Richard J. Ramsey, executive secretary of TNG's Contracts Committee, leads other delegates in discussion of bargaining during clinic on that subject. A third clinic on contract enforcement and stewards' systems was also conducted simultaneously with the ones on pensions and bargaining. It was conducted by Ellis T. Baker, TNG administrative operations director.

Registering in Denver Sunday afternoon: Jack Wallace of Wilkes-Barre; James Marquis of St. Louis; Carol Clingan of New York.

Guests breakfasted on Monday morning while getting briefed on activities for them: Cicily, 18 months, and Nicolas, 3, Teutsch of Detroit.



Leading charge up the hill to shelter at guest ranch near Estes Park, during convention outing, are Sally Fisher and Bob Dudnick of San Jose.



The people at left needed shelter because it rained at the guest ranch. Some found it under the eaves outside the "chow" barn, above; others found a covered wagon more to their liking, below.

After being greeted in their offices by members of the ITU Executive Council—Darrell Glover of Los Angeles meets 1st Vice President Joe Bingel, below—everybody got on the buses, above, to a buffet lunch hosted by the ITU. And then the week's activities were over.

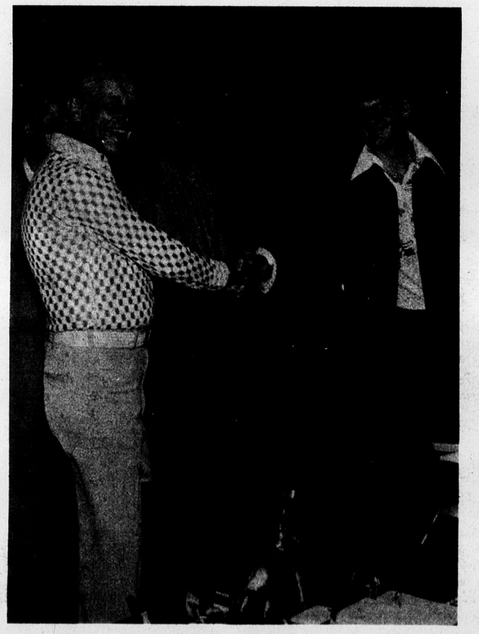
'Doin's'—

Denver...Estes Park...The Springs

Denver, Estes Park photos by Bob Scott
Wire Service Guild

Colorado Springs photos by Clyde East
ITU

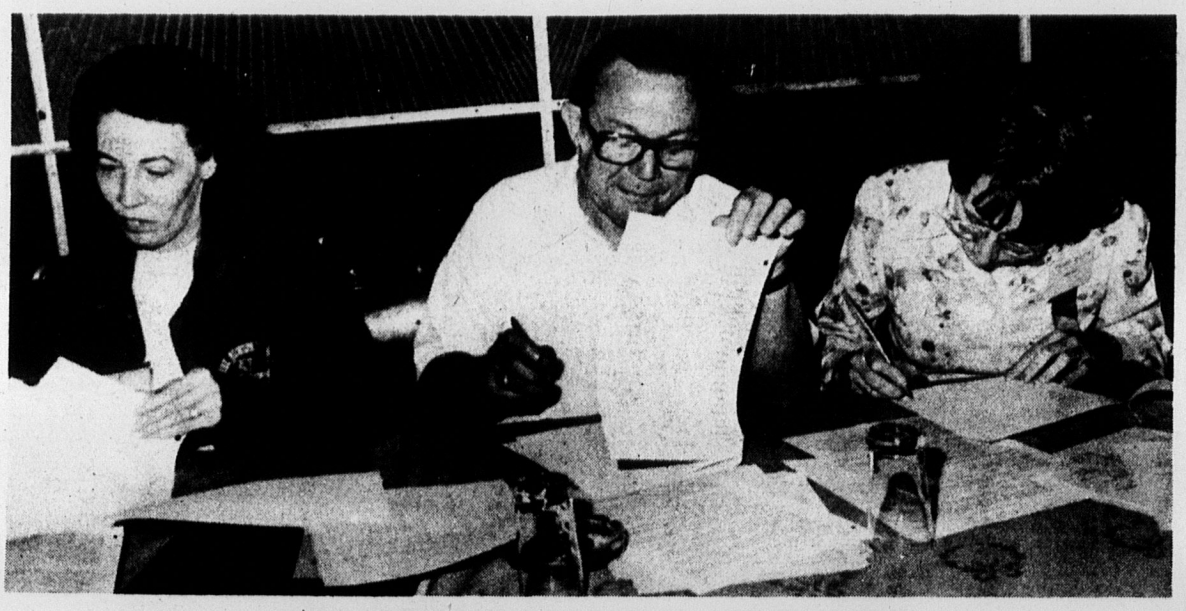
Delegates and guests had the opportunity to cover a lot of Colorado ground during the week that started Sunday afternoon, July 6, with registering at TNG's 42nd Annual Convention in Denver. The traditional Wednesday afternoon convention outing was to the Estes Park area, some 60 miles north of Denver. And then on the Saturday following the convention, July 12, the International Typographical Union hosted all Guild members and guests at a tour of ITU headquarters, and a buffet lunch, in Colorado Springs, some 60 miles or more south of Denver.



Then Guild people toured the ITU's facilities, including its training center, where they looked closely at the equipment, below. At right is Harley Patterson, assistant director of the center. At left, holding Leah, is Gail Natale of Cleveland.

On Saturday, nearly 200 delegates and their traveling companions were welcomed to International Typographical Union headquarters in its auditorium, below. Right foreground are members of TNG's International Executive Board and the ITU's Executive Council.

After "chowing down" inside the barn on cowboy "grub," delegates and guests were treated to a show featuring Ol' West songs, fast-draw artistry and dances of the Plains Indian tribes, below.



CONVENTION'S ROLL-CALL TABULATORS
Virginia O'Shea, Cleveland; Ken Rieger, Toledo; Prudence Brighton, Boston.

How their votes were cast

Below are the tabulations of the five roll-call votes taken at the Denver Convention.

The first was on a resolution calling upon TNG to display the Puerto Rico flag at "meetings, ceremonies and officials acts of the Guild."

The second was on biennial conventions.

The third was on a substitute for a minority report of the Finance Committee. The substitute instructed the International Executive Board to "study the servicing and fiscal problems of TNG's Defense Fund and General Fund, including that of constantly recurring deficits, and report to the 1976 Convention on how best to finance a viable program within our income."

The fourth was on instructing the IEB to "withdraw its authorization of the TNG's President's participation in the Democratic Conference."

The fifth was on a motion to delete an Organizing recommendation urging TNG to acknowledge "each organizing request . . . in any area of the United States or Canada where there is a reasonable chance of success," and "especially" put more effort into the South.

	Puerto Rico Flag		Biennial Conventions		Finance		Political Action		Organizing	
Local	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
Akron	3	—	3	—	—	3	3	—	—	3
Albany	3	—	—	3	3	—	—	3	—	3
Bakersfield	—	3	—	3	3	—	—	3	3	—
Bay City	2	—	2	—	2	—	1	1	—	2
Boston	6	—	6	—	6	—	—	6	6	—
Brockton	3	—	—	—	3	—	—	3	3	—
Buffalo	—	7	—	7	7	—	7	—	—	7
Canadian Wire Service	—	5	—	5	5	—	5	—	5	—
Chattanooga	—	2	2	—	—	2	2	—	—	2
Chicago	4⅕	2⅘	4⅕	2⅘	7	—	—	7	7	—
Cincinnati	5	—	—	5	2½	2½	5	—	2½	2½
Cleveland	7⅕	1⅕	7⅕	1⅕	9	—	—	9	9	—
Columbus	4	—	—	4	4	—	4	—	2	2
Connecticut	2	—	2	—	2	—	2	—	2	—
Denver	9	—	2	7	7	2	—	9	—	9
Detroit	10	—	10	—	10	—	—	10	10	—
Erie	4	—	—	4	4	—	—	4	—	4
Gary	2	—	—	2	2	—	—	2	2	—
Great Falls	1	1	—	2	2	—	—	2	2	—
Harrisburg	—	2	—	2	—	2	2	—	2	—
Hawaii	6	—	—	6	6	—	—	6	—	6
Hudson County	2	—	—	2	2	—	2	—	—	2
Indianapolis	2	—	—	2	2	—	2	—	—	2
Knoxville	2	—	2	—	—	2	—	—	—	2
Lake Superior	3	—	3	—	—	3	3	—	(Abstained)	
Los Angeles	8	—	8	—	8	—	—	8	8	—
Madison	1	1	—	2	2	—	—	2	2	—
Manchester	3	—	3	—	3	—	—	3	3	—
Memphis	3	3	6	—	—	6	6	—	—	6
Montreal	6	—	6	—	6	—	6	—	6	—
New York	67	—	—	67	67	—	67	—	67	—
North Jersey	4	—	—	4	—	4	—	4	2	2
Northern Ontario	—	1	—	1	1	—	1	—	(Abstained)	
Ottawa	—	5	5	—	—	5	5	—	—	5
Pacific Northwest	12	—	3³⁄₁₁	8⁸⁄₁₁	12	—	2²⁄₁₁	9⁹⁄₁₁	4⁴⁄₁₁	7⁷⁄₁₁
Pawtucket	2	—	—	2	2	—	2	—	2	—
Peoria	—	3	—	3	3	—	—	3	3	—
Philadelphia	13	—	13	—	13	—	—	13	13	—
Pittsburgh	3	—	—	3	3	—	—	3	3	—
Portland	4	—	4	—	4	—	—	4	4	—
Providence	5	—	—	5	2½	2½	5	—	3⅓	1⅔
Pueblo	3	—	—	3	3	—	3	—	3	—
Puerto Rico	11	—	—	—	11	—	(Abstained)		11	—
Rochester	2	—	—	2	2	—	—	2	—	2
Rockford	—	2	—	2	2	—	—	2	1	1
Sacramento	6	—	3	3	6	—	—	6	6	—
St. Louis	13	—	1	12	10	3	1	12	13	—
San Diego	9	—	4½	4½	9	—	9	—	9	—
San Francisco-Oakland	8	8	14⅖	13⅗	16	—	—	16	16	—
San Jose	7	—	7	—	7	—	—	7	7	—
Scranton	3	—	2	1	3	—	2	—*	3	—
Sheboygan	2	—	—	2	2	—	—	2	2	—
Sioux City	2	—	1	1	2	—	2	—	2	—
Stockton	—	—	—	3	3	—	—	—	3	—
Terre Haute	3	—	—	3	3	—	—	3	3	—
Toledo	6	—	—	6	4½	1½	—	6	6	—
Toronto	—	16	16	—	—	16	—	16	—	16
Twin Cities	9	—	3	6	—	9	1½	7½	4½	4½
Vancouver-New Westminster	10	—	—	10	—	10	8⅓	1⅔	8⅓	1⅔
Victoria	4	—	—	4	—	4	2	—**	4	—
Washington-Baltimore	25	—	25	—	—	25	25	—	—	25
Wilkes-Barre	4	—	1	3	3	1	4	—	2	2
Wire Service	12⅘	3⅕	9⅗	6⅖	4⅘	11⅕	14⅖	1⅗	6⅖	4⅘ #
Totals	349⅛	66⅕	179¹⁄₁₀	227⁹⁄₁₀	306³⁄₁₀	114⁷⁄₁₀	204⁴³⁄₁₀₀	198⁵⁸⁄₁₀₀	286⁷¹⁄₁₆₅	125⁹⁴⁄₁₆₅

* Plus 1 abstention
** Plus 2 abstentions
# Plus four and four-fifths abstentions

Convention advocates closer interunion ties

(Continued from Page 1)

ing," they "must lead us inevitably to one goal: to merger." Bevis spoke during the convention's second session. Perlik will address the ITU Convention in August.

Perlik said both he and Bevis were convinced when they first met last November that "in the past, leaders of our two unions had approached the problem from the wrong end, attempting to cement unity at the top rather than the bottom."

Pointing to a no-raiding agreement earlier this year and to a series of regional meetings by a Guild-ITU task force with international staff members and local leaders, Perlik said the search for unity "through the grass roots" is "bearing abundant fruit."

"The grass roots want unified action," Perlik said. "And they are, if anything, impatient that they're not getting it any faster."

Bevis said ITU task-force members—who attended the convention as observers and guests—report they "could actually see the apprehension and misgivings, so much a part of any new undertaking, melt away during these grass-roots meetings to be replaced with enthusiasm as the enormous potentials of the programs under discussion were made clear."

Perlik told delegates he is making one international representative's "prime assignment in the months ahead the co-ordination of joint bargaining with printers' and mailers' ITU locals" in order to "make certain" that "now that the seed of unity has begun to sprout . . . it doesn't wither."

Bevis expressed the hope that the two unions soon can launch a "realistic, intelligent" joint organizing program.

Perlik said that "the first steps toward binding our unions closely together have been taken" and "we are comfortable with them, we like them, and clearly our members like them."

But, he said, while he thinks a merger "is down the road . . . that road is not likely to be a short one."

"Merger," he said, "will come when, and only when, the grass roots of our two unions want it, and want it badly."

Perlik also said that "the problem of newspaper-union unity is broader than that of uniting the Guild and the ITU. There are two other major unions representing large numbers of newspaper employes—the Teamsters and the Printing and Graphic Communications Union—and we have to find a modus vivendi with them, too."

That quest is not likely to be easy," he added.

A summary of local and regional inter-union co-operation undertaken since last November—mostly involving the Guild and the ITU, but other industry unions as well—was distributed to delegates as the convention opened.

The convention's Collective Bargaining reports urge all locals to seek joint or co-ordinated bargaining "as the best, if not the only, means" for satisfying Guild members collective bargaining needs, especially for improved wages and job security.

Pointing out that joint and co-ordinated bargaining have included "Guild and ITU bargainers sitting on each other's committee" and in many shops other unions, too, the convention said that jointly bargained contracts produced the best settlements in the Guild during the last fiscal year.

Stating further that it is "imperative that every local in the Guild be aware of every success and every problem encountered" in efforts toward greater unity among industry unions, the convention called upon locals to exchange copies of newsletters and report to local members on co-operative activities with other unions.

"A sharing of this kind of information by locals will provide delegates to the 1976 Convention with a vast store of first-hand information . . . so that merger decisions may be made in that light," the convention concluded.

IT SEEMS TO US

North Jersey delegate charges 'arm-twisting'

UNION, N.J.

Editor:

This is not meant to be a condemnation of the entire recently concluded convention in Denver. Much, much good was accomplished.

But if the Guild were able to apply as much muscle against employers as its own national officers applied against Guild delegates during the convention, we'd have stronger settlements than any other union.

I'm referring to the arm-twisting by national officers to defeat a proposal passed by the organizing committee calling for increased organizing in the South.

I'm sorry I lacked the courage to get up and say—when I had the opportunity at the convention—that something *terrible* was going on. I had been threatened in no uncertain terms by an IR. I know of others whose arms were twisted with implicit threats that support might be withheld from their locals if they failed to vote the "right" way.

And I noted that supporters of the proposal in committee had switched positions after the onslaught.

Unless I misread the purpose of the convention, it is to establish policy, rather than be an automatic rubber stamp for the administration point of view.

Or am I being naive?

ELIAS HOLTZMAN
President
North Jersey Guild

By TNG convention action, letters shall be limited to 300 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue. Deadline, Friday before publication.

Delegates ask new law, probe of dilatory NLRB

Denver, Colo.—TNG and Guild locals were twice urged by the Denver Convention to importune Congress to again make U.S. labor law work for workers, especially when they want to organize.

Federal legislation should be passed to provide for certification by card check, as in Canada, the convention said in adopting the report of its organizing committee, chaired by John J. Wallace of Wilkes-Barre.

TNG should seek it in cooperation with other international unions; locals "in co-ordination" with central labor bodies, the convention declared.

Accusing the National Labor Relations Board of acting "directly counter to the spirit" of the law it was set up to administer, the convention also called on TNG to seek a Congressional probe of the NLRB's operations "preliminary to fashioning suitable remedies."

"In election cases the NLRB's practices and procedures have permitted, indeed, promoted, lengthy delays" that have "played into the hands of employers seeking to beat back their employes' attempts to achieve union protection," the convention declared in a resolution from the International Executive Board endorsed by the Resolutions Committee, headed by Beverly Bennett of Chicago.

The convention cited "eight months elapsed" between petition filings and elections in organizing efforts by advertising employes of the Minneapolis Star and Tribune and by employes in four departments of the Bremerton, Wash., Sun. The latter election was lost, the former apparently so.

It also said that the Chicago Guild "had to withdraw a petition it had filed seven months prior to the scheduled election date" at the Aurora, Ill., Beacon-News "because its majority had been eroded during the delay and the board had failed to move against the company's anti-union activities."

The convention charged that the board also permits employers to prolong representation hearings and delay elections "with interminable—and frivolous—arguments over long-established precedents, such as the validity of major Guild departments as appropriate bargaining units."

Employers also are permitted to call "witness after witness whose only function is delay and obfuscation," the convention stated.

"By contrast," it noted, "when a decertification petition, frequently inspired by the employer, is filed . . . the processes of the board move swiftly enough.

"The record proves, without question, that representation delayed is representation denied," the convention said.

The NLRB's record on unfair labor practices "is no better," it added.

It accused the NLRB of "pressing with zeal . . . complaints against unions, including the use of injunctions" while refusing to use "its authority to seek injunctive relief against employers or to impose upon guilty employers any meaningful remedies to right the wrongs committed daily."

"Particularly is this true in refusal-to-bargain cases, where blatant employer misconduct has time and again resulted in a mere order to bargain long after the union's strength has been dissipated."

The convention called such an order "a slap on the wrists hardly felt by those bent on the destruction of unionism and employe rights."

In cases of dismissals for union activity, the board has "undercut" employes' rights by "insisting that the burden of proof be met, not by the employer who orders the dismissal, but by the employe whose job the law is supposed to protect," the convention stated.

It called "unconscionable" the year it takes to resolve the average unfair-practice charge.

Early legislative action is "imperative," the convention said. "Every day employes in the newspaper and other industries lose the right to bargain because of the board's sluggish procedures."

The convention recommended that Congress carefully study legislation that would provide pre-hearing elections — elections conducted quickly after petitions are filed, with decisions on disputes to be settled afterward.

The convention also called for "telescoping the entire drawn-out NLRB election procedure" by, among other things, cutting the period for legal briefs and eliminating board review of regional decisions except in unusual circumstances.

The convention also called, in its organizing report, for the Guild to join with other unions to press for repeal of "insidious" so-called right-to-work laws wherever they exist, recognizing that their existence "constantly thwarts" organizing efforts.

The convention also:

- Urged further exploration of joint organizing with one or more other unions.
- Authorized additions to the permanent TNG field staff as financial capacity permits "to further accelerate the pace of organizing."
- Reminded locals of the need to form local and unit organizing committees and to confer with TNG about every aspect of organizing in Guild jurisdiction in their areas.

The convention rejected, on a roll-call vote, a recommendation of the Organizing Committee that would have called upon TNG to acknowledge each organizing request "in any area of the United States or Canada where there is a reasonable chance of success," to "rededicate" itself to organizing and to "put more effort into organizing in the South."

WALLACE OF WILKES-BARRE CONDUCTING
. . . from Organizing Committee chair

The proposal, which had its genesis in a Memphis and Southern District Council call this spring for TNG to "make special efforts" to organize in the South, was voted down by more than two to one after lengthy debate and withdrawal of an amendment by Keith Haugen of Hawaii that would have added the Gannett chain as a second area for special organizing attention.

Opponents of the measure held that despite its softly couched language the proposal sought to change TNG's "pragmatic" policy of flexibility in assigning staff to organizing situations offering the speediest prospects for success without regard to geographic location.

"It is an unfortunate and sad part of life, I suppose, that there has to be a pragmatic decision made on organizing," Robert Forsyth of Sacramento said from the floor in urging deletion of the recommendation.

Expressing his sympathy for the problems of Guild people in the South and in the Gannett chain, Forsyth said, however, that "those problems, particularly in the South, are bigger than TNG."

Sacramento, which has newly organized units in Modesto and Fresno, fears that if the measure were to be passed it would "by implication or in fact restrict the ability of TNG to take a pragmatic, hard view" of organizing situations, Forsyth said. "This kind of language . . . last year or two years ago would have hurt Sacramento," he said.

Proponents of the measure denied they were seeking to tie TNG's hands on staff assignments or to restrict it to any region. Rather, they said, they wanted a fairer share of TNG's organizing efforts and funds in the South.

"We are just trying to get in on the action," said Orville Hancock of Memphis, adding that "most" organizing help requests from the South "have not been fruitful" in producing TNG assistance; "in some instances . . . kissed off without even a probe."

Porter Binks of Chattanooga said the South is "awake and ready to be organized" and that some potential Guild organizing situations "deserve a closer look."

'Reform' bill, police codes rapped

Denver, Colo.—TNG's Convention urged Guild locals to campaign against threats to press freedom in the proposed revision to the U.S. Criminal Code, renewed the Guild's call for absolute privilege laws, demanded publishers take steps to protect newsgatherers from acts of violence and warned against crime-coverage codes.

Citing an increase in the number of threats against and assaults on news workers, the convention urged Guild locals to insist that publishers protect their employes and called upon locals to press for contract language to ensure the safety of their members.

"We demand that publishers improve security, press for official investigations and prosecution to the fullest, when their employes have been threatened with violence or attacked in the course of their duties," a convention resolution said.

The convention also warned locals against what it characterized as a "disturbing development," reported by the Hawaii Guild: the negotiation between publishers and law enforcement agencies of "guidelines" for news coverage that, under the guise of securing the rights of press and public, work to restrict the availability of news and burden its publication.

One such agreement reported to the convention commits police to furnish the press with information on only those crimes they consider of "substantial importance," but commits the press to inform police before publishing crime news from other sources so that the police can act to counter any "detriment" to them that might result.

"Guidelines such as these clearly subvert the rights of press and public alike," the convention said. "The first could permit secret arrests, the second is an invitation to prior restraint on publication." It warned locals to guard against such agreements and to repudiate them where necessary.

Underscoring concern that reporters could be jailed for refusing to disclose their sources, delegates approved another resolution calling on both houses of Congress to strip the proposed criminal-code reform (S.1) of all provisions which infringe upon freedom of the press.

"That Congress should fail to enact a bill upholding newspersons' right to protect their information and sources would be deplorable. That it should enshrine in the Criminal Code a repudiation of that right, backed by criminal penalties, would be an outrage," the resolution read.

The proposed legislation would make it a felony for a government employe to give classified information to the press. And persons receiving national defense information, even though it carried no security classification, would be subject to criminal penalty unless they turned it over to the government immediately.

A reporter who made such information public could be fined $100,000 and jailed for up to seven years under the "reform" bill, the convention noted.

It pointed out that the American Civil Liberties Union has warned that enactment of the proposed code could turn the press into "merely a withered arm of government" and would "irreparably damage if not destroy, the freedom of the press" in the United States.

The convention resolution also called on Congress to amend the federal rules of criminal procedure to extend the application of state privilege laws, where they exist, to federal courts, as suggested by the Reporters' Committee for Freedom of the Press.

"In the absence of a federal privilege law, it is the least Congress can do," the convention said.

The convention, in its Political Action report, pointed out that some state privilege legislation has been strengthened, but warned locals to be alert against state measures so loaded with exceptions and exemptions they would provide no more protection "than a shield of Swiss cheese."

Delegates renewed TNG's call for absolute privilege legislation in view of what it called "a growing number of subpoenas seeking to pry loose newspersons' information and sources."

A "qualified privilege bill" now being considered by the House Judiciary subcommittee would provide protection against most efforts to force disclosure of information and sources. But newsgatherers still would be vulnerable in trial situations, the convention said, and urged "other media organizations not to be seduced by the siren call of 'half-a-loaf' legislation that would compromise away what it avowedly seeks to protect."

Munich-RFE gets support

Denver, Colo.—The Denver Convention pledged its "wholehearted support" to members of the New York Guild's Radio Free Europe-Munich unit in their fight to continue as a viable voice of freedom for the peoples of Eastern Europe.

RFE is faced with a 15 percent cut in its work force because of a proposed 8 million dollar budget cut.

The station would slowly strangle to death if the staff is reduced without matching cuts in programming schedules, New York Guild Executive Vice President Harry Fisdell warned Congress in May.

Fisdell urged Congress to vote a full 65-million-dollar appropriation for fiscal 1976.

The convention also called upon TNG to "strongly support" the Munich members in their "battle for job security, adequate pensions," and better labor-management relations.

Perlik: 'road to merger not likely to be short'

Reproduced here is the text of that portion of TNG President Charles A. Perlik, Jr.'s, address to the opening session of the Denver Convention in which he spoke of the efforts toward ever greater co-operation between the International Typographical Union and The Newspaper Guild.

YOU MAY RECALL that in St. Louis last year I urged various steps to halt and reverse the downward trend in wage settlements—and the quicker the better.

Cooperation with the craft unions, I pointed out, was essential to the realization of that goal. A way had to be opened up to enlist the craft unionists in our industry in that wage drive.

I reported that the new international president of the ITU, A. Sandy Bevis, had responded affirmatively to my invitation for an early exchange of views. President Bevis told me that he, too, wanted to talk as soon as possible.

We first met at the ITU's Colorado Springs headquarters on Nov. 7. President Bevis and I set in motion a program seeking to achieve a new day and a new way in relations between the Guild and the ITU. Among a number of steps, the most important was the creation of a joint ITU-TNG task force.

Named by President Bevis to represent the ITU on the task force were Allan J. Heritage, assistant to the ITU president, and Robert L. Wartinger, assistant to the president and director of the ITU's Bureau of Contracts. They are both here today and will be with us during the balance of this conventiton.

You can meet them now. I would like to ask Al and Bob to stand, please, so our people can recognize you. I know in a good, solid Guild convention all of you will take the opportunities that are presented to you to introduce yourselves to both of them and get to know them better.

To represent the Guild on the task force, I appointed Bill Blatz, our Director of Field Operations, and International Representative Chuck Dale. Although it is hard to imagine that there is anyone in the Guild who doesn't know both of these gentlemen well, I want them to stand as well, for those of you who may not.

●

IT IS A MEASURE of how much ice has melted in the relationship between our two unions that Al Heritage and Bob Wartinger are here this week, and that Brothers Blatz and Dale will complete the exchange at the ITU's convention next month. Still another measure—and an opportunity to hear how the ITU views our developing relationship—will come later in the week when President Bevis himself will address us. That event, too, will have its counterpart at the ITU's convention, which I have been invited to address.

Neither President Bevis nor I gave the task force members any deadlines to meet, nor did we impose any other confining restrictions upon them. We asked only that they do what others have tried to do in the past without long-lasting success: find an answer to the critical question of how to permanently harmonize the relationship and the activities of our two unions, and to develop the mechanics for implementing that answer.

We asked the task force to isolate areas of conflict and find ways of preventing conflict in the future. We asked it to find a way to blend our efforts in the area to which we devote 90 percent of our time—collective bargaining—and to suggest techniques for solving the many complex problems that have plagued our efforts to build a united front against our common foe—newpaper-industry employers.

Both unions were acting under convention mandates—ours, one of long-standing, directing TNG officers to seek unity with other newspaper unions; theirs an action of the ITU's 1974 convention urging joint bargaining with other unions and speedy action toward a merger with them. But both President Bevis and I were convinced that in the past, leaders of our two unions had approached the problem from the wrong end, attempting to cement unity at the top rather than the bottom.

We did take one vital step at the summit: the negotiation of a no-raiding agreement. We considered that essential to the removal of friction that might poison our developing relationship.

But we have not attempted to draw up any blueprint for merger, and indeed we have not even seriously discussed the possibility of such an eventuality at this early date. Too many difficult problems lie in the way.

We asked the task force to see what it could do about promoting unity at the grass roots level—in our locals—and I think it's not too early to say that this approach is bearing abundant fruit. The grass roots want unified action, and they are, if anything, impatient that they're not getting it any faster.

The task force has been out in the field, meeting with locals and district bodies of our two unions, bringing together the ITU and TNG field-staff members whose previous encounters have all too often been antagonistic rather than co-operative. The question it has posed has been simple: what can we do to encourage Guild locals and ITU locals to fight together—not separately or against one another—at the bargaining table?

The answers have been gratifying. We've witnessed cross-pollination of bargaining committees—printers and ITU mailers on our committees, Guild members on theirs. We've seen the formation of new unity councils—and a recent questionnaire circulated to Guild locals indicated that more are in embryo.

The "hot line" between TNG and ITU headquarters, on which icicles had begun to form, has become energized, and we discuss our problems fully and frankly as they arise. We don't always get instant results, but we're not issuing white papers any more, we don't call each other names, and we're trying to help each other in every way possible. Those of you who don't think that's a 180-degree shift in the relations between us have blessedly short memories.

The climate of co-operation we have established has spread. In May the ITU and the Printing and Graphic Communications Union—better known to you as the pressmen—signed a no-raiding agreement similar to ours, reactivated their own hot line and agreed to encourage unity and joint bargaining at the local level.

The first tentative steps toward co-operation have been taken between us and the pressmen, and the Graphic Arts International Union and the International Mailers Union are exploring organic unity.

Plenty of thunder clouds still hang over us, but right now the forecast appears to be "fair and warmer" for relationships between almost all the unions in our industry.

I have said before that the destinies of the Guild and the ITU are inseparable; that fact has not changed, nor is it likely to.

The first steps toward binding our unions closely together have been taken. We are comfortable with them; we like them, and clearly, our members like them. More and bigger steps will be taken in the months ahead—not only by us at headquarters and by the task force but by many Guild and ITU locals around the country.

The latter, particularly, are coming fast. In the span of this past week we learned that a new interunion council had been formed in California's Central Valley, that ITU representatives had been appointed to the Guild's bargaining committee in Long Beach and that a local Guild-ITU task force has been created in Toledo.

As part of our efforts to keep in step at headquarters, I'm making Brother Dale's prime assignment in the months ahead the co-ordination of joint bargaining with printers' and ITU mailers' locals. Now that the seed of unity has begun to sprout anew, we intend to make certain that this time it doesn't wither.

There can be no question that each step that brings us closer together at either the local or the international level is a step forward for every Guild and ITU member in making his or her union an effective fighting force. And there can be no question, either, that each step, small or large, also brings us closer to the full unity that many of you have already evinced impatience for, the unity that will produce one voice, one *loud* voice, at the bargaining table.

We think a merger of our two unions is down the road, but that road is not likely to be a short one. There are still barriers on that road, and I don't mean the technical ones that are most often referred to—differing dues structure, the ITU Pension Fund or the differing locations of our international headquarters. There are harder and more important problems than that.

We set a high price on some of our philosophic traditions: a centrally- and democratically-created set of collective bargaining goals and programs administered and coordinated jointly by the locals and the international. Preservation and strengthening of these concepts are important to us.

The forging of a new and closer relationship between our two unions has brought progress toward a common bargaining approach, but we haven't achieved it yet, and and it's hardly likely to come overnight. When it does organic unity will come almost as an afterthought.

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SO, FOR THOSE of you who have hesitations and reservations about such unity, there will be some time to get used to working with the Typographical Union on the local level and to re-evaluate your feelings on the basis of the new relationships. You'll have a chance to wade before deciding whether to swim. Merger, as the task force members have been telling locals around the country, will come when, and only when, the grass roots of our two unions want it, and want it badly.

The Guild's Constitution, as well as our basic philosophy, assure that. Any merger negotiated by the IEB would have to be approved by a Guild convention and then in an international referendum before being effectuated. We hope that such an agreement will emerge one day, and that it will win the necessary approval, but we frankly don't expect to see it in the immediate future.

For one thing, the problem of newspaper-union unity is broader than that of uniting the Guild and the ITU. There are two other major unions representing large numbers of newspaper employes—the Teamsters and the Printing and Graphic Communications Union—and we have to find a modus vivendi with them, too. That quest is not likely to be easy.

So I trust, as the convention gets down to its deliberations, that it will do so with its eye on the ball—and the shape of the ball is working unity with all of the craft unions, not esoteric discussions of differences in union philosophies.

We fervently believe that if we take care of unity on the local level, a unity that will bring its own rewards in better contracts achieved with fewer strikes, then unity at the top will take care of itself. The heartening developments of the past eight months have given testimony to that belief, and we are confident that developments in the months ahead will provide still further evidence.

We unions in the newspaper-industry are united by the basic goal that gave birth to us all—the gaining of a better life for our members. Only pettier considerations, unworthy of us, can keep us apart as we attempt to achieve that goal.

Plaudits at the podium . . .
TNG's Barney Peterson, ITU's A. Sandy Bevis and ITU Secretary-Treasurer James Schell

Bevis: 'to last, unity must lead to merger'

This is the full text of International Typographical Union President A. Sandy Bevis's address to the Guild's Denver Convention, except for a few lines of introduction and introductions.

THIS IS A high point in our combined efforts to rebuild our lines of communication and lay a firmer foundation for the ultimate goal of the merger of our two unions. We are also happy that so many of you will visit us this Saturday at ITU Headquarters in Colorado Springs.

In keeping with my pledge at last year's ITU Convention to realistically pursue mutual goals with any other willing international union in the graphic arts and related communications field, the International Typographical Union and The Newpaper Guild have moved rapidly to develop a program of co-operation and co-ordination.

I am also happy to report that renewed discussions with the International Printing and Graphic Communications Union has produced an agreement that will add strength to all of our combined efforts to establish a closer working relationship between our unions.

My subject today should be of importance to you personally, as individuals, and of equal importance to the two great organizations which will surely shape all our destinies far into the future—The Newspaper Guild and the International Typographical Union.

If I had to state my subject in one word, it would have to be co-operation, in large, bold, capital letters.

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THE CO-QPERATION which I envision is more than a simple attempt to stop our squabbling and get along with one another. Rather, it runs the gamut of co-operative efforts in preventing disputes in areas of jurisdiction, to coalition or joint bargaining for contracts, to joint efforts in the area of organizing new plants and new members. And, finally, that such co-operative efforts will lead us to a complete merger of our two organizations into one broad graphic arts and communications union.

Originally, the Guild was a Union of newswriters. You now negotiate for employes in the business office, advertising, circulation and building service and in composing and mailing rooms. Several years ago the Guild entered into the ITU's traditional areas of cameras, darkroom, computers and other composing room work processes.

Obviously such incursions into these other areas of jurisdiction caused bad feelings, both at the local and International levels.

The ITU at the same time has been forced by the evolution of printing techniques to move into areas previously thought of as belonging solely to the Guild. As the use of computers, scanners, cathode ray tubes, video display terminals and the peripheral systems set up to use such equipment made it possible for employers to transfer our work to employes traditionally represented by the Guild we were forced to use whatever means were available to us to either retain our traditional work functions or to follow it.

If a Guild unit was not present, we attempted to organize all the workers performing our work. If the Guild was established in the shop we were then obligated to try to retain our work through the expensive procedures of arbitration or strikes.

I am not bringing these matters to your attention to ruffle any feathers or to open old wounds. Rather, I am pointing out that under the umbrella of new processes and new equipment, the ITU and The Newspaper Guild have been forced into an increasingly closer proximity in the areas of our jurisdictional interests. Our spheres of interest and influence continue to tighten and to overlap, so the areas of confrontation between our two unions will continue to grow.

We are literally being forced by the changes in our industry into a position where we must make a decision—a choice.

As our jurisdictional interests continue to bring us into closer proximity, leaving us less and less room to move, we can decide to fight each other tooth and nail for every new member or for every new electronic device — wearing ourselves out, depleting our treasuries and destroying our effectiveness as labor unions, or we can make an intelligent choice to join forces and work together for the benefit of our two great unions and for the increased welfare of all those people working in the printing and publishing industry who look to us for help and leadership.

The officers of The Newspaper Guild and the International Typographical Union have made a decision—one which we hope will receive the unanimous approval of our respective memberships.

We have decided that since co-operation offers far greater benefits to our organizations than any other course of action open to us, *we will co-operate*. But we decided that passive co-operation as practiced in the past would not get the job done. What we need now is *an active, meaningful program of co-operation*.

Our efforts began with a meeting at ITU Heaquarters on November 7, 1974. Present were President Perlik and William Blatz of your union and myself and other members of our Executive Council and staff members. This meeting resulted in the signing on February 5 of this year, of a Declaration of Principles in which the basic agreement was that we would stop fighting among ourselves and use all our energies to the greater benefit of our members.

A positive outcome of this first meeting was the appointment of a task force . . . This task force has spent long hours reviewing the collective bargaining policy and strategy of both our unions and has explored every possible approach to increased co-operation and co-ordination of efforts in this important area. Considerable time was spent in searching for other areas where positive action and joint negotiation of contracts might prove beneficial.

Out of these meetings was developed the following broad outline of immediate goals sought through cooperation at the international level of both unions:

1. The drafting of a formal "no-raiding" pact to cover existing memberships.
2. Wiping the slate clean of any current raiding charges before the AFL-CIO.
3. Developing an "early warning" system which would include discussions between representatives of both unions prior to strike authorizations—a "hot line."
4. Establishing a common goal policy for collective bargaining which would include common expiration dates for contracts and coalition bargaining between the local unions of both Internationals.
5. Adopting a positive approach to all public relations material which might be issued at either the international or local level and advising the officers of local unions of this co-operative effort.
6. Developing ground rules for co-operation in organizational activities.
7. And finally, making a comprehensive report on all activities to both the ITU and TNG Conventions this year.

One of the most productive efforts of this task force has been a series of eight meetings in various sections of the United States and Canada with members of the task force and field representatives from both the Guild and the ITU and local officers.

Every dime of money and every hour of time spent in these meetings will be returned to us a thousandfold. My representatives tell me that they could actually see the apprehension and misgivings, so much a part of any new undertaking, melt away during these grass roots meetings to be replaced with enthusiasm as the enormous potentials of the programs under discussions were made clear.

One positive step we in the ITU have already taken as a direct result of these meetings—and in the very real realization that such co-operation is good for what ails us—is the publication of a set of guidelines designed to help our local officers and scale committees meet with their counterparts in your Guild locals looking toward a more cooperative approach to collective bargaining.

It is titled "Coalition Bargaining; A Look to the Future." Through these guidelines we try, in simple language, to show our local officers how to achieve the greatest level of co-operation possible with the local Guild and other unions in dealing with the same employer in order to gain the greatest benefits possible from their collective bargaining efforts.

Another positive result of our new co-operative efforts—one I hope to see in the not very distant future—should be a realistic, intelligent, joint organizational program. In addition to the established daily newspapers throughout the United States and Canada which are unorganized there are hundreds and hundreds of the newer suburban daily and weekly papers which are ripe for organizing—if the proper approach is made to them.

What I envision is not a series of competitions to see which of us can organize the largest number of shops or new members. What I see is a really co-operative effort where the ability to bring the benefits of unionism and a union contract to thousands of neglected workers in the printing industry is the primary goal. The details of such a co-operative effort can be worked out to the satisfaction of both our unions.

The important thing is that if we are willing to work together—to share our resources, both human and financial—toward a common goal, then our accomplishments can be as great and meaningful as we want them to be.

But you know—and I know—that if such co-operative efforts as these are to have any lasting meaning they must lead us inevitably to one goal: to merger!

There can be no doubt in anyone's mind that as conglomerates take over more and more of the communications industry, and chain operators gobble up every available newspaper, the power of such employer groups becomes awesome and frightening. As individual unions we are whipsawed back and forth—both of us frustrated in our attempts to better the wages and working conditions of our members simply because there is no unity between us.

I noted in the May 30 issue of The Guild Reporter that your Middle Atlantic District Council has called for a more rapid movement toward merger of The Newspaper Guild and the International Typographical Union. I know I will hear the same pleas from my own members in a few short weeks when our annual convention convenes in Honolulu. I can only tell you, as I will them, that I will bend all my own efforts toward that goal!

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ONE LETTER received recently from pensioner member Henry Rosemont of Chicago said in part:

"I am among those who are immensely cheered by the excellent work being done in cementing good relations with The Newspaper Guild. The acceleration in our industry of the technological revolution, to my mind, makes ITU-TNG amalgamation not merely desirable but imperative, and I applaud every step taken in that direction. No better work has been essayed by our official family in the past half century. As a pensioner I can see in this ITU-TNG activity a silver lining around the cloud; and if merger materializes in 1975 or '76 I'll believe the whole cloud is silver. Let my pension be halved and, if need be, halved again—if our organization and the Guild can unite under one banner, whatever name the banner bears, I'll rejoice with all true unionists."

This is typical of the reaction of the overwhelming majority of ITU members to our co-operative efforts with your union. I have also noted an increasing number of letters and resolutions from Guild locals and units expressing support.

You are all familiar with the U.S. Postage stamp issued March 13, 1975 on which is printed: "Collective "Bargaining, out of conflict—accord."

That simple statement says it all when we speak of the present relationship of the ITU and TNG. All of us are painfully aware of the tortuous route we have traveled—cooperation and conflict—trust and mistrust—pulling together and all too often—pulling apart.

But now, today, tomorrow and all the tomorrows to come we can hopefully say: "Out of conflict—accord."

President Perlik wrote me prior to your Convention last year. He said, "It seems quite apparent that the ITU's and the Guild's destinies for the foreseeable future are inseparable," *They are!*

In closing, I am going to borrow a quotation from the distinguished late President of The Newspaper Guild, Arthur Rosenstock, and suggest it be our theme, both unions' theme as we move toward our goal of merger:

"Never above you, I hope, never below you—and *always* on the level with you . . ."

. . . and from TNG's convention delegates

As Bevis concluded his address during the convention's second session

TNG candidates and their records

Int'l chairperson

Barney Peterson

Barney Peterson is seeking his second two-year term as International Chairperson after eight years as an international vice president and 40 as a leader of the San Francisco-Oakland Guild.

He was chairperson of the IEB's Collective Bargaining Committee for six of his eight years as vice president and has participated in several organizing drives in the West and Midwest. In 1968-69 he directed a nationwide Guild-boycott campaign against the struck Los Angeles Herald-Examiner.

A photographer with the San Francisco Chronicle, Peterson has served the Guild local he helped organize in 1934, when he was 21, as a shop steward, unit chairperson, vice president and president. He presently heads the board of trustees of Guild-management hospital-medical-dental plans at Bay Area Newspapers.

Since becoming International Chairperson in 1973 he also has been a member of the executive committee of the International Federation of Journalists.

Phillip M. Kadis

Phillip M. Kadis is serving his third term as chairperson of the Washington-Baltimore Guild's Star unit and as a member of the local's executive committee.

Winner of the local's 1974 Guildsman-of-the-Year award, he also is a trustee of the Guild-Star pension trust and of the local's health and welfare trust.

Kadis, a financial reporter at the Star, was on TNG's staff as Mellett Project Co-ordinator from 1964 to 1967 and participated in last fall's training program for new and prospective TNG staff.

He is a former branch chairman of the Wire Service Guild in Cleveland and of the WSG's Midwest Sectional Council.

A delegate to three Guild conventions, he was chairperson of the 1974 Constitution Committee.

In March he participated in a New York Human Rights Commission conference on protecting women's and minorities' jobs through alternatives to layoffs.

In November, 1973, he represented TNG at a conference attempting to organize a pan-African journalists' organization.

Drawing the bottom line

Candidate David M. Mulcahy of New York draws the seventh and bottom position on the ballot in the at-large vice presidentital contest during meeting of the International Election and Referendum Committee immediately after Denver Convention. Holding the bucket is Robert A. Steinke of St. Louis, IREC chairperson. Other IERC members and candidates and their representatives observe.

Region 1 vice president

Eugene B. Jones

Eugene B. Jones is president of the Philadelphia Guild, a post to which he was elected in January after one term as chairperson of the local's Inquirer-Daily News unit.

A member of the Guild since he went to work for the Philadelphia Inquirer in 1965, he previously served two terms as unit vice chairperson and three as a local vice president. He also was a member of the unit's bargaining committee in 1974.

Jones, a display-ad control clerk, was a delegate to TNG conventions in 1971, 1972, 1973, 1974 and this year.

He also is a local delegate to the Middle Atlantic District Council and to the Philadelphia Council of the AFL-CIO. He served in the latter position in 1973 as well.

Edward Schrode

Edward J. Schrode, a charter member of the Wilkes-Barre Guild and active in its leadership for more than 30 years, is seeking his fourth term on the IEB.

Serving his eight term as Middle-Atlantic District Council treasurer, he was Wilkes-Barre's secretary for 15 years and repeatedly since 1940 has been a convention delegate.

A veteran of several Wilkes-Barre strikes, Schrode also has walked Guild picket lines in Brockton, Fall River and Providence.

A copy editor with the Times-Leader-News Record, he was the third recipient, in 1968, of the Stanley Kupstas Memorial Award for service to the Wilkes-Barre Guild.

Schrode heads the IEB's Appeals Committee.

E. Canada vice president

Jim Robinson

Jim Robinson, a member of the Toronto Guild's executive committee since 1970, was president of the local from 1972 until earlier this year.

A general, financial and legislative reporter with the Toronto Star since 1967, he was a delegate to Guild conventions in 1972, 1973, 1974 and this year. He also is secretary of the Guild's Canadian Policy Conference.

Robinson, chairman of the Council of Toronto Newspaper Unions in 1972 and 1973, also has been a bargainer for the last three Star contracts.

In 1972 he led a Toronto group that helped organize the editorial department at the Montreal Star and in 1973 he helped organize the Winnipeg Free Press.

He was on TNG's IERC last year.

Sterling Taylor

Sterling Taylor has been president of the Montreal Guild since January, 1974.

During his tenure the local has added units covering about 100 employes each in the Montreal Star's advertising and circulation departments and has applied for certification to represent about 100 advertising employes of La-Presse, a French-language daily. He also has participated in other Canadian organizing campaigns.

A general-assignments reporter for the Star, Taylor also was one of the local's bargainers for the Star contract concluded July 5 after a five-week strike.

Taylor was chief bargainer for the first Guild contract for the Star's advertising employes last summer while temporarily on Guild staff and was a delegate to the 1974 and 1975 conventions.

At-large vice presidents

John J. Breed

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

A former chairperson of the local's Herald-American unit, he became the first Guild member ever elected to office in the Boston Allied Printing Trades Council in June, winning the presidency.

Breed, an advertising salesperson at the Herald-American, also is a former vice president of the New England District Council.

He was chairperson of the opening session of TNG's 1971 Convention in Boston, represented the Boston Guild at TNG's women's-rights and minority-recruitment conferences in 1970 and 1971 and participated in TNG's wage conference last December.

Louis M. Calvert

Lou Calvert, a former secretary-treasurer of the San Jose Guild seeking his second term on the IEB, has been active in leadership of the Los Angeles Guild as well as the San Jose local.

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 an assistant wire editor for the News.

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

Harry S. Culver

Harry S. Culver, who has held office in the Wire Service Guild the past 15 years, is seeking his second term on the IEB.

Presently a member of the local's representative assembly, he has served four terms as secretary-treasurer and two as president. He also has been a convention delegate the last 14 years and has chaired convention committees on Constitution, Finance and Collective Bargaining.

A political and statehouse reporter for UPI in Oklahoma City, Culver won TNG's Guild Service Award in 1970.

He served as national co-ordinator for the local's Associated Press strike in 1969 and worked as a co-ordinator and payroll analyst in the Guild's 1974 UPI strike.

Culver is chairperson of the IEB's Constitution Committee.

James A. McGill

James A. McGill, seeking his third term on the IEB, is former treasurer, vice president and six-term president of the Gary Guild.

A photographer with the Gary Post-Tribune, he presently is on the local's executive committee and is head of its bargaining and grievance committees.

McGill, who won the local's 1969 Guildsman-of-the-Year and TNG's 1971 Guild Service awards, also serves on the executive committee of the Midwest District Council and was its president in 1974. He also is on the committee of "Hoosiers for the Equal Rights Amendment."

He assisted in organizing the editorial department of the Detroit News last year, and, on the IEB, is on the Organizing and Finance Committees and chairperson of the Guild Reporter Committee.

David M. Mulcahy

David M. Mulcahy, chairperson of the New York Guild's Standard & Poor's unit, is seeking his first term on the IEB. He is a member of the New York local's executive committee and its subcommittee on organizing. He heads his unit's grievance and job-evaluation committees.

An associate editor on the Standard & Poor's Daily News Desk, Mulcahy was a delegate to the Guild's 1974 and 1975 conventions and to the Guild-Graphic Arts Union legislative-political conference in May. He also was a delegate to TNG's minority-employment conference in 1971 and attended two TNG seminars on bargaining in March.

Mulcahy has been a delegate to the New York local's representative assembly eight years and was unit first vice-chairman four years.

Faye McCracken

Faye McCracken has been the Memphis Guild's secretary-treasurer since 1974.

She was the local's third vice president in 1972, '73 and '74 before being elected to the post.

A newsprint inventory bookkeeper for Memphis's daily papers, McCracken also is vice president of the Southern District Council.

She also has served the local as chairperson of its membership, election and Guildsman-of-the-year committees, and as a member of its human rights, contracts and negotiations committees.

In 1972 McCracken was co-winner of the local's Guildsman-of-the-year award, in 1974 and 1975 was a convention delegate and attended TNG's wage and legislative - political conferences last winter and this spring.

Dorothy Sain

Dorothy Sain, who has held every office in the Cleveland Guild except treasurer, is seeking her third term on the IEB.

An administrative advertising clerk at the Cleveland Press, she has been on the Cleveland executive committee 18 years, on bargaining committees more than a dozen years, headed local organizing, was Great Lakes District Council treasurer six years and is a delegate to Cleveland's Federation of Labor.

Sain was on the planning committee for TNG's 1970 women's-rights conference, is on the National Co-ordinating Committee of the Coalition of Labor Union Women and helped form the Cleveland CLUW chapter before there was a CLUW.

She is chairperson of the IEB's Research & Information Committee.

Convention elects 2 officers and 5 IEB members

(Continued from Page 1)
Washington-Baltimore, the South, and Roger L. Stonebanks of Victoria, Western Canada.

The contests for the six at-large, Eastern Canada and Northeastern United States IEB seats had all been signaled prior to the convention's opening by each candidate announcing his or her intention to seek election or re-election.

The contest for International Chairperson, however, appeared to come as a surprise to most delegates.

Peterson had announced his intention to seek a second term during the IEB's spring meeting, April 28-May 2.

The first public word of Kadis's candidacy came from the floor of the convention after Peterson had been nominated by Robert Guiles of San Francisco-Oakland and seconded by 29 delegates from 29 locals.

Brian L. Flores of Washington-Baltimore, who unsuccessfully ran against Perlik for the TNG Presidency in 1969 and 1971, then stepped to the microphoine and placed Kadis's name in nomination. Kadis received seconds from 20 delegates from 10 locals.

DIANE M. WOODSTOCK

BETSY WADE

New regional vice presidents-elect

Among the at-large IEB candidates: Breed was seconded by 47 delegates from 40 locals; Calvert, by 49 delegates from 39 locals; Culver, by 49 delegates from 37 locals; McCracken, by 25 delegates from 12 locals; McGill, by 49 delegates from 41 locals; Mulcahy, by 62 delegates from 39 locals, and Sain, by 39 delegates from 37 locals.

From the U.S. Northeast, Jones was seconded by 11 delegates from nine locals and Schrode by nine delegates from six locals.

From Eastern Canada, Robinson was seconded by seven delegates from two locals and Taylor by four delegates from two locals.

A "Unity Committee" as formed at the close of the convention to support the candidacies of Peterson, for International Chairperson, and, for at-large vice presidents Breed, Calvert, Culver, McGill, Mulcahy and Sain.

Woodstock was named committee spokesperson; outgoing Midwest Vice President Edward S. Gilbreth was named treasurer.

A new International Election and Referendum Committee, which, as prescribed by TNG's Constitution, will supervise and conduct the elections, was elected by the Denver Convention at the opening session.

Its members are: Robert A. Steinke of St. Louis, chairperson; Jack Shannon of Denver, vice chairperson; Shirley Caldwell of Pacific Northwest, secretary; Elwood B. Bigelow, Jr., of Portland; Pat Scuotto of New York; Sheldon Turcott of Canadian Wire Service, and Louise Walsh of Wire Service.

The IERC set Sept. 181-23 as the voting period in the election, and August 29 as the date it will meet at TNG headquarters to approve the ballot form and draw up the lists of eligible voters preparatory to their mailing to locals. It will meet a final time on October 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:

For International Chairperson, Peterson drew the top line over Kadis.

Jones's name will be printed over Schrode's in Region 1.

Robinson will have the top position, Taylor the bottom line, in Eastern Canada.

And for at-large vice presidents, McCracken, Culver, McGill, Breed, Sain, Calvert and Mulcahy, in that order.

The IERC also designated the second August issue of the Guild Reporter, to be published Aug. 22, as the issue in which equal space for a statement by each candidate will be provided and the complete official list of candidates published, as provided by TNG's Constitution.

Delegates say 'no' to Perlik on Democratic group

(Continued from Page 1)
dent's participation in the Democratic Conference"—was passed on a roll call that was decided by six votes cast just before tellers completed their tally.

No Montreal delegate had been in the room when the roll was called on the question. The convention voted to re-open the polls after Ray Madden appeared while delegates were awaiting the roll call's results and requested to be allowed to vote.

He cast Montreal's votes in favor of the minority report.

The tally, announced seconds later, 204.42 in favor, 198.58 against the minority report. Had Madden either not arrived when he did, or had the polls not been reopened to allow him to cast Montreal's six votes, the minority report would have been defeated by .16 (16/100) of a vote.

The Democratic Conference, as described in the portion of the majority report eliminated in the roll call, "is a liberal group established to clarify 1976 campaign issues and explore the platforms and qualifications" of candidates for the Democratic Party's nomination."

The IEB, at its preconvention meeting, had authorized Perlik's membership on the conference's screening committee by an 8-to-5 vote. Vice President Warren E. Howard of Washington-Baltimore asked to be recorded voting "no." Vice President Roger L. Stonebanks asked to be recorded as abstaining.

The convention action, moved by Carlos Sutton of Washington-Baltimore, and amended by Harry Fisdell of New York, states that "political involvement by the Guild should be limited to those issues that directly affect the professional and trade unionist concerns of Guild members."

It holds that political participation by members and officers "as private citizens" should be encouraged. But, it says, "when such involvement is by virtue of holding Guild office or membership alone, and gives the impression of aligning the Guild officially with a major political party or, even worse, a faction or 'rump' group of a political party, the result can only be devisive and ultimately damaging to the unity of our union."

"The participation by the chief administrative officer of TNG in the Democratic Conference, a body that aspires to influence the selection of the presidential candidate of the Democratic Party, appears to be just such an alignment," it says.

Debate by proponents of the measure followed much the same rationale.

The portion of the committee report superseded by the minority report said the committee had rejected a recommendation the TNG President Charles A. Perlik, Jr., disassociate himself from the group because "Guild conventions have repeatedly urged increased political awareness by Guild members."

"The committee felt the conference would help create this awareness on the part of union members and the public alike by eliciting and disseminating information on issues and candidates," it continued.

It added that the conference has said it will not endorse a candidate and that Perlik had told the committee he would disassociate himself from it and not be party to any endorsement without the express prior approval of the Guild. He repeated the statement during floor debate on the issue.

The amended Political Action report approved by the convention points to "a growing awareness among Guild members . . . that the conditions under which they make their livings cannot be separated from the ways of politics, that political action is inseparable from economic action."

Pointing to the recession and "still rampant inflation," plus what it termed a "leadership vacuum" in Washington, the report states that the Guild and the rest of labor, if they want to reverse "this dismal trend . . . are going to have to act, and act effectively, in the political area."

Among other convention recommendations:

- U.S. locals and district councils "strive to fulfill" the Guild's 1975 AFL-CIO Committee on Political Education quota of $6,560, and that Canadian locals consider contributions to provincial COPE organizations.
- Locals continue to work for antistrikebreaker legislation.
- Locals, in consultaion with TNG, seek state and provincial legislation to provide newsgatherers absolute protection against forced disclosure of their information and sources, but guard against legislation "so shot through with loopholes" as to be worse than none at all.
- TNG continue to take part and/or cosponsor annual legislative and political conferences sponsored by the Graphic Arts International Union or other appropriate organizations.

COPE's drummer

Robert Guiles of San Francisco-Oakland holds "$2 for COPE" in his upraised hands while rousing delegates on the convention floor to dig deeper. Other delegates, meanwhile, passed among the crowd with ice buckets. Guiles and the others' efforts drummed up voluntary COPE contributions totaling $326.70.

Montreal settles for 18.5% at Star

(Continued from Page 1)
representatives and circulation agency sales representatives is at parity with that for ad salespersons. The agreement provides retroactivity for circulation employes from February 3.

A free-lance clause is added to the contract which provides that none will perform work on order from the Star without prior discussions between the publisher and the Guild in cases where staff members are available and able to perform the work.

The clause also provides that no work performed within the Montreal local-coverage area by a freelancer or journalist from another paper will be published by the Star without prior approval from the Guild.

Provision is added for three months notice prior to any economic dismissal and severance pay is increased six weeks, to 42.

The right to arbitrate disputes over promotions or transfers is added to the contract. Previously only the grievance procedure was open to such disputes.

The initial top minimum for circulation area service representatives is $282, going up $8.95, to $290.95 on Dec. 1.

A flat minimum for senior mechanics is increased to $263, as of March 16, and goes up another $10, to $273, on Dec. 1; that for drivers goes up to $244.50 and the flat minimum for lead janitors goes up $27.80 and $7.50, to $192.

The top minimum for classified and display telephone solicitors goes up $30.50, to $195; $23 immediately.

The minimum $30 increase—$20 from March 16, plus $10 in December—takes the top minimum for classified ad-takers to $186.50; that for clerk-typists and library clerks to $168 and that for office boys/girls to $120.

Improvements in pension and sick benefits will be discussed during meetings to be held twice a month during the term.

The contract consolidates two formerly separate agreements into one in addition to including the circulation department.

The Montreal Extra was terminated with settlement of the strike. The local's weekly strike paper had been published twice.

Fresno wins $371 reporter top in first pact

Fresno, Calif.—An initial contract providing immediate raises as high as $120 a week and taking the top minimum for reporters, photographers, desk persons and re-writers to $371.33 a week in October was ratified July 10 by Guild members at the Fresno Bee.

Fresno members had voted the Sacramento Guild authority to call a strike against the paper if necessary 11 weeks previously. They had voted for representation by the Sacramento Guild in January, 1974.

The three-year agreement, retroactive to April, 1974, contains a wage and vacation reopener in its final year.

The settlement parallels that at the Sacramento Bee, providing equal minimums as well as common reopening and expiration dates.

Both the Fresno and Sacramento papers are part of the McClatchy chain. (For details of the Sacramento Bee settlement see page 4).

The Fresno agreement appears to provide the second highest top minimum ever negotiated for reporters in an initial Guild contract, lacking only 82 cents of that established in the New York Guild's initial agreement with the Daily Racing Form, signed Nov. 1, 1973.

The immediate $120 increase goes to the librarian, bringing the flat minimum for her job to $359.02 and parity with the top minimum for other key jobs.

The settlement also includes a 37½-hour week, a modified Guild shop, severance pay of up to 40 weeks, night differential of up to $2.50 a shift, eight holidays, four weeks' vacation and sabbatical leave after each five years of service.

The contract establishes a mileage rate of 15 cents per mile and a weekly minimum car allowance of $18.50 for photographers and Valley Bureau staff correspondents, $13 for night beat reporters and $16 for farm department reporter-photographers.

A fair-employment-practices clause provides for hiring without regard to age, sex, race, creed, color, marital or parental status or national origin, and states management's intent to develop a work force reflecting "the proportionate percentage of minority group representation in the local work force."

The clause, nearly identical to that in the Sacramento Bee contract, also provides for aggressive recruitment and training of members of minority groups.

The contract also provides for advance notice to the Guild of introduction of new equipment or technological change and retraining of affected employes to the extent practicable.

A top minimum of $333.17 for reporters, photographers, desk persons and re-writers, as well as a like flat minimum for librarian, is retroactive to April, 1974, with an additional $9.85 retroactive to August, 1974, and $16 retroactive to April, 1975; a $12.31 increase in October will bring the key minimum to $371.33.

Initial top minimum for Library Clerk is $212.35, going up $7.03, $11.42 and $8.78, to $239.58; that for Stenographer $198.16, going to $222.81 and that for Copy Person $148.26, going to $165.77.

The contract also establishes flat position differentials ranging from $381.33 for night makeup person, to $393.83 for contemporary life editor, chief photographer, copy desk chief and farm editor.

—Photo by Ralph Throneberry, Fresno Guild Unit

Fresno cleans up

Managing Editor George Gruner helps Fresno Guild Unit Chairperson Lanny Larson wash the word "strike" from windows at Fresno Guild headquarters after agreement was reached, June 25, 1975, on an initial contract covering 112 Fresno Bee editorial and art department employes.

50 Guild jobs go in Toledo closing

Toledo, Ohio—Nearly 50 Guild members, including 23 full-time editorial and 16 circulation employes, are being terminated following the Toledo Times's suspension of publication because of what it said was "insufficient reader and advertiser interest."

The Times and Blade, both owned by the Block newspaper chain, were the only two dailies in Toledo.

The final edition of the 126-year-old Times was published July 18, but affected employes were to be kept on the payroll for at least a week after, company officials said.

"All benefits accruing from union contracts will be promptly paid to those persons whose employment is terminated," Blade President John W. Wiley said.

The Toledo Guild was notified of the impending closure on July 17 and given a list of editorial and circulation department employes to be cut according to seniority and by classification.

Three circulation department employes, with between 15 and 22 years service were on that list, which also included ten part-time workers.

Blade officials said the list "is subject to change" under the Toledo Guild contract's provision for return to classification from which an employe was promoted and where he or she has greater seniority than an incumbent.

Company officials requested a meeting with Guild representatives "to discuss ways and means to minimize hardships" caused by the layoffs.

About 120 employes had been used to publish the Times. Company officials say they hope to use the remaining Times workforce to fill what had been overtime shifts at the Blade.

The Times had circulation of nearly 30,000.

Petition filed for 100 in Steubenville

Steubenville, Ohio—TNG petitioned the National Labor Relations Board July 24 for certification as bargaining agent for more than 100 employes of the Thomson-chain's Herald-Star here.

"A very substantial majority" of the paper's advertising, business office, circulation, delivery, editorial, mailroom, maintenance and proofreading employes have applied for Guild membership, TNG International Representative Hannah Jo Rayl reported.

The Printing and Graphic Communications Union represents pressroom employes and the Typographical Union represents composing room employes on the 28,000 circulation paper.

Meanwhile, the NLRB's general counsel on July 15 denied a Guild appeal from a regional director's refusal to issue a complaint of unfair labor practice in the Herald-Star's dismissal of an employe in the ad-dispatch department who was active in the organizing campaign.

Post-Gazette tells 61 to 'stay home'

Pittsburgh, Pa. — Sixty-one Guild members at the Post-Gazette were sent home July 3 as a Teamsters strike against the Pittsburgh Press continued to halt publication of both papers.

The Post-Gazette, a Block paper, is published by the Scripps-Howard Press under a joint operating arrangement.

Pittsburgh Guild President Ed Bell said about 30 persons in Guild jurisdiction and a baker's dozen Post-Gazette executives were kept on to maintain records and files.

They were placed on a four-day work week July 21, however, with a 20 percent pay cut.

Teamsters walked off their jobs June 27 in a reassignment dispute with the Press.

Bell said the Press has filed a charge with the National Labor Relations Board against Teamster pickets accusing them of halting trucks delivering materials needed to complete a press installation.

Local and international Teamster representatives and bargainers for the Press met with federal mediators in Washington July 21 in an attempt to resolve the dispute.

Leuchter Scholarship now available autumn or spring

The Guild's 1975-76 Irving Leuchter Memorial Scholarship to Harvard University's 12-week residential Trade Union Program will be offered for either the fall or spring session, TNG Administrative Operations Director Ellis T. Baker announced in a letter to locals July 21.

Heretofore, the $3,000 scholarship has been offered only for the spring session which, Baker said, a number of otherwise eligible persons have found impossible to attend. The fall session begins Sept. 17; the spring session Feb. 11. Deadline for applications for the fall session is Aug. 29.

The scholarship, which covers tuition and room and board but not lost time, is financed by Harvard, TNG and interested locals. The Denver Convention suggested that locals make contributions to the scholarship fund in memory of two longtime TNG staff members who died during the past year, International Representative J. Ed Allen and Contracts Committee Secretary Robert W. Christofferson.

The Guild Reporter

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Published by The Newspaper Guild (AFL-CIO, CLC) twice monthly (generally second and fourth Fridays, occasionally two other Fridays after published, advance notice), except monthly in June and December (second Fridays only).

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. XLII, No. 13 July 25, 1975

The Newspaper Guild
1125 Fifteenth St. N.W., Washington, D.C. 20005
Area Code 202—296-2990

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