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Post-Tribune Photo by Larry Bretts, Gary Guild

'Automation Revisited' in Gary

A few of the participants in the first of TNG's 1976 series of regional weekend "Automation Revisited" institutes watch David C. Allen, assistant city editor, operate a visual display terminal while they tour Gary Post-Tribune plant to observe the paper's computerized news processing system. Standing, from left, TNG Vice President James A. McGill of Gary, TNG Director of Administrative Operations Ellis T. Baker, Midwest District Council President Matt Pommer of Madison and TNG President Charles A. Perlik, Jr. About 25 Midwestern-local members attended. (Story, Page 3.)

2 councils back IEB actions on the Post strike

Delegates to two of three Guild District Councils that met the two weekends following the International Executive Board's winter meeting voted their support for the IEB's actions on the Washington Post strike. [GR, Jan. 30, Page 1.] Delegates at the third tabled discussion of the project.

At the same time, some of the IEB actions were severely criticized in statements by Vice President Warren E. Howard of Washington-Baltimore, Brian Flores, administrative officer of the Washington-Baltimore Guild and leaders and members of several of the Washington-Baltimore Guild's units.

And the executive committee of the Toronto Guild on Feb. 6 said it would "launch disciplinary proceedings" against the IEB's members if it did not receive a "detailed explanation" of the IEB's actions by Feb. 16, while the Lehigh Valley Guild voted Feb. 5 to withhold its per-capita payments pending an explanation.

TNG President Charles A. Perlik, Jr., advised all locals in a letter Feb. 2 that a review of the "entire situation in factual detail" was being prepared for distribution to them. He suggested that it would be "unwise to draw conclusions or make judgments before you have a chance to assay all the facts of this difficult and complex situation." [An "examination of the facts," mailed to all locals Feb. 13, is printed below.]

Western District Council delegates voted unanimously to endorse the IEB's actions, declaring it had "faced up to its responsibility in the Post situation" when it:

- Appointed an international staff member to be chief bargainer for the Post Guild Unit for a contract to replace the one expiring this spring.
- Assigned an international representative to assist the local in its strike activities.
- Advised the local that the IEB would "have no alternative but to reverse the convictions and dismiss the charges" if any of the 300-plus Post Unit members charged with violating TNG's Constitution for crossing picket lines is convicted and appeals a conviction to the IEB.

It would have to do so, the

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Renewal of organizing levy eyed

The International Executive Board's Organizing Committee is "actively considering" seeking renewal of the Guild's two-year special organizing program, financed through two membership assessments last March and April.

The committee, in a report to the board on the last day of its winter meeting, said it "intends to make a definitive and favorable recommendation" for the program's renewal to the spring IEB meeting.

Pointing to 805 employes in 16 groups for whom the Guild had been named bargaining agent since last April, the committee said that "it's clear that the organizing tide continues to run."

"But for the performance of the National Labor Relations Board—unparalleled . . . delays, departures from long-settled NLRB law, granting of unwarranted reviews . . . and reopened hearings—it would have been a banner year" so far—"perhaps the most successful in more than 25 years," the committee re-

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Monterey's Cain wins service prize

Russell L. Cain, chairman of the San Jose Guild's new Monterey Unit, has been chosen winner of this year's Guild Service (Bade) Award for outstanding service to the Guild at the local union level.

The judges—International Vice Presidents John J. Breed and Eugene B. Jones and TNG Administrative Operations Director Ellis T. Baker—commended all four nominees for the award on their "exemplary records" of Guild service, but said they were especially impressed by Cain's achievements.

Cain, they reported in summarizing his activities, "brought his unit at the Peninsula Herald into the Guild (by a decisive 74-17 NLRB election vote), saw it through negotiations for a highly successful initial contract and, in the process, forged a new solidarity among the unions in his plant on which to build for the future."

The printers named Cain to their bargaining committee and after the Monterey Guild Unit voted to honor their picket lines in the event of a strike, the judges noted, both the printers and the pressmen "won their best settlements in many years, if not

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AP top is boosted $60

New York City—Wire service Guild members at Associated Press ratified a new three-year contract Jan. 16 raising minimums and salaries by as much as $60.93. The vote was 398 to 337.

The agreement approved was the same the membership had rejected seven days earlier by a vote of 532 to 207. The second referendum was also a strike authorization vote.

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A STATEMENT BY TNG PRESIDENT CHARLES A. PERLIK, JR.

An examination of the facts in the Post strike

This is the full text of a statement by TNG President Charles A. Perlik, Jr., titled "The Washington Post Strike: An Examination of the Facts." It is being distributed to the principal officers of all Guild locals.

THE INTERNATIONAL Executive Board's Jan. 29 actions on the Washington Post strike have come under heavy criticism from the leadership of the Washington-Baltimore Local and its supporters, which is both understandable and legitimate. But, unfortunately, they have also been widely misrepresented, which is neither.

The board, for its action regarding the charges brought against Post members crossing the picket lines, has been accused of "authorizing scabbing," of "an attempt to break the strike," of "breaking union solidarity," of taking action to "condone scabbing and picket-line crossing," of "an overt move to make common cause with a publisher" and of having "voted down support" of the strike.

These accusations are both slanderous and untrue. There is room for honest disagreement with the painful decisions the IEB had to make, but there is no room for a disregard of the basic facts. This statement is an effort to set forth those facts, explain the IEB's actions in their light and explain what those actions do and do not mean.

Few strikes in the Guild's history have been as complex, as difficult and as plagued with problems as the one that began Oct. 1 at the Washington Post and that today threatens the very existence of the Guild's fourth largest unit and of other unions in the plant. To make possible an informed judgment on the course chosen by the IEB in this unprecedented situation, it is necessary to review the key developments in the history of that strike. The following account is based on facts that are undisputed and that, insofar as they concern the Washington-Baltimore Guild's actions in directing picket-line observance, the unit's actions and the charges brought against those who continued to work, were specifically acknowledged as accurate by local Guild counsel in an appearance before the IEB.

The pressmen struck Oct. 1 without advance notice—precisely the type of situation envisioned by the Guild's 1967 Convention when it amended the Guild's Constitution to allow a local executive committee or representative assembly to direct observance of craft-union picket lines without a vote of the unit. Prior to that, there was only one way that strike action could be authorized—that provided by Article XIX, Section 2(a) of the Constitution:

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Tops at AP go up $60, reach $410

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The top minimum for newsmen, newswomen, photographers, artists and programmers is increased $60.93, to $410; $19.18 of the increase retroactive to Jan. 1, the effective date of the contract, with additional increases of $18.75 and $23 the second and third years.

The agreement also provides for cost-of-living adjustments if the Consumer Price Indexes for December 1976 and/or December 1977 increase by more than 8 percent over the prior year.

Management will pay the full cost of pensions effective Jan. 1, 1978, eliminating the employe contributions of 3 percent of regular weekly pay. The employe contribution is reduced to 2 percent retroactive to Jan. 1 and drops to 1 percent on Jan. 1, 1977.

The employer's monthly contribution to family health insurance is increased $10, to $51.50, immediately and goes up an additional $5 in 1977. The company's contribution to contributory term life insurance is also increased, with AP assuming two-thirds of the premium by 1978.

The top minimum for photo printers goes up $60.50, to $392.22, with $18.75 retroactive to Jan. 1 and additional increases of $18.75 and $23 the second and third years.

Top for telephone operators, stenographers and receptionists is raised $33.10, to $216.28, via increases of $11.15, $10.70 and $11.25, and that for keypunch operators, stock clerks and equipment records clerks goes up by the same amounts, to $222.43.

The top minimum for motorcycle messengers is up $33.10, to $218.68, and that for office assistants in larger bureaus goes up $27.12, to $156.64.

The agreement also provides for general increases over the three-year term, ranging from $15.50 to $60.93, for those paid above minimums.

Dismissal notice to employes and the Guild is increased one week to four, and provision is added under which management will strive to reduce noise wherever possible and will abide by OSHA standards on noise.

A mileage escalator clause based on the national average price of regular gasoline as measured monthly by the Bureau of Labor Statistics is continued. The mileage guarantee is increased two cents, to 17, for the first 125 miles a week and 15 cents thereafter, for those not on a fixed allowance.

A ninth holiday is added.



Celebrating in New Haven

Nine members of the new New Haven Unit of the New York Guild and their Guild-staff mentors celebrate 74-to-62 representation election victory Jan. 22. New group's movement toward an initial contract subsequently was slowed when Register and Journal-Courier management filed broad, nonspecific allegations of misconduct by Guild before and during elections with the National Labor Relations Board. Celebrants above are, rear, left to right: Jeff Belmont, Leona Peterson, John Memorino, all of the unit, and Mike Crumrine, local representative. Seated, from left: TNG International Representative Charles Dale, Ned Thomas of the unit, TNG International Representative Leo Ducharme, Cindy Baran, Andy Houlding, Dan Collins and Murray Forseter. Front, center, is Sheila Rubin. Collins has been elected one of the new unit's vice presidents and Houlding has been elected its secretary.

Garden Grove reporters hiked $16

Garden Grove, Calif.—The top minimum for reporters and photographers at the Orange County News is raised $16.32, to $248.42, and that for district manager $14.28, to $215, in a one-year Los Angeles Guild contract.

Top minimum for switchboard operators and clerks is raised $10.16, to $152.90, and that for copy boys and girls goes up $8.31, to $125.05 a week.

Other improvements in the contract include two more bereavement-leave days, to three, including the day of the funeral, and protection against forced disclosure of information, notes, documents films or other materials on which a newspaper article is based.

Mileage rates are improved and a formula provided for increasing the rates as the average cost for gasoline goes up from 55 cents a gallon.

2 councils back IEB actions on Post strike

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IEB said, following petitions and appearances by Post Unit members and local leaders, because as it interpreted TNG's Constitution the charges are defective.

The council, which acted after hearing reports by International Chairperson Barney Peterson and Perlik, said that "there is a heavy haze of misinformation, emotional torment and confusion surrounding the strike, pointing out that the Guild "has a long and deservedly admired record of never having ordered a member to cross a picket line."

The IEB "observed a Guild tradition of free speech and democracy by hearing the positions of the diverse parties involved in the dispute within" the Post Unit, the council continued.

The council also called on all its member locals to "make frequent and generous contributions" to the Washington-Baltimore local to help its members respecting the picket lines.

The Midwest District Council, after hearing reports by Perlik and International Vice Presidents Diane M. Woodstock of Madison and James A. McGill of Gary, approved a motion that the council "go on record in support of the IEB majority on the Washington Post strike."

The motion, by St. Louis Guild Executive Secretary Robert A. Steinke, was adopted by a voice vote at the council's winter meeting in Gary Feb. 7-8 attended by representatives of 11 locals.

Woodstock, Owen Coyle of Madison and Joe Fuentes of Denver asked to be recorded as opposed to the motion. Woodstock was one of five IEB members to vote against appointing the Post Unit's bargainer and was one of six to vote against the IEB's findings on the charges.

The Mid-Atlantic District Council voted 7 to 4 to table discussion of the Post situation at its winter meeting in Philadelphia, also Feb. 7-8.

Sid Benjamin of Scranton said in moving the motion that he felt the council should confine its discussions to events within the council's geographic area. Earlier the council heard reports of the IEB's actions from Vice Presidents Eugene B. Jones of Philadelphia and Betsy Wade of New York and from TNG Contracts Committee Secretary Richard J. Ramsey. Both Jones and Wade had voted against the IEB's action on the constitutional validity of the charges. Jones also voted against appointing a Post bargainer.

Jones told the council he had cast his "no" votes out of concern for the possible impact of the action on other Guild strikes.

Wade said she cast her "no" vote because of concern for the action's impact on Post Unit members honoring the picket lines, particularly on the Post Units' chief shop steward, Nancy Gonzalez.

Flores, in a citywide membership bulletin also mailed to leaders of other locals, said the IEB had "turned its back on its own loyal members and the members of every other union" in the industry, accusing the board of "twisting" the constitution in the process.

He said the board had effected a "change in TNG policy to condone scabbing and picket line crossing. The action "places the concept of local determination in serious jeopardy," he charged.

Howard, in a report to the Guild's Southern Region from which he is elected, accused the IEB of voting to "legitimize scabbing." He said he felt the IEB's actions had the effect of reversing the support it had voted for the strike in November.

Shortly after the IEB winter meeting adjourned about mid-day Jan. 30, several groups of Post Unit members honoring picket lines began arriving at TNG's offices to lodge protests. One group, marched into the library/board room, turned a portrait of Heywood Broun to the wall and deposited 30 dimes on a shelf underneath it. Several turned in their Guild cards.

The local's executive board on Feb. 3, at its first meeting presided over by Tom Grubisich who defeated Howard for the presidency, reaffirmed its support for the local trial board "in whatever course it chooses to take" following the IEB's actions.

The local board's first action was to vote to abide by what it said was its "past practice" of allowing persons other than board members and local staff to attend meetings only for the duration of any business they have prearranged to take up with the board during a meeting.

Soon thereafter the board passed a motion asking TNG Director of Field Operations, J. William Blatz, assigned by the IEB as the Post Unit's chief bargainer, and International Representative Harry McCormick, assigned to the strike, to leave the meeting when they had finfished introducing themselves to the board's members. Blatz had previously requested that he and McCormick be given time on the board's agenda in order to do so. Several members of the Post Unit who have been crossing picket lines remained in the hallway outside the local's offices.

Seven members of the board joined AFL-CIO Unit Chairman Charlie Hughes in protesting as "an insult" the presence at the meeting of newly elected Post Unit Chairman Donald Baker, who has been working behind the picket lines.

The board also set a special membership meeting for Feb. 25 to consider imposition of local assesments to help meet strike support costs.

'How to . . .' draw a cold stare

Albany, N.Y.—R. Victor Stuart had an idea for a "how to" article to be included in a series running in the Knickerbocker News and approached the paper's editors about it.

Stuart, newly elected secretary of the Albany Guild and former chief steward, offered the paper a story on how to organize a union local.

The editors weren't amused.

One accepts, another rejects offer

The struck Washington Post's electricians have voted to accept a contract offer from the paper, its striking engravers have unanimously rejected one and its striking mailers are expected to consider one.

The electricians, members of the International Brotherhood of Electrical Workers, have not crossed the picket lines of the pressmen, mailers and engravers, however, since voting to accept a new contract.

The engravers, members of the Graphic Arts International Union, voted down an offer from the Post on Feb. 10 and afterwards its leaders scheduled another meeting with the company for Feb. 16.

Bargainers for the mailers and mail-room helpers, members of the ITU-Mailers Union, met with Post representatives Feb. 11 to "clarify" several aspects of proposals made to them Jan. 24 and 29. The mailers and helpers were expected to meet Feb. 15 to consider the packages.

Printed in U.S.A. 2nd-class postage paid in Washington, D.C., and additional mailing offices. Issued semimonthly, except monthly in July, Dec., at 1125 15th St. N.W., Wash., D.C. 20005. $7.50 a year.

General fund has surplus at 9 months

TNG's General Fund posted its third consecutive quarterly surplus in the third period of the current fiscal year, the International Executive Board's Finance Committee reported during the board's Jan. 26-30 meeting.

And a surplus for the entire fiscal year, ending March 31, is "possible" even though the board adopted a fourth-quarter budget $8,340 higher than estimated income for the period, the committee said.

TNG's General Fund has not posted an annual surplus since fiscal-1968. It had a cumulative deficit of $362,682 entering the current fiscal year.

The surplus for the third quarter (October-November-December) was $2,426 and that for the first three quarters was $19,602, reducing the General Fund's cumulative deficit to $343,080, the committee said.

Third-period General Fund income was $368,631, a new quarterly record, surpassing that set in the second quarter by $9,288. Per-capita payments for regular members were up $11,000 and "miscellaneous" income, "mostly from daily interest" on funds not immediately used, was $2,683 for the quarter, $4,326 for the nine months.

Third-quarter General Fund expenses were $366,025, up $23,228 from the second quarter.

Among the factors producing the third-quarter surplus were smaller than anticipated expenditures for "miscellaneous" organizing and servicing and pension consultation and deferral of costs anticipated in changing TNG's electronic data processing system.

The reduced demand on the General Fund for miscellaneous organizing and servicing was largely a result of the Special Organizing Program, which has its own financing from special membership assessments last March and April, the committee said.

Expenses of the special fund were $91,633 in the period, up about $9,000 from the previous quarter and continuing a deficit operation "if expenditures are compared to the fund's total income averaged over a 24-month period," the committee reported.

The organizing fund's quarterly expenses included $26,625 in "professional fees, mostly those of local lawyers," the committee reported.

The fund held $91,263 in invested cash at the end of the quarter, it said.

The Defense Fund's assets were reduced by $224,172 during October-November-December, to $1,636,620, the committee reported. The fund's income for the period was $135,701 while expenses totaled $359,873, including $179,988 to the Washington-Baltimore Guild for benefits for the Post Unit members observing picket lines, $113,852 to the Puerto Rico Guild for the Star strike and $53,160 to the Philadelphia Guild for the Chester strike.

Regular per-capita apportionment to the Defense Fund during the quarter provided $85,024 of its income. Interest and investment income was $8,787. The Philadelphia Guild returned $30,000 not spent in a lockout at the Inquirer and Daily News and the Montreal Guild returned $11,890 left at the end of its Star Unit strike earlier in the year.

The IEB also voted contributions of $200 to the National Association for the Advancement of Colored People, $50 to the National Child Labor Committee and $25 to the American Indian Fund.

It also approved an increase of $10.91 a week for Research & Information Director David J. Eisen, retroactive to Nov. 6.



West Canada bargainers study controls

TNG Canadian Director William McLeman, standing right, conducts seminar on Canada's new wage controls for more than 20 Vancouver, New Westminster and Victoria newspaper union bargainers meeting in Vancouver. Seated foreground is Jim Young, Vancouver-New Westminster Guild's new executive secretary. In foreground at table on left are: Stan Lepper, president of the Vancouver Mailers' Union; Robert L. Wartinger, head of the International Typographical Union's Contracts Dept., and Ed Fairbairn, president of the Vancouver Typographical Union. Table at right is occupied by Vancouver-New Westminster and Victoria Guild leaders, including TNG Vice President Roger L. Stonebanks. Four in attendance were from Victoria. Rest are on bargaining committees of unions comprising Vancouver Joint Council of Newspaper Unions. The council is in joint bargaining with Pacific Press, producer of the Sun and Province.

IEB launches attack against bias in titles

TNG's International Executive Board declared war on job titles —those that are "discriminatory on the basis of sex and/or age" during its Jan. 26-30 meeting.

Pointing to transgressions on one or both bases in 11 contract settlements before it for evaluation, the board directed its Contracts Committee's executive secretary to notify all locals while clearing contract proposals that "discriminatory job titles will not be permitted in new contracts."

It also directed that letters be sent to the 10 locals holding the contracts cited to notify them that the titles must be eliminated from the contracts in the next bargaining round.

Among the titles cited by the board as being discriminatory on the basis of sex are: "roadman," "watchman," "makeup man," "rewriteman," "copy boy" and "office boy."

The latter two are also discriminatory on the basis of age, the board said, as are such variations as "copy boy/girl."

Two locals are also to be asked to closely examine the content of jobs titled "maid" and "janitor" to either justify wage disparity between them or provide the basis for eliminating the disparity "by appropriate remedy."

The board also called for elimination of a longer service requirement for maternity leave than for other leaves in one contract and for the correction of a medical and hospitalization plan that limits family coverage availability to married employes in another.

Upon recommendation of a special subcommittee appointed at its fall meeting, the board also voted to recommend to the Guild's 1976 convention that the Convention Recommendations on Collective Bargaining be enlarged to call for employers to pay the cost of child care selected by employes while they are at work.

"Priority," the board said, "should continue to be given to the establishment of employer-financed child-care centers as presently expressed in the Collective Bargaining Program."

But since an employer-financed center "may not meet the needs of all Guild members," a new section should be added to the recommendations to provide for payment for whatever type of care and/or facility an employe chooses, the board said.

Some replacements gone, bargaining set in Chester

Chester, Pa.—The first bargaining in more than a month between the Philadelphia Guild and the struck Delaware Times was set for Feb. 13, two weeks after the company began dismissing persons hired to replace striking Guild members and slashing its strike security force.

Layoff notices were sent out Jan. 30 and Feb. 6 to at least a dozen replacements working in Guild jurisdiction as well as to an unknown number of composing room workers, according to TNG International Representative William Brown. The company began replacing the 80-member Chester unit shortly after the strike began Nov. 24.

Brown said at least 30 guards also have been dismissed, bringing the Times' strike security force down to 21.

Talks in the nearly three-month long strike broke off Jan. 12 when management said it would be unwilling to discuss other contract issues unless the local agreed that replacements be kept permanently and Guild strikers put on a rehire list following settlement.

Brown said the unit's strike paper, "The Reporter of Delaware County," has grown from 16 to 20 pages weekly as its advertising has increased. At the same time, Brown said, the advertising-to-news ratio in the Times has fallen to 25-75.

Meanwhile the Guild reported $6,543 in contributions to its Chester Strike Fund, including the following:

Pawtucket Guild	$100
Middle Atlantic District Council	50
Washington-Baltimore Guild	100
Kingston Guild	500
Rockford Guild	100
Harrisburg Guild	50
St. Louis Guild	200
Boeing Vertol Professional Fire Fighters	25
Boston Guild	100
Denver Guild	50
New York Guild	150
Steelworkers, local 5739	50
Wilkes-Barre Guild	100
Steelworkers, local 13866	25
Twin Cities Guild	50
Pacific Northwest Guild	100
Akron Guild	50
Providence Guild	100
Puerto Rico Guild	50
Lehigh Valley Guild	50

In addition, a local assessment on members in other units had produced $2,500 through late January.

Automation weekends premiered in Midwest

Gary, Ind.—More than 25 representatives of 11 Midwest locals attended TNG's first 1976 "Automation Updated" weekend institute here Feb. 7 and 8.

Delegates to the institute, sponsored by the Midwest District Council, toured the automated Post-Tribune plant where they inspected a computerized production system combining electric typewriters and optical scanners for the origination of copy and visual display terminals for processing and editing it.

After the tour, delegates participated in a panel discussion of developing Guild experience with the new electronic systems. It was led by Dean Bottorff of Gary, Joe Fuentes of Denver and Henry Wittenberg of Detroit, who described the Detroit News's "electronic newsroom" in which copy is written and edited—and moved from desk to desk—on visual display terminals.

In introducing Wittenberg, TNG Administrative Operations Director Ellis T. Baker explained that he had asked Wittenberg to participate in the institute specifically to describe the News's system, toward which more and more papers are moving as the cost of visual display terminals becomes increasingly competitive with that of electric typewriters and scanners. Wittenberg, a Guild member and former reporter, is a systems supervisor at the News.

At its business meeting, the council re-elected Matt Pommer of Madison as president, Terry Koper of Rockford as vice president and James K. Meyers of Kenosha as treasurer. Barbara Henkel of Kenosha was elected secretary to succeed Diane Woodstock of Madison, who did not seek re-election.

The council voted to hold its spring meeting in Pueblo and set tentative dates of May 15 and 16. It also decided to explore the possibility of holding a joint meeting with the Southern District Council in the fall.

More institutes are scheduled

TNG to date has scheduled six weekend regional "Automation Updated" institutes in addition to that held Feb. 7-8 in Gary:

- **Feb. 14-15—Empire State District Council, Albany.**
- **Feb. 21-22—Great Lakes District Council, Lansing.**
- **March 27-28 — Western States locals, San Jose.**
- **April 3-4—U.S. Northwest & Canadian Southwest locals, Vancouver.**
- **May 1-2—Middle-Atlantic District Council, Allentown.**

An institute also is being arranged for Eastern Canada locals, but the date and location are not yet firm.

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A strike may be called by the governing body of a Local if the Unit involved has voted approval.

The Convention, in order, in the words of its Constitution Committee, "to put locals in position to facilitate co-operation with the crafts in respecting one another's picket lines and to permit rapid motion when confronted with a picket line without advance notice," added the following Section 2(c) as an alternative in cases involving sympathy strikes:

In the event that a union other than an ANG Local strikes a shop in which that union represents employes, the Representative Assembly, or Executive Committee if there is no Representative Assembly, of the ANG Local representing employes in that shop may endorse the strike and direct its members not to cross the picket lines of the striking union.

Three years later, Section 2(c) was revised by the 1970 Convention to state expressly that a directive by the Executive Committee or Representative Assembly was an alternative and not an exclusive method of directing picket-line observance. "The section has been misread as providing the exclusive method of calling a sympathetic strike," said the Convention's Constitution Committee, "although the section was really meant to provide an alternative method of action for a Local whose members are confronted with another union's picket line without adequate advance notice, the sort of situation where the customary method of calling a strike through unit strike vote, as provided in Art. XIX, Sec. 2(a), is not feasible because it cannot be taken with enough rapidity." Section 2(c) therefore was amended to its present form:

In the event that a union other than an ANG Local strikes a shop in which that union represents employes, or if such a strike appears imminent, or if such a union declares itself locked out and pickets, then, *as an alternative* to proceeding under Art. XIX, Sec. 2(a), the Representative Assembly, or Executive Committee if there is no Representative Assembly, of the ANG Local representing employes in that shop may endorse the strike, or recognize the lockout, and direct its members not to cross the picket lines of the striking or locked out union nor to work in or for the shop which is on strike or locked out. [Emphasis added.]

Prior to the pressmen's strike, the Guild's chief shop steward at the Post had put up a bulletin-board notice telling members to "keep in mind any action by this Guild Unit must be preceded by a vote of the members." And when the local executive board, through an early-morning telephone poll, directed picket line observance after the pressmen struck, it officially invoked unit action. It declared:

The Executive Board of the Washington-Baltimore Newspaper Guild, under the provisions of Article XIX, Section 2(c) of The Newspaper Guild Constitution, endorses the strike by the International Printing and Graphic Communications Union Local #6 against the Washington Post and directs Washington-Baltimore Newspaper Guild members to honor the lines of sign carrying pressmen and not to work in or for the shop which is on strike.

Such recognition, direction or endorsement for concerted action to be subject to review of the members of the Post unit.

The local's directive to observe the picket lines had—and continues to have—the wholehearted support of TNG. But, unfortunately, it did not have the support of members of the unit, who, acting on the right of review placed in their hands by the local executive board, voted overwhelmingly not to honor the pressmen's picket lines; they cited damage done to Post presses when the strike began. Two days later, another meeting was held, and the unit voted again, this time by a secret-ballot vote of 244 to 186, to continue working behind the picket lines.

The ITU Mailers' Union joined the strike Oct. 6, and the Graphic Arts International Union, representing Post photoengravers, joined it Oct. 7. The local executive board issued new directives Oct. 6 and 7, ordering members not to cross the two crafts' picket lines. These directives, unlike the first, did not invoke unit action, but the local, in announcing them, reported that the unit leadership had scheduled a meeting for the afternoon of Oct. 7. At that meeting, the local's administrative officer told the unit it did not have the right to countermand the local executive board's directive, although the local's attorney said that "as a practical matter" it was the members' "decision to make." The unit voted for a third time not to honor the picket lines, this time by 266 to 251, and, in announcing the vote, Unit Chairman Calvin Zellars, who himself was observing the picket lines, told the members "you can go back to work."

On Oct. 9 TNG issued, over my name, a statement endorsing the local's position, deploring the actions of those who continued to work and saluting those who had chosen to honor the picket lines. The next day, in another manifestation of support, TNG sent a letter asking all international union presidents to cancel their subscriptions to the Post and urge their members to do likewise. We began paying strike benefits to Post picket-line observers, supplied the local with information and materials to help the unions organize an advertising and circulation boycott against the Post, and brought in an international representative to meet with local leaders mapping the boycott. These were the first steps in what has been a continuing and unflagging series of steps by the international in support of the strike and of the Washington-Baltimore Local's efforts to assist it.

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On Oct. 10 the local executive board voted to send a letter to Post members "reiterating the October 1st order of the local executive board instructing all members of the Post Unit to observe the picket lines of striking newspaper unions against the Post." At the same time, the board authorized a referendum among all members of the local on endorsing the board's directives to observe the picket lines. The membership endorsed the directives, 885 to 595, but a majority of Post members, basing their position on the unit votes, went right on working.

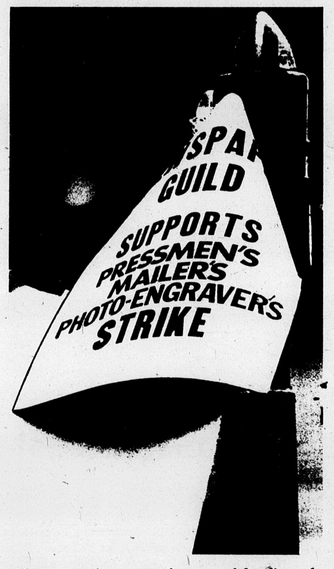
Against this background the IEB on Nov. 6 called on Post members who were working to "examine both their consciences and their long-range best interests and come to the only conclusion possible for union men and women: It is intolerable to help break another union's strike." The IEB made its position vivid by joining the Post picket line and meaningful by contributing an immediate $5,000 to help finance the activities of Post Unions United, the interunion committee organized to co-ordinate an advertising and circulation boycott against the struck paper and other strike activities.

In early November, the local began processing charges accusing Post members of working behind the picket lines "on or after October 7, 1975, in definance of the . . . directives of the Executive Board of the Washington-Baltimore Newspaper Guild." As of late January, such charges, exposing those found guilty to fines as high as 125 percent of their salaries during the strike, had been filed against 346 Post members—almost half the unit of 850. The local had scheduled trials on the charges at the rate of 45 a day from 9 a.m. to 11 p.m. six days a week from Jan. 5 to 14, but attorneys for the Washington Post Guild Majority, formed to defend picket-line crossers against Guild disciplinary action, obtained a temporary federal-court restraining order against the start of the trials, claiming that they were being rushed to completion in order to suspend and thus disfranchise the defendants in local and unit elections scheduled for late January; the IEB Appeals Committee had rejected a Post Guild Majority request that it order the trials postponed, although it ordered ballots cast by the defendants segregated until a final decision on the charges. With a request for a permanent court injunction pending, the local and the Post Guild Majority reached an agreement postponing the trials until after Jan. 27, the date voting ended in the local elections. Voting ended in the unit elections Jan. 28.

TNG, meanwhile, continued its active support of the strike and began to seek new avenues for breaking the deadlock that had developed from the Post's stonewall stance at the bargaining table. Together with the Rank and File Strike Support Committee, a group of Guild members honoring the picket lines, we initiated the formation of a Committee for a Fair Settlement, composed of prominent political, religious, labor and other community leaders, and helped pay for a full-page ad in which the committee urged the Post and the unions to initiate round-the-clock bargaining, resort to fact-finding if that failed and, as a last resort, accept binding arbitration. The pressmen and other unions agreed, but the Post, by now embarked on an uncamouflaged course of union-busting, rejected the proposal barely minutes after it was announced.

The strike took an increasingly discouraging turn. With the pressmen's rejection of an unacceptable "final offer," the company began hiring permanent replacements to take the strikers' jobs in mid-December. Post Unit members on both sides of the line immediately sought a fourth meeting of the unit to reverse its position, but once again the membership voted to continue working, this time by an even larger margin, 361 to 219. The paper handlers, part of the pressmen's own international, broke the solid craft-union front by agreeing to a new contract and returning to work, although they have been refused permission to sign by the international. Eighteen pressmen and seven stereotypers followed them, the electrical workers ratified a contract settlement, although they have continued to observe the picket lines; Guild picket-line observers continued to suffer defections.* And the Post, while sustaining advertising and circulation losses, continued to publish an ad-filled paper, retaining, by Post Unions United figures, a clear if diminished majority of the city's newspaper advertising linage.

By the time the IEB convened in Washington for its quarterly meeting Jan. 26 it was apparent that the very existence of the Post Unit was threatened. A petition to replace the Guild by a group calling itself the Washington Newspaper Union was openly circulating; it was filed officially with the National Labor Relations Board Jan. 28, three days before the filing deadline, with a claimed 427 signed cards. That same day the picket-line crossers elected their slate to three unit offices by a 2-to-1 margin. There was no contest for the fourth



office. At the same time, a picket-line observer, Tom Grubisich, defeated Warren Howard for local president.

On the opening day of the IEB's meeting, representatives of the Post Guild Majority submitted a petition signed by 240 Post members. The petition asked three things: 1) Chartering of a separate local for the Washington Post; 2) The appointment of a TNG representative to serve as chief negotiator at the Post in view of "the bitterness, hostility and cross-purposes" arising from the strike, and 3) A recommendation that the Guild's Constitution be amended to eliminate the provision allowing a local executive committee to direct observance of a picket line.

The merits of their requests aside, all three were indicative of a desire by the signers to stay in the Guild, since all proposed solutions within a Guild context. And if that were not implicit, representatives who addressed the IEB made it plain that they and most, if not all, of those whom they represented wanted to retain Guild representation and would support a new union only if they felt there was no other choice.

It was not the only petition the IEB received during that week. A group of 21 picket-line observers, while opposing the request for a separate local, urged the IEB to appoint a chief negotiator in place of the local's administrative officer on the ground that "his continued presence as negotiator for the Post Unit could spur decertification efforts." Signers included the picket-line observers' defeated candidate for unit chairman. The request for appointment of a new chief negotiator was also made in a letter from the newly elected unit officers, and a group of 48 picket-line observers asked the IEB to assign an international representative to assist the strike effort. Finally, on Jan. 28, the constitutional issue was placed directly and specifically before the board by counsel for the Post Guild Majority.

Its formal application, outlining events that had led to the filing of charges against the 346 Post members, asked the IEB to do three things:

1) Interpret the Guild Constitution to mean that unit action was "the customary and preferred method by which a sympathetic strike is called" and that the alternative of an executive committee or representative-assembly directive is to be used only "when there is not adequate advance notice of the other union's picket line to allow a unit vote in advance.

2) Advise the local that, since it had followed the procedure invoking a unit vote at the start of the pressmen's strike and the unit had voted not to honor the picket lines, "it is improper to charge employes of the Post with violating the Constitution for crossing picket lines."

3) Advise the local that if it persisted in prosecuting the charges, it would be in violation of the Constitution and TNG strike policy and would be "subject to a denial of TNG strike benefits . . . and to discipline" under the Constitution.

At an IEB hearing the next day, at which both the local and those members who had brought the charges were represented, counsel for the local said it welcomed an IEB interpretation of the constitutional provisions and, while contending that the board had no jurisdiction to rule at the time on other claims in the Post Guild Majority's request, agreed under questioning by TNG counsel that the facts the request set forth on local directives, unit votes and the filing of charges, as recounted earlier in this statement, were correct. The local's attorney argued that, since no unit vote has been invoked by the Local executive board's Oct. 6 and 7 directives to honor the picket lines of the mailers and photoengravers —although such a vote was nevertheless taken—the charges based on violation of those directives were constitionally valid.

The IEB, after extended consideration and hearing the advice of TNG counsel, did not agree. Looking at the two constitutional provisions involved, the IEB concluded, by a vote of 9 to 6, that "the two sections provide alternative ways in which a Local may proceed when confronted by a strike or lockout of another union and that once a Local embarks on one such course of action it may not thereafter resort to the other." It continued:

Applying this interpretation to those facts that are undisputed in the case before it, the IEB finds and concludes that the Washington-Baltimore Newspaper Guild in this case did in fact act in a manner contrary to this interpretation.

Having come to these conclusions, the IEB deems it to be its responsibility to advise the parties of its views at this time in the belief that such action may avert the unnecessary expense and exacerbation of tensions within the Washington Post Unit and the Washington-Baltimore Local, and vitiate the current threat to the Local's representation rights at the Post, that appear to be the likely concomitants of further processing of the charges filed in the Local against over 300 Guild members.

The IEB said that, in view of these considerations, it was serving notice that "if and when charges processed in their present posture and convictions flowing from them come before it on appeal . . . the IEB will have no alternative but to reverse the convictions and dismiss the charges."

The IEB, this time by a vote of 10 to 5, agreed, as requested by picket-line crossers and observers alike, to designate a chief negotiator for Post bargaining. Acting under its constitutional authority over strikes and bargaining, the IEB decided that "affirmative action in response to these requests is essential to alleviate existing tensions and conflicts within the Post Unit and between the Unit and the Washington-Baltimore Local, which currently threaten the representation rights of the Local." TNG Field Operations Director J. William Blatz has been designated to serve as the chief negotiator.

The IEB rejected the Post Guild Majority's request for a separate local, noting that the constitutional requirements for the chartering of a second local in any area have not been met. And it deferred action on the request that it recommend deletion of the constitutional provision allowing local executive committees or representative assemblies to order the observance of craft picket lines.

The IEB, as requested by Post picket-line observers, approved the assignment of an international representative to assist the conduct of the strike. And last but hardly least, it agreed to the local's request for an interest-free $50,000 loan to help meet financial needs stemming from the strike; it urged the local, inutilizing the loan, to give "the highest priority" to supplementing strike benefits and alleviating hardship cases.

The IEB, in a resolution following up these actions, made it clear that none of them changed the board's basic position on the strike and on Guild support of it. Reiterating its "unanimous and unqualified support for the pressmen, mailers and photoengravers who have been on strike at the Post since October, and for those Guild members dedicated to honoring their picket lines," the IEB declared:

The successful prosecution of the strike at the Washington Post is essential not only to the security of the unions at the Post but also to the continued security of newspaper unions, including the Guild and its locals, everywhere.

This is everyone's fight, and the IEB calls upon Guild locals and Guild members everywhere to make generous and continuing contributions to help ensure its successful prosecution.

●

Those are the facts. To my mind, they lead to an inescapable conclusion: That the board acted in the only manner consistent with responsible leadership of a union of 33,000 members whose welfare and protection are affected more by the Post strike than perhaps any other in the Guild's history.

Primary, of course, are the constitutional considerations, and their full ramifications should be made clear. The IEB has the responsibility, under TNG's Constitution, of interpreting that Constitution between conventions, and of doing so as fairly and objectively as humanly possible, without regard to any personal feelings its members may have on the matter at issue. Thus, once the request for a constitutional interpretation of Article XIX, Section 2 was put before it, the IEB felt that, in good conscience, it could come to no other conclusion than it did.

(In any event, it was already apparent that disciplinary actions against Post picket line crossers, particularly the heavy fines required under TNG's Constitution for such an offense, would be contested in court where, in the opinion of TNG counsel, they would have had only a minimal chance of succeeding.)

The board's finding, it cannot be emphasized too strongly, does not go to the question of Guild support of other unions' strikes and picket lines. That question has been answered repeatedly by the Guild's actions throughout its history. But that was not the question before the IEB. The question before the board was: "What does TNG's Constitution mean with respect to how and by whom a decision is made to honor or not to honor a picket line? Crossing a picket line and working may or may not be an offense for which a member can be disciplined under the Constitution. The IEB found, in this case, that the local's own chosen course of action had failed to make it such an offense.

Having come to its conclusion, it would have been the easy way out, to be sure, for the board to say nothing until the Post charges came before it on appeal. But it would not have been the responsible way out. It was not the way out dictated by every consideration of the Guild's welfare, the welfare of 32,000 Guild members in other units, and last but not least, the welfare of those who have placed their jobs on the line by continuing to support the strike.

Leaders of the Post Guild Majority made it plain in their appearance before the board and in conversations with TNG leaders that the continued pursuit of disciplinary action against almost half the unit would assure replacement of the Guild as bargaining agent at the Post. Had the charges filed at the Post been constitutionally valid, that would have been a result tragic but unavoidable. But having found those charges defective and faulty, was the board to take no steps to avoid it? Not to have done so would have been a clear dereliction of duty.

Washington-Baltimore's administrative officer said at a press conference early in the strike that "if your arm becomes cancerous, you have to cut it off." But what would be "cut off" by such an approach at the Post is not a limb but the entire organism. The IEB proposed instead to seek a cure, to try to save the patient no matter how acute the disease.

Is this attempt worth making? From every standpoint conceivable, there can be no other answer but yes. From the standpoint of the Guild as a union, which would lose at one blow more members than it normally organizes in a year. From the standpoint of unorganized newspaper employes, whose efforts to obtain Guild representation would be handicapped for years by the albatross of the Post Unit's defection. From the standpoint of Guild members everywhere, whose bargaining position has been fortified for years by the Post's bellwether minimums. From the standpoint of those observing the Post picket lines, whose contract protection and perhaps whose very jobs would disappear were the unit to leave the Guild. From the standpoint of the striking pressmen, whose position would be further weakened by the Guild's disappearance from the plant. And finally, a point easily overlooked, from the standpoint of hundreds of Post employes-yet-to-be who will take jobs at the paper in the years to come, who will bear no responsibility for the actions of today's employes but who will suffer with them and after them the punishment of working without the protection and dignity afforded by a Guild contract.

Those who were quick to castigate the board's action must ask themselves one question? Would a decision to let the trial process go forward without challenge have moved the strike forward one iota, helped bring the Post one inch closer to a settlement, brought the picket-line observers who have covered themselves with honor one step closer to an end of their ordeal, brought a single member inside the plant back out? No one who knows the Post situation can answer "yes" to that question. Such a course would only have deepened the Guild split that has so weaked the strike and accelerated the process of decertification that would bring an end to any meaningful Guild presence in it.

We have avoided such a course and, by a carefully considered series of actions, have charted one instead that holds forth hope of healing the rift that has split the Post Unit and the Washington-Baltimore Guild to its core, of salvaging the Post Unit and returning it, ultimately, to the stature and strength it once enjoyed. We were mindful when we chose it that it was not an easy course, nor one that we could sail without drawing shots across our bow. But it is the only one consistent with the best interests of the unit, the local, the Guild and its 33,000 members, for whom the death bell of the Post Unit would otherwise inevitably toll.

*This was the situation of the other unions at the Post as of Feb. 11: *Typographical Union (printers)*—Observing the ITU-Mailers' picket line under a "sister-union" picket-line clause in a current five-year contract; *ITU-Mailers*—On strike, with all members out, scheduled to vote on a "final" contract proposal Feb. 15; *Graphic Arts Union (photoengravers)*—On strike, with all members out, contract offer rejected unanimously Feb. 9; *Service Employees*—All but a dozen of 75 members working, contract open but no meetings held; *Operating Engineers*—All but two chief engineers in a unit of 23 members out, contract open but only two meetings held; *Machinists*—Half of 26 members working, contract open but being submitted to arbitration.

Barr: IEB findings reasonable

The International Executive Board's interpretation of the Guild's Constitution as invalidating charges against members who have crossed picket lines at the Washington Post is "reasonable and sustainable as a matter of law," according to TNG Counsel David S. Barr.

Barr reviewed the constitutional underpinning for the IEB's action in a memorandum to TNG President Charles A. Perlik, Jr., following the board's January meeting.

Citing the two ways provided by TNG's Constitution for directing support of a craft picket line—a unit vote or an executive-committee or representative-assembly directive—Barr said:

"The board was now being asked to find that the two sections provide alternative ways in which a local may proceed when confronted by a strike or lockout of another union and that once a local embarked on one such course of action it may not thereafter resort to the other.

"The rationale for the proposed interpretation was that if a local were permitted to 'change horses in mid stream,' as it were, it could and probably would lead to substantial confusion among the members with respect to their rights, responsibilities and practical and personal arrangements that must be made in the course of a strike.

"I advised the board that in light of the language of the constitutional provisions and their legislative history, the proposed constitutional interpretation was reasonable and its rationale persuasive.

"How then would that interpretation apply to the specific procedures utilized by the Washington-Baltimore Guild in processing the charges in the instant case?

"In that connection, I summarized for the board the facts stated in the 'Application and Request' submitted by the Washington-Post Guild Majority. I advised that if the essential facts were undisputed, the board could reasonably conclude that the local in the instant case had initially undertaken to define its position by means of a unit vote . . . and later purported to direct its members to act regardless of such vote . . . and such actions could reasonably be viewed as being in conflict with the foregoing interpretation of TNG's Constitution.

"I pointed out that once the board adopted these twin positions, it would be possessed of certain knowledge that if the pending charges were to be further processed and if resulting convictions were brought before it on appeal, the convictions would have to be reversed and hence the further processing of the charges would constitute an act of futility.

"In light of that fact, I continued, and in view of the decertification movement which was then imminently threatening the representation rights of the local union at the Washington Post, the board members would have to examine their responsibilities as they conceived them under various pertinent provisions of the Constitution.

"Article IV, Sec. 1, for example, states: 'Between Conventions, the affairs of TNG shall be administered by the IEB.' Article VI, Section 9, states: 'The IEB shall interpret this Constitution between Conventions.' The documents submitted by the Washington-Post Guild Majority also pointed to Article XIX, Sec. 5, dealing with the IEB's responsibility and authority in the conduct of a strike or lockout.

"I noted that that provision, as well as the Strike Preparation and Strike/Lockout Policy of TNG (Aug. 7, 1975) would also be relevant to the instant inquiry to the extent that the board construed the pending charges against the Washington Post Unit members as constituting a major issue in the prosecution of the current strike by the local union. These provisions, in my view, empowered the board to grant the relief requested in the document before it.

"I noted that it was the board's function to determine its constitutional responsibility in the circumstances.

"I gave it as my legal opinion, however, that were the board to adopt the interpretation and application of the Constitution previously described, and announce its views to the parties, its actions would be reasonable and sustainable as a matter of law.

". . . In my opinion, the board's interpretation of the Constitution was correct, and the action reflected in its motion was reasonable and sustainable as a matter of law."

IT SEEMS TO US

Findings by IEB cause member 'mixed feelings'

WASHINGTON, D.C.

Editor:

Like many Post Guild members honoring the lines, I had mixed feelings about the IEB's decision on charges against working members. There are good union members inside the building, trapped by a decision to abide by the unit votes to work when the local leadership indicated the decision was up to the unit. Others inside would have worked no matter what. I abided unhappily by the unit vote until a November local referendum cleared up confusion the old leadership had created. I had charges against me, but was satisfied to explain my actions to a trial board.

I was personally indifferent to whether charges remained. I had questions, however, about whether the charges were viable. With signs that they weren't, the IEB decision made sense. I'd rather see money spent on the strike than on unprosecutable charges.

Two IEB actions supported nonworking Guildpersons — especially approving emergency funds. I wish that support had been underlined and that those working had been censured short of charges.

I hope the IEB's actions defuse decertification moves, which, if successful, would leave nonworking members unprotected.

I continue to believe we could have shortened the strike if everyone had come outside.

MARTHA M. HAMILTON
Post Unit
Washington-Baltimore Guild

Question at Post is basic, Wire Guild leader says

NEW YORK, N.Y.

Editor:

Arguments by the group of 14 on behalf of the majority of the Washington Post Guild Unit and by individual members whose letters appeared in your Jan. 16 issue demonstrate one thing very clearly: intelligent, articulate people can justify anything.

The crisis at the Post comes down to one question for the Guild member: In an economic war between management and employes whose side are you on? That seems a ridiculous question to ask members of a labor union, but perhaps not.

The truth of the matter is the violence against Post property was the result of a concerted effort of the Post to break the pressmen's union.

Crossing of the picket lines by Guild members at the Post will not necessarily be seen as a refusal to condone destruction of the presses or to follow abrasive leaders, even if those leaders are later officially rebuked.

The defenders of the no-strike vote must accept that fair observers may see their action as a refusal to oppose a management effort to increase profits and raise stock values by eliminating a union.

If that's the way you feel, that's the way you feel. But let's call a spade a spade.

RICHARD W. FOSTER
N.Y. AP Branch Chairman
Wire Service Guild

Star member advocates president's impeachment

WASHINGTON, D.C.

Editor:

In a word: IMPEACH C.A. PERLICK [sic].

PAUL M. SCHMICK
Star Unit
Washington-Baltimore Guild

Post picket-line observer says crossers peril Guild

WASHINGTON, D.C.

Editor:

I am a member of the Washington Post Guild Unit and have been honoring the picket lines for more than 120 days.

Five "brothers and sisters" wrote letters last month defending their decision to cross those picket lines and collect their Guild-scale paychecks. This is supposedly an act of principle.

Most of them based their excuses on pressroom vandalism. Yet they continue to cross the picket lines of the striking mailers and photoengravers who have been implicated in no criminal acts. Daily I talk to mailers who wonder why Guild members are crossing their lines. They are now receiving the same shabby treatment at the hands of the Post which drove a few pressmen to that misguided outburst.

I doubt if any of the $475-plus-a-week reporters who wrote you has ever condescended to talk to a mailer. If they ever did, they could only slink away in shame.

So that they can defend their obscene scramble for their paychecks they have lumped all the craft unions together and labeled them "animals.' Yes, this is elitism; it is bigotry, and it is a threat to the entire Newspaper Guild.

Heywood Broun would be sick reading their pitiful excuses.

MICHAEL T. DRESSER
Secretary
Washington-Baltimore Guild

By TNG convention action, letters shall be limited to 200 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.

Board's action 'shocking,' WBNG member writes

WASHINGTON, D.C.

Editor:

It was shocking and painful to read in the Washington Star that the Guild International Executive Board had voted, in effect, to cancel charges against Guild members who are crossing other unions' picket lines at the Washington Post.

It appears that the rationale for this was that unless the international union gives these people their way, they will vote themselves out of the Guild. In my opinion, that's no justification for sanctioning the abandonment of a simple practice that lies at the heart of the existence of the labor movement. The practice is that you observe picket lines.

The executive board has done a stupid, craven thing. In the midst of a strike by three sister unions, it has approved trade union betrayal. Is there any other way to look at it?

I am ashamed beyond words.

JERRY BORSTEL
Labor Unit
Washington-Baltimore Guild

Post Unit secretary says constitution 'twisted'

WASHINGTON, D.C.

Editor:

The constitution has been twisted to say whatever Perlik wants it to say. He took it upon himself to hear an appeal before there was a conviction. Nixonism is alive and well and working inside the Washington Post. The same people who deplored Nixon's pardon before being found guilty of any charges, now find that kind of justice quite palatable when applied to them.

Perlik proclaims to know much about the causes of the internal tensions of the Post unit—the *charges*. Perlik is overlooking the original issue, people crossing picket lines to work in a struck shop.

If Perlik thinks it doesn't cause tension for individuals who have honored *three* picket lines for *four* long months at great sacrifice to watch fellow *Guild* members cross those picket lines with the *aid* and *comfort* of our own international—then Perlik doesn't know what tension is.

Unionists honoring picket lines feel they have been left hanging, slowly twisting in the wind.

One thing has been proven, Perlik knows nothing about *trade unionism*.

Remember, next it could be *your local* he takes over—he can make *strikebreaking* respectable in your city, too.

MARGE LINDSEY
Post Unit Secretary
Washington-Baltimore Guild

Post member is appalled at newsroom self-interest

ARLINGTON, VA.

Editor:

I have honored WP strikes since Oct. 1. The crass misplaced self-interest, arrogance and elitism voiced by the Post newsroom (where I have worked 7 years) has appalled me.

Our unit chairman said, two weeks *before* Oct. 1, (no "violence" then, friends) "these people will never support the crafts."

One reporter to another said, after the first unit vote to cross picket lines: "We killed the strike." Making overt common cause with a publisher after signing a pledge to a Guild card is to lose credibility. The Post newsroom has prostituted itself.

Those working have said to me that they have a conflict between "journalistic ethic" and "trade unionism ethic." They are badly confused. The Guild has done more to protect their precious journalistic ethic *through* trade unionism than they have done with their Pulitzers. Further, where is their *basic* ethic?

I signed charges against maybe 150. Charges were not filed frivolously. Charges may, or may not be upheld—procedurally—some day. A hollow victory. The Post Unit may, in a fit of nonothingism, self-destruct and decertify.

The Guild, unfortunately, cannot win and the Post newsroom is responsible—it has turned its back on every decent, moral, human, pragmatic principle involved.

PAT DAVIS
Post Unit
Washington-Baltimore Guild

Honoring lines 'my duty,' says member from Post

BOWIE, MD.

Editor:

My most troubling thought is the four months old strike at the Washington Post. The more I tried to get at the facts behind the headlines to sort right from wrong, good from bad, practical from impractical, the larger became my doubts, uncertainty and confusion, which most members of the Post Unit must have felt. In the end I decided to go along with Local 35's bulletins to honor the three picket lines, even though I do not share some of the opinions of the Post Majority, the local or the IEB. As a Guild member I felt it my duty not to work in a struck shop and to honor those lines outside the Post. This is what has caused so much disaster in the Post Unit. . . . By working in a struck shop the Post Majority has disregarded the principles of trade unionism.

I'm not saying everyone has to be dedicated to trade unionism, but if more of us spent a little time totting up all the things we have "known" to be true that turned out false and we were more careful to distinguish between what we know and what we believe, we would have a healthier Guild.

GEORGE A. KESSLER
Post Unit
Washington-Baltimore Guild

Renewal of special organizing effort eyed

(Continued from Page 1)

ported to the board.

The NLRB's allowing reopening of the question of professional status under labor law for editorial employes has "denied" through unwarranted delay "more than 500" persons "their right to cast their ballots to form their own Guild bargaining units and come under protection of contracts," said the committee, headed by Vice President Dorothy Sain.

"It probably will be months before they'll be permitted to do so, all because the NLRB in Washington granted review" of an NLRB regional director's reaffirmation of prior holdings that newsroom employes are not professional employes under the National Labor Relation Act's narrow definition of the term, the committee noted.

"That review encouraged employers in Philadelphia, Wilmington and Steubenville to raise the same question and stymie efforts of their employes to come into the Guild," it said.

The 805 eligibles for whom the Guild has won bargaining rights during the current TNG fiscal year, make this the only year since 1959-60 that the 800 level has been attained "except for fiscal '72-73 and '73-74 when the tide began running," the committee noted.

Vice President Betsy Wade of New York abstained from the committee report.

The special organizing program was launched after the Guild's 1974 Convention authorized special organizing assessments to finance it for two years. Without additional financing the program will run out late this year.

Cain wins Service Award

(Continued from Page 1)

ever — and common expiration dates with the Guild that will enable the three unions to maximize their strength in joint bargaining next time around."

"Other people have had a hand in the Monterey story, of course," the judges concluded, "but, as the San Jose executive committee said in nominating him, Russ Cain is the person who put it all together: a new unit, a new contract and a new solidarity."

In so doing, they said, Cain built a record of "courageous, determined and productive" union activity that dramtically exemplifies the kind of service the Guild Service Award was created to encourage and reward.

Cain will receive a scholarship of up to $1,500 for a course of his choice in trade union education. The judging was conducted during the winter meeting of the International Executive Board.

The other nominees were Adolphe Bernotas of the Wire Service Guild and Shirley Caldwell and Jerry Shade of the Pacific Northwest Guild.



RUSSELL L. CAIN

In commending them on their Guild service, the judges said, "We only wish we had more than one award to give."

Board calls for political action

Pointing to inflation, recession and vetoes of "virtually every piece of social and prolabor legislation to come off Capitol Hill" since 1972, the International Executive Board has urged U.S. locals and members to make political action a paramount concern in 1976.

One way to do so is for locals to actively solicit a $2 contribution from every Guild member for the AFL-CIO's Committee on Political Education 1976 fund-raising drive, the board said in a political action report adopted at its winter meeting.

Another is for locals to send representatives to area conferences COPE has scheduled throughout the country in March and early April to kick off this year's campaign, the IEB added.

Noting Ronald Reagan's unconcealed "antipathy to organized labor" and President Ford's veto of the common-site picketing bill despite his solemn promise to sign it, the board said COPE is seeking $2 from every union member "to help elect prolabor candidates to every office from the presidency on down."

Union members cannot afford to remain on the political sidelines this year because the Federal Election Commission has given corporations the green light on vastly expanded political action, the IEB warned.

"Management is now free to . . . solicit employes for political contributions and decide where the money will go. Where most of it will go is already clear—to antilabor conservatives," the IEB said.

One of the most effective actions Guild members can take in their own interest is to give at the union, the IEB said.

"The Guild's 1976 Convention may or may not endorse or authorize the endorsement of a candidate in this year's election. But that endorsement, should it come, will mean little without action to back up its words . . . and the most important immediate action Guild members can take is pulling out their wallets," the board stated.

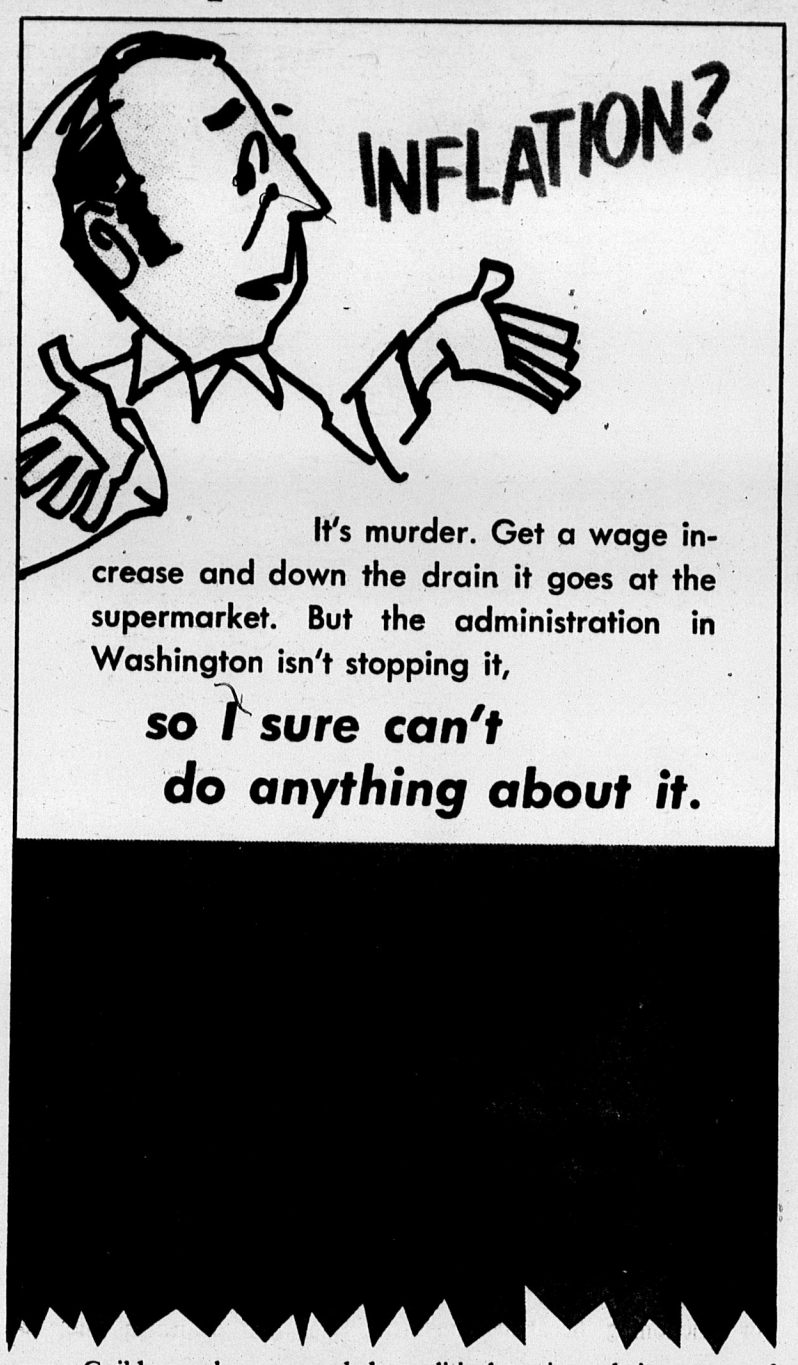
Every local is urged to conduct an active COPE drive with $2 from every member its goal. "If every Guild member responded to that $2 appeal, it would produce a total Guild contribution of more than $60,000—almost ten times the Guild's customary COPE quota," the board said.

"Few members are likely to step forth unsolicited, but experience has shown that when locals conduct active COPE campaigns, members give," the IEB added.

Copies of COPE contribution-receipt books and materials have been mailed to presidents and political action chairpersons of U.S. locals and district councils by TNG Research and Information Director David Eisen.

"Funds collected and forwarded to us in the COPE $2 Drive will go to the national COPE office, where they will be used only in national-office activities. They will not be used in efforts aimed at state legislative, gubernatorial, county or city campaigns," Eisen said. Guild members can specify whether their contributions should go to registration, education or campaign funds, he added.

Parallel in importance is participation in COPE's 1976 Area Conferences and the IEB urged maximum representation by each local. Credential forms and schedules have been mailed to Local and District Officials, Eisen wrote.



Press-gag opponents praised in IEB action

The International Executive Board, adding its voice to the chorus condemning court orders to "gag" the U.S. press, has commended the news organizations that are acting to oppose judicial censorship and urged them to keep it up.

The contagion of court gag orders began after Supreme Court Justice Harry Blackmun upheld a Nebraska judge's order prohibiting newspaper stories about pre-trial proceedings in a mass murder case, the IEB noted.

"On the soil watered" by Blackmun's action "has grown the inevitable crop—a proliferation of imitative orders in courts the length and breadth of the United States," the IEB said.

Most recently, a judge in New York attempted to gag the Times, Post and Daily News first by orally admonishing them not to publish the criminal backgrounds of six murder trial defendants, then by issuing a written order.

The Times and Daily News ignored the order on grounds it is unconstitutional and its issuance was faulty. The written order was issued Jan. 14 but backdated to Jan. 13, the day the trial opened.

Both papers also have petitioned the Appellate Division of the State Supreme Court to stay the order or vacate it.

"Unless a newspaper and its reporters are willing . . . to risk a contempt citation," however, the IEB said, "they are likely to find that the prize for even a successful court action is an empty box—the right to print the news after it no longer is news."

Since the Blackmun decision, courts also have moved to prevent newspapers from "identifying witnesses, listing the names of jurors, reporting that defendants had been fugitives or editorializing on a civil suit," the resolution continued.

"Judges are weighing the First Amendment against the Sixth, assuring the right to a fair trial, and finding the First expendable," the IEB stated.

Reporters in Easton, Pa., were barred from a bail-reduction hearing for three Vietnamese refugees jailed for allegedly assaulting eight police officers. A county judge claimed pretrial publicity would prejudice the rights of the defendants.

"One judge, in Boston, has even told the press what words it cannot use in describing the defendant, introducing newswriting on top of editing into the province of court competence," the IEB noted.

A Boston Superior Court judge was reported to have prohibited reporting of the record of Susan Saxe during pretrial proceedings on charges of murdering a policeman in 1970. The judge, who later wrote to the Boston Globe that his remarks were not orders, also said Saxbe shouldn't be described as a "self-styled revolutionary," AP reported.

But some attempts to muzzle the media have failed. An order to restrain the Rockford newspapers from editorializing about a $300,000 libel suit against it was set aside by the Illinois Appeals Court. A former publisher had been fined $3,000 for being in contempt of an order barring the newspaper from commenting on the case while the suit was in litigation.

A prosecutor in the trial of newspaper heiress Patricia Hearst lost his bid for imposition of an order to prevent defense lawyers from talking to the press.

In Virginia a sweeping state bar association rule against attorneys talking to the press has been termed "unconstitutional" by an attorney in hearings before a U.S. District Court judge.

Philip J. Hirschkop told the court that a state bar rule generally prohibiting public statements by lawyers about their cases violates the Constitution's free speech guarantees.

The issue of judicial censorship is now before the Supreme Court, which, the IEB said, "has had no more important First Amendment case before it since the Pentagon Papers."

Nebraska news organizations, backed by 25 press organizations, have asked the Supreme Court to strike down judicial orders which restrict the content of stories about criminal cases.

The trial which precipitated the Nebraska gag orders ended Jan. 17 with the conviction of Erwin C. Simants, 30, on six counts of murder. The orders, which the Nebraska judges said were necessary for safeguarding a fair trial for Simants, expired when the trial began. But the press organizations urged the High Court not to declare the controvery legally dead.

Proposal on o'seas efforts is tabled to spring session

The International Executive Board has tabled until spring final action on a proposal that would allow TNG to undertake union and journalism education programs in Latin America, Asia and Africa through three international labor secretariats.

The action came after extensive discussion of a proposal for a grant from the American Institute for Free Labor Development for a $50,000 11-month project aimed at strengthening free, democratic newspaper unions in the Western Hemisphere, principally in Latin America.

TNG President Charles A. Perlik, Jr., who advanced the proposal, reported that he also had discussed launching similar ones through the African-American Labor Center and the Asian-American Free Labor Institute. All three institutes are financed by the U.S. Agency for International Development.

Perlik's motion to authorize him to continue discussions and negotiations with the three organizations was deferred to spring on a 9-to-3 vote on the last day of the board's winter meeting after having been tabled and then defeated on a 7-to-7 vote earlier in the meeting. A motion early in the meeting to table the matter until April also was defeated, by 6 to 9.

Board members who opposed the proposal expressed concern about TNG using funds originating with the government and over what Vice President Roger L. Stonebanks called involvement in "exporting ideas and policies of the United States."

Proponents said they felt involvement in the programs would enhance TNG's image, stating that the Guild "has a stake in free, democratic trade unionism everywhere," as Vice President Harry Culver put it.

Age no bar to learning

Studies by the U.S. Dept. of Labor and private industry indicate that learning ability does not decline significantly with age, according to the labor department.

Learning ability at ages 50 and 60 is about equal to that at age 16, it reports.

Award planned for local papers

An annual contest and award for the outstanding Guild local publication will be set up with a fund established in memory of David S. Schick, Philadelphia Guild administrative officer until his death May 17, 1970, the IEB was told Jan. 30.

The award would be administered through the Philadelphia Guild with TNG selecting the recipient. The fund contains about $3,000 from the Philadelphia labor community and the Schick family, said Eugene B. Jones, TNG vice president and Philadelphia Guild president.

The IEB's Research & Information Committee is to draft guidelines for consideration by fund trustees and the board.

Canada's price elevator

The following table shows the steep ascent of Canada's Consumer Price Index over a 36-month period following a 0.2-point rise, to 144.3, in December. The first column shows the index figures for each of the last 13 months, with a 1971 base. The second shows the percentage increase over the same months of the preceding year, and the third the increase over December, 1972.

	Index*	Percentage over: Same month prior year	Percentage over: December 1972†
December, 1974	131.8	12.5	22.7
January, 1975	132.4	12.1	23.3
February	133.4	11.8	24.2
March	134.1	11.3	24.9
April	134.8	11.0	25.5
May	135.9	10.1	26.5
June	137.9	10.3	28.4
July	139.8	11.0	30.2
August	141.2	11.1	31.5
September	141.5	10.6	31.8
October	142.8	10.6	33.0
November	144.1	10.4	34.2
December	144.3	9.5	34.4

* 1971 = 100 † Index = 107.4

Loud and clear



DATELINE: WASHINGTON

Ford needs a better wrench in N.H. primary campaign



By **WILLIAM J. EATON,** *Chicago Guild*

CONCORD, N.H. — President Ford is paying a price for not devoting more attention to the nuts and bolts of politics in his effort to win a four-year term in the White House.

The Ford campaign in New Hampshire was faltering with less than two weeks before the opening primary election of 1976.

If Ford loses to challenger Ronald Reagan in their first ballot-box showdown, the President will find it increasingly difficult to rally his forces for the other primary tests.

Nearly every political reporter in this snowbound state regards Reagan's organization as far superior to Ford's slow-starting and relatively inexperienced team.

There seems to be little difference on ideology between Reagan and Ford. Both have typical, conservative Republican views on the economy, the energy crisis, foreign policy and federal-state relations.

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BUT REAGAN has an efficient, hard-driving New Hampshire campaign director in former Gov. Hugh Gregg. Ford is relying on Rep. James Cleveland (R-N.H.), who is a part-time chairman because of his duties in Congress.

This means the day-to-day work of directing the Ford effort has been shunted to John Michels, 31, a real estate man who is involved in his first Presidential primary race.

Support from the President Ford Committee in Washington has not been overwhelming, apparently based on overconfidence, or incompetence, or a little of each.

En route to New Hampshire for Ford's two-day visit, for example, committee spokesman Peter Kaye casually dropped a potentially damaging remark about the state.

"It's a helluva state to walk in, because if you go 40 miles outside the city there's nothing but trees and bears," Kaye said.

This is comparable to the advance work that placed Ford at a Chamber of Commerce Dinner in Nashua where Reagan's state finance chairman received the "Citizen of the Year" award.

Ford's strategy is to conduct a Presidential campaign, shunning the small-town handshaking tours and leaning heavily on his incumbency to win. In his New Hampshire visit, he showed a masterful grasp of the major foreign and domestic issues in question-and-answer exchanges.

But Ford also found himself responding to questions from town selectmen about the cost of a new bridge and a squabble over Coast Guard attempts to assert jurisdiction in two New Hampshire lakes.

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REAGAN, who has a smooth platform manner, is taking his campaign to the smaller towns where voters like to inspect Presidential candidates at least once and preferably several times before election day.

And Reagan got an unexpected bonus when Ford's honorary chairman, former Sen. Norris Cotton, all but endorsed Reagan and denigrated the Ford organization as "young kids."

In short, New Hampshire has all the makings of disaster for Ford despite the Nashua Telegraph's editorial plea: "Nice guys should finish first."

GR's prices are raised

The Guild Reporter's subscription price was raised $1.50, to $7.50 a year, by the International Executive Board Jan. 28.

At the same time the board raised the annual fee for which members and nonmembers alike may receive the paper via first-class mail—by $1.75, to $5.

(Guild members receive the paper via second-class mail without charge.)

The board, acting on recommendations of its Guild Reporter Committee, pointed to increased costs in both actions.

The regular subscription price has remained at $6 since 1972 while the "costs of producing and delivering" the paper "have increased considerably up and down the line," the board said.

The option of receiving the paper via first-class mail for the cost of the extra postage and handling involved was made available in 1973 and the rate set at $3.25, the board noted.

While the surcharge has remained the same since, it said, "the costs involved have not" with first-class postage "alone . . . now $1.20 a year higher."

Administrative Officer Sought

The Central California Newspaper Guild is seeking applicants for its first administrative officer. Thorough knowledge of union-management relations and experience in negotiation and administration must be indicated in applications. Salary in the $20K range, plus fringes. Resumes should be postmarked no later than March 15, 1976.

Central California Newspaper Guild
AO Committee
927 10th St.—Suite 314
Sacramento, Calif. 95814

DAY BOOK

Great Lakes District Council, winter meeting, Feb. 21-22, TNG "Automation Updated" Institute, University Inn, Lansing.

New England District Council, winter meeting, Feb. 28-29, Cranston, R.I.

Southern District Council, spring meeting, April 24-25, TNG "Automation Updated" institute, St. Anthony Hotel, San Antonio.

International Executive Board, spring meeting, April 26-30, TNG headquarters, Washington.

Western District Council, spring meeting, May 1-2, Seattle.

Middle-Atlantic District Council, spring meeting, May 1-2, TNG "Automation Updated" institute, Allentown.

TNG-GAIU 1976 Legislative-Political Conference, May 3-7, Washington.

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

Editorial

Checkoff the ripoff

Like we said about this time last year and the year before:

If only one thing was made "perfectly clear" by the Watergate-associated exposures, it is that election-campaign financing in the United States is a national disgrace—a giant ripoff.

We learned of huge sums virtually extorted from big corporations (oil companies, the diary industry, airlines, to name a few), of "bagmen" toting thousands from hither to yon, of funds being "laundered" through foreign banks to Richard Nixon's campaign committee on one side of the campaign-contribution coin; of antitrust actions halted, of higher support prices for vital commodities, of a push for a sub-minimum wage to benefit hamburger-stand chains on the other side.

All this and other muck raked up by the Senate Watergate Committee and other investigators should have erased whatever lingering doubts anyone might have had about the corrupting influence of big money in a political system that makes it a virtual necessity for candidates to become politicians-for-rent to the highest contributor.

An increasing number of persons and groups, including TNG's International Executive Board and the AFL-CIO, have come to the conclusion that the best way to guard against any more Watergates—large or small—is to remove the occasion for the corruption by providing for public financing of campaigns.

While that may be a long way off there is a way to help drive tainted money out and replace it with an honestly administered "citizens' fund"—for Presidential campaigns, at least.

It's the checkoff.

Each of us in the United States can check one or two special little boxes on the front of our federal income-tax return and thereby divert $1 ($2 in the case of joint returns) from our tax into the Presidential Election Campaign Fund. Checking the "yes" box or boxes does not increase anyone's tax, nor does it reduce any refund. It simply directs one or two dollars into the governmentally administered Presidential campaign fund.

Under 1974 amendments to the laws governing campaign finance and establishing the checkoff and fund, limits are placed upon the amounts candidates may spend in Presidential primary and general election campaigns. As much as half the 10-million-dollar per candidate primary limit can come from the fund. All of the 20-million-dollar per candidate general election limit (lesser amounts for candidates of minor parties) can come from the fund.

(The Supreme Court's recent ruling, however, permits candidates who choose not to use the public funds to exceed the 20-million-dollar limit and permits individuals to spend unlimited amounts to advocate a candidate so long as there is no "prior consultation" with the candidate.)

The Committee for the Presidential Election Campaign Fund Thru the Dollar Checkoff estimates that 100 million dollars will be necessary to finance the '76 presidential campaigns.

There was an estimated 75 million in the fund early this year.

Several employers are inserting special checkoff reminders in their employes' pay envelopes at the urging of the employes' local unions. Publishers ought to do the same, at Guild locals' urging.

Enough people on the checkoff can eliminate the ripoff from the 1976 campaigns—at least those for President.

The Guild Reporter

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JAMES M. CESNIK
Editor

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