

IEB urges renewed organizing funds, carry-it-with-you industrial pension

Convention's go-ahead for benefit asked

Creation of an international industrial pension plan to supplement existing plans and to provide pensions for Guild-covered employees not now covered by a plan is being proposed to the Guild's Washington Convention.

The plan would be fully portable—members would retain coverage when they change from one Guild-covered employer to another.

TNG's International Executive Board, in including the proposal among its collective bargaining recommendations to the convention, pointed out that such a centrally administered plan covering thousands of members could be considerably less expensive to administer than most of the plans which now cover members, especially those in relatively small Guild units.

The industrial pension plan—similar to those of other unions, including the International Typographical Union—would be designed primarily for members who aren't now covered by a pension plan and to provide a supplementary benefit for those who are, the board said.

And while the thrust of the proposal is not to replace existing plans, they could be merged into the industrial plan eventually.

Further, a local Guild could apply benefit increases negotiated in the future either to an existing

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SEN. EDWARD M. KENNEDY AND TNG-GAIU CONFEREES IN SENATE CLOAKROOM
Legislative-Political Conference participants head for visits with their Congress members

TNG growth keyed to 2nd 2-month levy

It will take money and the marshaling of resources to keep the Guild as the only growing union in its basic jurisdiction, TNG's International Executive Board declared April 30 and called for renewal of special assessments for organizing.

In doing so, the IEB recommended that delegates to the Guild's 1976 Convention, June 28-July 2 in Washington, authorize the assessments for two months next spring.

In addition to seizing "continuing organizing opportunities," the Guild must adopt an aggressive posture to "join forces with our sister unions to organize the unorganized, ward off mounting employer attempts to destroy our very bargaining rights," and "bargain the kind of contracts members deserve."

A special, two-months-only assessment, the board said, "is the only way to raise substantial sums quickly," as was proved in the spring of 1975 when more than \$435,000 was raised the same way.

The money would be used—as it was two years ago—to hire

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Dues to drop as fund nears healthy level

Most Guild members' dues will go down in June as TNG returns to a "reduced dues period" after three months of "full regular dues," mandated by TNG's Constitution to replenish the International Defense Fund when it falls below 1.5 million dollars.

Nearly complete receipts from March, TNG's first full-dues month in three years, make it "apparent" that the Defense Fund will reach and surpass two million dollars with full dues for May, "barring unforeseen large strikes or lockouts in the meantime," according to TNG Secretary-Treasurer Robert M. Crocker.

TNG's Constitution provides for "reduced dues" when the Defense Fund reaches two million

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General Fund shows surplus

TNG's General Fund produced its first operating surplus in eight years in the fiscal year ended March 31, the International Executive Board learned early in its April 26-30 meeting.

And shortly thereafter the board recommended to the Washington Convention a set of financial proposals designed to produce another in fiscal 1977, the current year.

The board also approved the report of a special IEB committee's study of TNG financing, called for by last year's convention. The report concluded that "no massive overhaul . . . is feasible" and repeated the IEB Or-

ganizing Committee's call for renewal of a pair of special assessments for organizing (see story elsewhere on this page).

The board also voted to recommend to the convention a change in the formula in TNG's Constitution setting the salaries of TNG's president and secretary-treasurer to eliminate disparities with those of TNG's senior staff members.

The General Fund surplus was \$12,202. It resulted from record income of \$1,451,964, up 8.6 percent from 1974-75, and expenditures of \$1,439,726, up 3.28 percent.

The year-end surplus reduced

the cumulative General Fund deficit from the previous seven years to \$350,480.

The Guild's net worth at the end of the fiscal year stood at \$1,160,754—the Defense Fund's \$1,516,135 minus the cumulative General Fund deficit and accounts payable of \$4,901—the board reported.

The fiscal year's record income was produced by per capitas from regular, employed members that averaged 29,773 payments a month, a record. The monthly average of per-capita payments in all categories—agency fees, unemployed, retired, partime

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Cabbie opposes 'Italian' president

AFL-CIO Legislative Director Andrew Biemiller swore to TNG-GAIU legislative conference participants that this is a true story:

A cabbie driving an AFL-CIO legislative staffer to Capitol Hill, after identifying his passenger's occupation and employer, announced his support for labor's efforts to "beat that Italian guy running for the White House."

"That Italian guy?" said the staffer.

"You know, Veto Ford," said the cabbie.

Politics '76: TNG, GAIU chart the shoals

Economic trouble called key issue

The key issue in this year's presidential election is not—as Sen. Hubert H. Humphrey put it—the future of the Panama Canal but the future of the U.S. economy and how it can be used to solve the nation's social problems.

This theme was echoed by speaker after speaker—politician, economist, consumer advocate and union leader alike—at the TNG-GAIU Joint Legislative and Political Conference.

Sen. Birch Bayh, recently a candidate for president himself, told the conference that, "our first priority is to elect a president committed to guaranteeing a job to everyone who wants to work."

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THE CONFERENCE

Reform needs help

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S. 1 attacks labor

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ELSEWHERE

Chester strike ends

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Bosses' CIA links rapped by Schorr

The light of exposure should be directed at media executives who helped the CIA use their reporters rather than on the reporters themselves, CBS correspondent Daniel Schorr told the Joint GAIU-TNG Legislative and Political Conference.

Schorr, one of three panelists on "Press Freedom: The Triple Threat," said he was "appalled" at the demand that the CIA be asked to disclose the names of the reporters who supplied it with information.

"It is not the true issue," he said. "It is a red herring that serves the bosses very well."

"To focus on the names of newsmen and employees and not the institutional arrangements that

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IEB ties Guild's growth to new organizing funds

(Continued from Page 1)

additional staffers for organizing.

The assessments, which would be levied in March and April, 1977, would be equivalent to the "full regular dues" schedule. This time the formula would raise \$450,000, the board estimated, since members' wages have risen within the interim. Guild dues increase as members' wages rise.

The assessments would raise \$225,000 in the current fiscal year ending March 31, 1977, and another \$225,000 in the fiscal year starting April 1, 1977, the board estimated.

"Levying the assessments in successive months again is designed to facilitate the collection procedure at the local level," the IEB said in the organizing section of its Officers' Report to the convention.

As in 1974, TNG would not wait for the funds to come in, however. It would borrow immediately to enlarge the staff and undertake new organizing projects, then repay the loan when the assessments are collected, the board said.

In 1974 TNG borrowed \$180,000 interest free from the AFL-CIO's Industrial Union Dept. to

launch the special organizing effort while awaiting receipt of funds in spring 1975 from the first of the two organizing assessments collected then.

The 1974 assessments produced a total of \$435,298 and short term investments produced an additional \$12,456 in interest, TNG Secretary-Treasurer Robert M. Crocker reported.

The special organizing fund contained a balance of \$25,184 remaining from the 1975 assessments at the end of TNG's 1975-76 fiscal year, he reported.

From August 1974, when the organizing program was launched with the IUD loans, the special fund had expended \$170,210 for special staffers' salaries, \$136,541 for expenses, \$20,216 for transportation costs, \$27,174 for employee benefits and \$68,429 for professional fees, mostly for legal counsel in labor board proceedings, Crocker said.

In reviewing the past year, during which organizing projects were in progress under the 1974 assessment funds, the IEB said it would have been a banner year except for unprecedented foot-dragging by the National Labor Relations Board.

The Guild won bargaining rights for 805 employees last fiscal year. That exceeded the 685 in the prior year. Except for fiscal 1972-73 and 1973-74, when the organizing tide began running, "last year was the only year since fiscal 1959-60 that the 800 level was attained," the board pointed out.

In 1973-74, bargaining rights were won for 1,369 persons and in 1972-73 rights were won for 1,074. Between those years and the 842 covered by Guild-won rights in 1959-60, the organizing pace ran between 789 in 1968-69 and 146 in 1969-70.

Had the NLRB and the employers not erected numerous and substantial roadblocks to organizing, the last fiscal year would perhaps have been "the most successful in more than 25 years," the IEB said.

"On the matter of professionalism alone," the IEB said, "more than 500 newspaper workers were denied their right to cast their ballots to form their own Guild units and come under the protection of contracts."

"Other delays," the board added, "fashioned by employers using the very law designed to encourage collective bargaining

and the mechanisms of the NLRB structured to conduct representation elections, destroyed the best efforts of hundreds of other employees who tried to come into the Guild."

It was, the IEB charged, "an NLRB performance unparalleled in Guild history."

There were "delays, departures from long-settled NLRB law, granting of unwarranted reviews, including the review of the question of whether newsroom employees are professionals, and reopened hearings."

Although the International Typographical Union, joined by TNG, won the professionalism case at the San Antonio Express and News (GR, April 9), the ITU lost the election, 25-61, when it was finally held on April 29.

"That defeat came one year and 20 days after the ITU petition [for an election] was filed," the IEB said in commenting on NLRB delays.

The IEB also illustrated its point about NLRB delays by recalling that "a sound NLRB regional director's decision, consistent with long-standing policy of the NLRB, took only two months

and four days" in the San Antonio case.

The full NLRB in Washington granted the Express and News a review and upheld the regional director. That process took an additional year.

In other organizing recommendations, the IEB asked the convention to:

- Support U.S. legislation to provide for certification by card check as in Canada.

- Further explore joint organizing campaigns with one or more other unions.

- Authorize additions to the permanent field staff as finances permit, a recommendation separate from that asking for funds for temporary field staff.

- Remind locals to form local and unit organizing committees.

- Urge acknowledgment of each organizing request and renew attempts to organize anywhere in the United States and Canada where there is a reasonable chance of success, especially in the South.

- Join with other unions to press for repeal of so-called right-to-work laws in recognition that they "constantly thwart" organizing efforts.

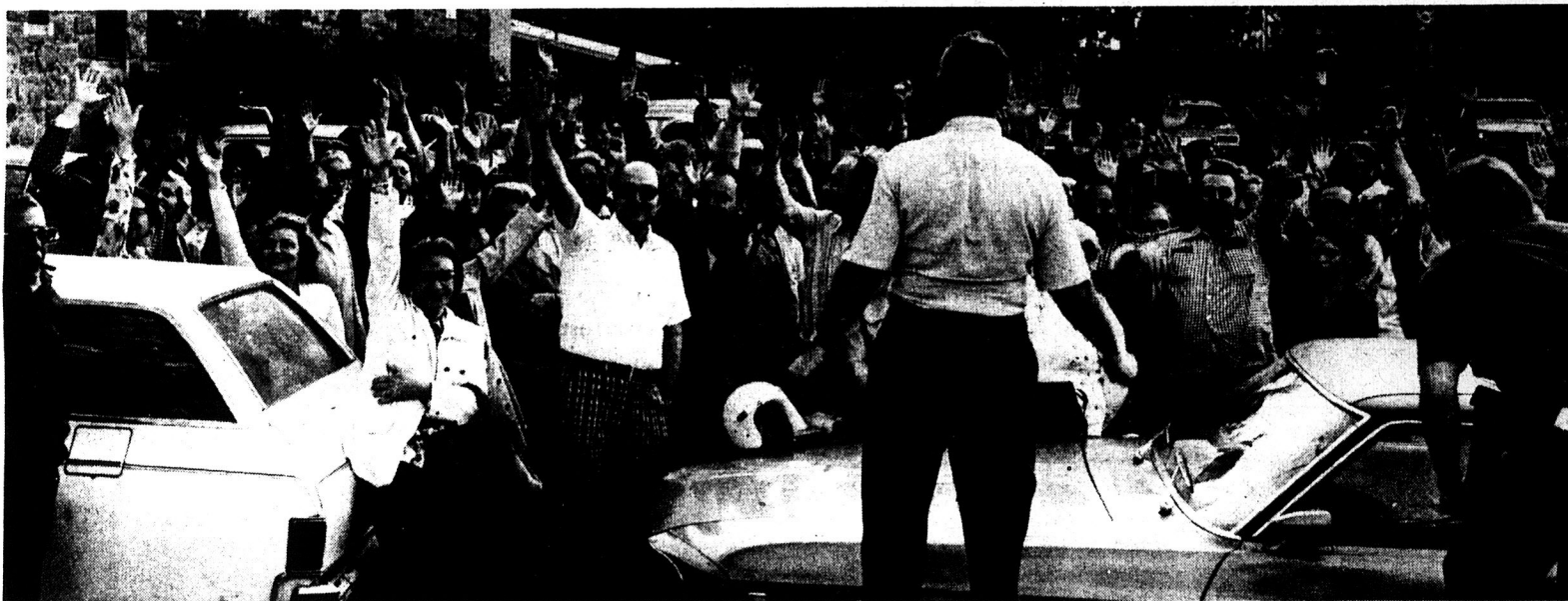


Photo by Steven Felder for Frontpage

Consumers Union rated unacceptable

Ralph Petrucelli (center, back to camera), chairperson of the New York Guild's Consumers Union Unit, counts hands in a 188-1 strike authorization vote against the publisher of Consumer Reports. The unit meeting was held at a parking lot in Mt. Vernon, N.Y., as a

cold twilight descended. The vote was triggered by management contract demands representing major attacks on job security and Guild jurisdiction, and by insistence on retrogressions, Frontpage, the New York Guild's newspaper, said.

Reporters not professionals, board aide holds

Newark, N.J.—Reporters, editors and desk personnel at the Dover Daily Advance are not "professional employees" as defined by U.S. labor law, a National Labor Relations Board regional director has ruled in a North Jersey Guild representation proceeding.

The ruling came exactly a month after the full NLRB in Washington made a similar decision in a case at the San Antonio Express and News (GR, April 9).

Regional Director Arthur Eisenberg ruled that all the paper's regular, nonsupervisory newsroom employees are properly included in a single unit for which the North Jersey Guild is seeking bargaining rights. The paper had sought to segregate 19 reporters, etc., from others in the department.

Eisenberg, in ordering a single representation election, said that although the Daily Advance says it prefers to hire journalism school graduates, only seven of

the 19 have journalism degrees.

The staff "is not predominantly composed of individuals with advanced knowledge acquired through a prolonged course of specialized study in journalism or communications in an institution of higher learning," he said.

That is among criteria for determining "professional" status in Section 2(12) of the National Labor Relations Act.

The act provides that "professional" employees must engage in a representation election separate from that in which other em-

ployees vote unless they first vote to join with the others.

"The work of editorial news employees can be competently accomplished without requiring advanced degrees in journalism or the equivalent experience," Eisenberg found, citing the San Antonio case, which emerged from an organizing effort in the newsroom by the International Typographical Union.

Eisenberg, however, agreed with the Daily Advance that 13 correspondents should be included in the unit, enlarging it to

about 40 persons. The Guild had contended that as stringers they were independent contractors. Four of them, including "photographic correspondents" and cartoonists, will vote subject to challenge, however.

The correspondents, Eisenberg ruled, are in many cases assigned beats, some write columns, their copy is handled and their work supervised in the same fashion as that of regular staff members.

They are paid for attending events whether or not a story results. But they receive no benefits or expenses.

"Mere differences in the mode of reimbursement and amount of benefits are not sufficient to establish an independent contractor relationship, particularly where the work of the correspondents is the same or is interchangeable with work of staff reporters," Eisenberg ruled.

The "close integration" with work of the regular staff is a more important criterion, he said.

The NLRB has not yet set an election date.

New delay hits effort in Wilmington

Wilmington, Del.—Claiming "massive changes" in the editorial department, the Wilmington News and Journal has asked the National Labor Relations Board to re-open the record once again in the 13-month-old effort for Guild representation for the department's 100-plus employees.

Seventeen new "supervisory" positions have been created and

10 eliminated or changed, the employer claimed.

The Philadelphia Guild filed a petition for the group on April 21, 1975. The record of NLRB hearings was first closed on June 18, 1975. It was re-opened on the "professional" issue on Nov. 10, 1975, and closed again on Dec. 4, with final briefs due Jan. 19. The Guild opposes reopening.

Unit sought by Ottawa at CKOY

Ottawa, Ont. — The Ottawa Guild has filed for bargaining rights for all 45 employees of independently owned radio station CKOY.

The petition was filed with the Canada Labour Relations Board May 11. The board may, at its discretion, certify a union as bargaining agent for a group without a representation election if a simple majority is demonstrated. The Ottawa local said a substantial majority has applied for Guild membership and representation.

The 45 employees are technical, on-the-air, news, administrative and sales staff, William McLeman, the Guild's Canadian director, said.

The Ottawa local has had a contract with television station CJOH since 1970.

CWSG files at Reuters

Toronto, Ont.—The Canadian Wire Service Guild has petitioned for bargaining rights for all 11 employees of Reuters, Ltd., of Canada.

The petition, filed April 9 with the Canada Labour Relations Board, seeks certification as representative of all the wire service's sales, news and clerical employees.

Reuters since has filed a petition claiming that ten times more positions than it has employees should be excluded from the Guild unit sought, the Guild leader said. In addition, four of its employees, including three the company seeks to exclude, also have filed a petition with the labor board. Theirs asks that the Guild not be certified.

The labor board has appointed an investigator.

Tops to hit \$388 in Bay suburbs

San Francisco, Calif.—Reporters top minimum wages are increased \$20.92—to \$388.75 per week—in the last year of three-year contracts at five San Francisco Bay Area suburban daily newspapers.

The packages, negotiated under wage and vacation reopeners, bring the three-year increase in the reporter top minimums at the papers to \$88.29.

The San Francisco-Oakland Guild contracts are with the San Mateo Times & Daily News Leader, the Santa Rosa Press-Democrat, the Vallejo Times-Herald & News Chronicle and

the Richmond Independent and Berkeley Gazette, covered by a common contract.

The reopener agreements also provide an additional increase which may be applied to improving vacations, health and welfare, pensions, or to wages. If the parties can't agree, the matter will go to arbitration.

A similar improvement in San Francisco, Oakland and San Jose yielded \$4.92 of such money for those in the higher-paid classifications.

Display and outside classified sales representatives gain the same top minimum increases as reporters in San Mateo and Vallejo.

Starting minimums for reporters go to \$233.57, up \$13.70, in San Mateo and Santa Rosa. These increases also apply to starting minimums for display and outside classified in San Mateo.

At both papers, effective date of the increases is April 30.

In Vallejo, reporters at top minimum go to the \$388.75 figure on June 30. Starting reporters go to \$226.74, retroactive to Jan. 1. Those paid over minimum retain their margins in all classifications, as in Santa Rosa.

At Richmond and Berkeley, reporters, photographers, copy editors, and rewrite staff at the top go to \$388.75 on June 30. Starting employees in those classifications go to \$219.87, up from \$213.44, retroactive to Dec. 31, and another increase takes them to \$233.57 on June 30.

The reopener settlements also provide:

In San Mateo—Classified phone solicitors at top minimum go up \$14.09, to \$240.11, retroactive to Jan. 1, making a three-year increase of \$52.21. General clerks and telephone operators at top minimum go up \$12.44, to \$211.99 retroactive to Jan. 1, a three-year increase of \$46.09.

In Vallejo—Classified, display and library clerks at top minimum go up \$12.54, to \$213.70, retroactive to Jan. 1, a three-year increase of \$46.47.

The Santa Rosa and Richmond-Berkeley units cover only the editorial employees.

Correction

The Time, Inc., Unit of the New York Guild is the third largest in the local. A dropped word in the April 23 Guild Reporter resulted in it being identified as the local's largest unit. Largest unit is that of New York Times employees.

West backs organizing assessment

Seattle, Wash.—The Guild's Western District Council has endorsed the International Executive Board's call for renewal of special organizing assessments.

The council, meeting here May 1-2, said the two-month assessment is necessary because the Guild needs to pay for activities which make it stronger.

Organizing is the first step in trade unionism, the WDC's resolution said, adding that individual members must be willing to pay costs incurred by TNG for the benefit of all members.

The council said it has seen positive results from the initial special assessment, collected in 1974, which "far outweigh" any negative aspects.

The resolution was passed after a motion by San Diego delegates to table it was defeated.

At a forum for candidates for the vacant IEB seat from the U.S. West, Ed Horst, chairperson of the Central California Guild's unit at the Sacramento Union, withdrew from the race.

He said he had a previous commitment to support Phil Mayer, treasurer of the Hawaii Guild, and had not known Mayer was running when he announced his own candidacy.

Horst's withdrawal leaves Shirley Caldwell, president of the Pacific Northwest Guild, Mayer and Gerald L. Schultz, immediate past president of the San Diego Guild, in the race.

The seat became vacant when Hugh H. Harrison became administrative secretary of the Pacific Northwest Guild.

Southern Council accepts delegates of Wire Service

San Antonio, Tex.—The Guild's Southern District Council voted to accept the Wire Service Guild's chapters in the South into council membership during its meeting here April 24 and 25.

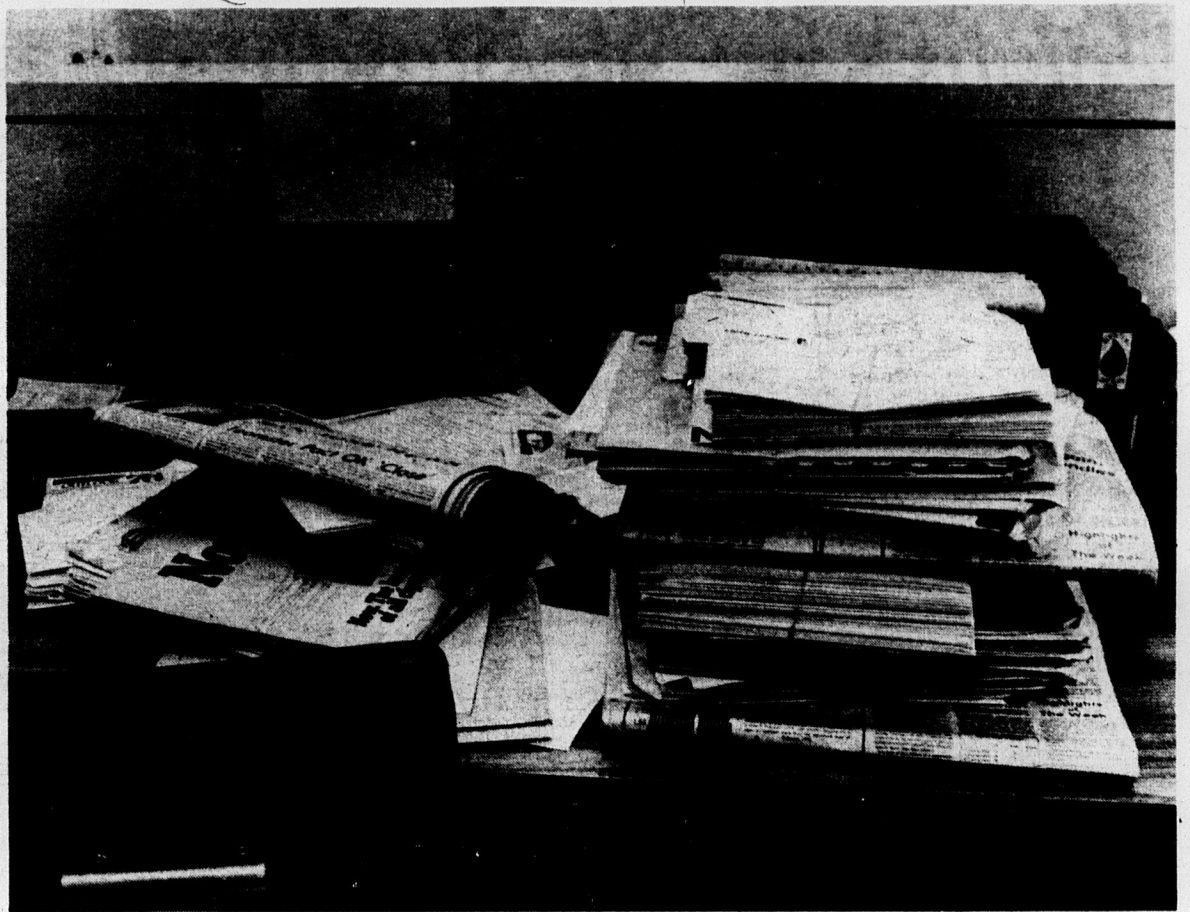
WSG member Richard S. Boggs of UPI in Dallas made the application for council membership on behalf of the local and served as its delegate to the council for the balance of the meeting after it was accepted.

The council also elected Emily McDonald of the Chattanooga Guild to fill the unexpired term of its secretary, John M. Carlock

of Morgantown, who resigned the position, announcing that he is leaving the Morgantown Dominion-Post.

In another action, the council, by a six-to-four vote, defeated a motion by Jim Willis of Memphis to call on TNG's officers to set up programs to instruct Guild members at the Washington Post "in the importance of united trade unionism" and expressing the council's appreciation for those who honored craft unions' picket lines at the paper.

The council expects to hold its fall meeting in October or November in Norfolk.



'Vacation replacement' in San Jose

When management of the San Jose Mercury and News told the San Jose Guild it would cost \$10 per week per employee to "buy" an extra week of vacation because of "replacement costs," the Guild decided to find out if anyone was being replaced. The San Jose News' business writer went on vacation and not only wasn't he replaced, no one was assigned even to go through his mail. Money for

more vacation was bargained as part of a reopener settlement that provided that if the parties couldn't agree the matter would go back to arbitrator Sam Kagel. The Guild says an extra week would cost less than \$4. The dispute has returned to Kagel, who is deciding the same issue at the San Francisco and Oakland newspapers. Settlement would tie up the contract's last loose end.

Chester Guild strike ends as unions ratify pact; common dates achieved

Chester, Pa.—Members of the Philadelphia Guild's Chester Unit and of the three other unions at the Delaware County Daily Times returned to work May 3 following ratification of new contracts by members of all four unions to end a 23-week Guild strike against the paper.

Only the Guild contract was expired. Those of the other unions, whose members had been honoring the Guild's picket lines since the strike began Nov. 24, were reopened in mid-April and extensions bargained so that all four contracts next will expire on Oct. 31, 1978.

The Chester Typographical Union, the Teamsters and the Wilmington pressmen's union bargained the contract extensions jointly with the Ingersoll paper's management at the invitation of the Federal Mediation & Conciliation Service, issued after meeting with the International Typographical Union-TNG task force.

The Guild's settlement raises top minimums for reporters and ad salespersons by a total of \$76.50, to \$384.85 on Oct. 1, 1977.

Journeymen's scales for the other unions are increased a total of \$42 under their contract extensions. The printers' is for 23 months, the pressmen's for 19 months and the Teamsters' is for 20 months.

The Guild settlement, ratified by a 57-to-15 secret-ballot vote of the Chester Unit on April 29, provided for 30 of the unit's 77 members to return to work—by seniority within classifications—on May 3, five more within five weeks, three more within three months, three more within six months, three more within nine months and three more within 12 months—a total of 47.

All strikers must choose by June 11 whether to accept a \$5,000 lump sum severance pay-

ment or be placed on a 12-months rehire list.

Any on the rehire list after 12 months are to be paid contractual severance, one week for each six months service.

TNG International Representative William Brown said that ten of the first 30 called back to work elected the \$5,000 severance or early retirement instead. He said he expects that within six weeks there will be maximum 18 persons on the rehire list.

Brown reported, however, that when the first group who elected the "buyout" were to collect it on May 7, the publisher announced that he would not pay it. Management and Guild representatives were to meet May 18 at TNG headquarters in Washington to discuss the situation.

All Guild members, including those who elect the "buyout" were to receive \$270 lump sums, representing retroactive across-the-board \$22.50 general increases for the 12 weeks between the expiration of the Guild's old contract and the beginning of the strike.

Additional raises of 8.76 percent of the final minimums in the old contract are due Oct. 1 this year and next.

The increases total \$51.20 for the clerks' top minimum, taking it to \$214.85, \$55 for the classified telephone solicitors' top, taking it to \$240.49, \$72.50 for the the district managers' top, taking it to \$357.70, and \$79.20 for the desk assistants' top, taking it to \$402.70.

The Guild and the other unions also won a guarantee of pension vesting after 10 years' service, a five year cut in service time for five weeks' vacation, to 20 years, and an estimated \$5.37 more a month for hospitalization and medical insurance.

The Guild settlement also adds a ninth holiday, a second "per-

sonal" day, and increases mileage to 15 cents, from 13, for regular drivers while increasing their car-use guarantee from \$15 a week to \$22.50, except during sick leave. Mileage for occasional drivers is increased from 15 cents to 16 cents or \$5 a day, whichever is more.

The company also agreed to a Guild proposal on job security and severance pay that preserves the union's right to arbitrate the validity of economic dismissals. Company insistence on eliminating the provision was a major cause of the strike.

Any of the persons hired to do Guild jobs during the strike who are still employed by the company on June 1, 1977, will be required to pay agency fees to the Guild.

The settlement by the printers included an agreement to reduce their number at the paper by half, to 15, with \$5,000 each directly to those severed and a second \$5,000 for each into a "jurisdiction pool." The Typographical Union is turning the second \$5,000 over to those severed as well.

A pressman who was severed under a similar agreement also received \$5,000 severance.

Data on 94 minority job-seekers sent out

The names, addresses and other information about seven minority-group candidates for jobs in the industry were sent to the principal officers of all Guild locals early in May along with a reminder that locals should both transmit such information to employers and follow up to be sure the candidates are contacted.

The mailing brought to 94 the number of minority-group job candidates about whom TNG has informed locals since the beginning of 1976.

Unions save Star, its publisher says

"A spirit of unprecedented co-operation and accommodation" by six key Washington newspaper unions was responsible for keeping the financially troubled Washington Star from being forced to lock its doors, its publisher said on April 27.

Joe L. Allbritton said cost-cutting agreements finalized that day by the unions and management gave the newspaper "the financial viability to compete in the market place."

Allbritton, who met with the unions—including the Washington-Baltimore Guild—at the Federal Mediation & Conciliation Services' offices in the capital, walked upstairs after the agreements were made final, called his treasurer in Houston and transferred another six million dollars to the Star's operating accounts, a TNG representative reported.

The new agreements with the unions will save the Star approximately six million dollars in payroll costs per year, said Allbritton, a Houston banker who took operating control of the paper in November, 1974.

Meanwhile, circulation and advertising records showed increases for the Star, an evening paper, and decreases for the morning Washington Post.

The Guild's Star Unit, which represents 540 editorial and commercial employees, voted, 318-12, on April 9 to accept proposals calling for a moratorium on all wage increases for the rest of the year, restricting bargaining for a new contract to noneconomic issues, and cutting the Guild-represented portion of the paper's workforce by 37. Other unions accepted similar proposals (GR, April 23).

The Columbia Typographical Union's cost-cutting agreement, however, underwent some last minute changes.

The printers had accepted proposals to provide early retirement and "buy-outs" of 100 situations. Fifty were to have resigned by April 23, when the remainder would go on four-day weeks until 50 more had resigned or until Oct. 1, 1977,

whichever was earlier.

By the first deadline, 68 composing room personnel had taken the early retirement or "buy-out" payments of \$18,000 and retirement benefits.

The Typographical Union and the Star then renegotiated their agreement to provide that the second date be moved back to June 12, 1977, in consideration of the extra number of resignations and retirements logged by the April 23 deadline.

The unions' cost-cutting agreements were reached after the Star opened its books—an independent audit and internal ledgers—to the unions, which sought confirmation of Allbritton's statement that if new economies weren't made the paper would have to be closed.

The Star began to lose substantial sums in 1970 while the Post continued to dominate the Washington area market.

In October, 1975, the pressmen struck the Post and the Star registered unusual circulation and advertising gains.

Discounting those October circulation gains as possibly distorting the picture, the Star still showed healthy increases for the six months ending March 31, while the Post's circulation declined.

The daily Star was up 20,788, to 390,414, it reported. Sunday sales rose 31,189, to a record 382,025. Saturday circulation was up 13,677, to 399,888. The Star publishes morning editions on Saturday.

While the Post still holds a considerable over-all lead, its circulation declined during the same period. Daily circulation was down 21,501, to 514,849, and Sunday was off 6,435, to 718,806.

The Star also said it gained 1,753,000 ad lines. Advertising Age, the New York trade publication, broke this down as first-quarter 1976 gains of 22 percent over the year-ago quarter in total lineage, with classified up 46 percent and retail lines up 15 percent.

The Post said its total lineage



Union chief hits postal 'mess'

The Ford Administration's refusal to fight for adequate funding has thrown the U.S. Postal Service into a "mess" that won't be cured by more rate hikes and service cutbacks, President Francis S. Filbey of the Postal Workers Union charged on "Labor News Conference," an AFL-CIO public service radio program. Filbey (center) is questioned by Donald Barnes (left) of Press Associates, Inc.,

a labor news service, and Arthur Brandel of Post-Age, a postal users' newsletter. The Guild Reporter and other nonprofit and labor publications face massive postal rate increases—800 per cent by the mid-1980's. The Guild's International Executive Board is urging support for a bill which would create a public-service subsidy and an amendment which would fix the second-class nonprofit rate.

dropped 2 to 3 percent.

Profits of the entire Washington Post Co., which also operates broadcasting stations, the Trenton, N.J., Times and Newsweek, rose, but not because of Post newspaper revenue.

Of 3.8 million dollars in quarterly profits, 1.3 million dollars came from sale of a Cincinnati radio station. "Substantial increases" in profits were reported by the Post Co. for its broadcasting and magazine division. Newspaper operating profits were down—even though the Trenton paper was up.

Allbritton, in his April 27 statement, said the new agreements with the six unions were the result of "a spirit of unprecedented co-operation and accommodation."

He said the "magnitude of the accommodations" made by the unions "are of historic propor-

tions" and assure the continued growth of the Star.

"The real beneficiaries of the foresight demonstrated in these discussions will be the newspaper readers and advertisers who will continue to have a two-newspaper city," he said.

"The acceptance of this vastly improved newspaper by the community, as demonstrated by recent dramatic increases in circulation and advertising, and the esprit de corps of all my associates at the Star reconfirms my complete faith and confidence in the success of this great newspaper," he continued.

"All who participated in this effort can be justifiably proud of what they have accomplished," he concluded.

In a letter later to TNG International Representative Charles Dale, Willmott Lewis, Jr., the Star's business manager, expressed

his "personal appreciation to you, Brian Flores and Phil Kadis for the time and efforts expended in making Mr. Allbritton's statement possible." Flores is administrative officer of the Washington-Baltimore Guild; Kadis is chairperson of the local's Star Unit.

The same day the unions' agreements with the Star were finalized, a large Washington liquor store ran its first ad in the paper—a full page—leading with an open letter to the area's residents which said, in part:

"It is our opinion that Washington must retain a second great newspaper. As subscribers we do our part. As an advertiser we are in a position to do more."

On May 11, Allbritton named Richard S. Stakes, president of the highly profitable Evening Star Broadcasting Co., to be president and chief executive of the Star.

16 founders only members, WNU at Post tells hearing

The cochairman of the Washington Newspaper Union, which is seeking to replace the Guild at the Washington Post, said at the start of a labor-board hearing April 28 that he doesn't know whether the WNU has any members other than the 16 who founded it in January.

Thomas Martin testified under Guild cross-examination that the WNU never solicited others to

join and that he knew of no others who have become members.

Martin was the first witness at a National Labor Relations Board hearing on a WNU petition to displace the Washington-Baltimore Guild as the bargaining agent for more than 1,000 Post employees. He took the stand in an attempt to establish that the WNU is indeed a union

under federal labor law—a contention challenged by the Guild.

The Guild had subpoenaed the WNU's constitution, membership forms, meeting notices and minutes, financial reports and any reports filed with the U.S. Labor Dept., in order to throw light on the WNU's status. WNU counsel Marguerite Owen challenged the relevancy of all but the constitution and NLRB hearing offi-

cer Albert Palewicz reserved decision on whether to quash the subpoenas, but Martin's testimony indicated that most of the documents probably don't exist.

Martin said meeting notices were issued by word of mouth, that there were no membership cards, that the WNU had adopted neither bargaining goals nor tentative proposals and that it did not yet have a bargaining committee.

The WNU's constitution—its preamble almost word-for-word that of TNG's—was adopted at a Jan. 18 meeting of Post employees, according to the text of a resolution submitted into evidence by the WNU.

The text said the resolution was adopted by "the undersigned employees of the Washington Post who attended the meeting," but Martin conceded that he had not actually attended. He said he signed it the next day.

The 16 signators each paid a \$5 initiation fee provided by the provisional constitution, but Martin indicated that no others had yet done so. The WNU recently

appealed to Post employees for contributions of "at least \$100" each to keep the organization alive.

Martin said the WNU had held some 15 meetings, attended by up to 25 employees. Some meetings had less than 10, he testified.

Palewicz had yet to rule on the validity of the Guild's subpoenas when the hearing was adjourned April 29. A ruling on the WNU's status as a union will come from the NLRB's regional director.

The Post is seeking to exclude 140 employees in 100 job classifications from the bargaining unit. That total is at least 16 more than it tried to eliminate in a move rejected by the board in midcontract last year.

Among the 100 job classifications it seeks to exclude are 12 in accounting, 14 in advertising, six (held by 33 persons) in circulation, six in data processing and 48 in editorial, including its editorial writers.

The hearing is scheduled to resume May 24 and continue for several days.

'I wish I had said that ...'

Following are the preambles to the constitutions of the Washington Newspaper Union (left) and The Newspaper Guild (right), which the WNU is seeking to replace at the Washington Post.

WNU

1. The purpose of the union shall be to advance the economic interests and to improve the working conditions of its members; to work for equal employment and advancement opportunity and honesty in news and business practices; to raise the standards and ethics of journalism; and to foster co-operation with other workers.

TNG

The purpose of The Newspaper Guild shall be to advance the economic interests and to improve the working conditions of its members; to guarantee, as far as it is able, equal employment and advancement opportunity in the industry and constant honesty in news, editorials, advertising, and business practices; to raise the standards of journalism and ethics of the industry; to foster friendly co-operation with all other workers; and to promote industrial unionism in the jurisdiction of the Guild.

Board condemns Ford secrets bid

The specter of a U.S. version of Britain's Official Secrets Act and House action against reporter Daniel Schorr were condemned by the International Executive Board at its spring meeting.

President Ford sent to Capitol Hill in February proposals for legislation to provide criminal penalties ranging up to five years in prison and a \$5,000 fine for disclosing "information relating to intelligence sources and methods."

Those penalties would apply to government employees or contractors who provide such information to the press.

But Ford's explanation of the bill specifically stated that "collateral prosecution related to the violation of any other provision of law" would not be barred, the IEB warned.

That means reporters could be jailed for contempt for refusing to disclose who leaked the information, a "crime" to which they would be eyewitnesses, the board said in a resolution adopted unanimously.

The measure was introduced in the House as HR 12891 by Reps. Melvin Price (D-Ill.) and Bob Wilson (R-Calif.). It was referred

to the Investigations Subcommittee of the House Armed Services Committee.

The Senate Armed Services Committee said that it has the President's draft proposal but that it hasn't been introduced as a bill in the Senate.

"The history of the past decade has shown how such concepts as 'intelligence sources and methods' can be stretched," the IEB said. The country doesn't need an official secrets act in any form and the time to stop it is now, the board added.

In the Schorr case, the board said the issue is whether the CBS reporter had a legal or quasilegal obligation to keep a House intelligence report secret.

Schorr gave the report to New York's Village Voice, which published it.

"The House did not enact a law, which Schorr, like any other citizen, was duty-bound to obey; it merely voted not to publish the unexpurgated report. Schorr is not a member of the House; he is under no obligation to obey its strictures," the IEB said.

"The House," it added, "is on a collision course with the First Amendment."



Center named for Guild member

The Leo Perlis Remotivation Center for ex-inmates in Cleveland was named for the AFL-CIO's community services director, a New York Guild mem-

ber since 1940. Looking at art exhibit from left are local AFL-CIO head Mel Witt and center director Keith McClellan.

Allentown has last in series on automation

Allentown, Pa.—The last of TNG's 1976 regional "Automation Updated" institutes—this one featuring a tour of the Allentown Call and Chronicle's automated plant—was held here May 1 and 2, sponsored by the Middle Atlantic District Council.

More than 250 Guild members from 50 locals attended the seven regional institutes, which were conducted by TNG Administrative Operations Director Ellis T. Baker assisted by panelists from Guild papers utilizing new electronic production systems.

The institutes were presented in Gary, Albany, Lansing, Ottawa, San Jose and Vancouver as well as Allentown.

Following their tour of the Call and Chronicle plant here, delegates heard a panel discussion of Guild experience with video display terminal and scanner systems led by Baker, Allen Hasbrouck of Lehigh Valley and Jack Wallace of Wilkes-Barre.

At the council business meeting, Wallace was elected council treasurer to succeed Edward J. Schrode, also of Wilkes-Barre, who had resigned. The delegates adopted a resolution of thanks and commendation to Schrode for his long service to the council.

The council also approved a dues-reduction formula, proposed earlier by the North Jersey

Spread of VDTs outstrips OCRs

The proportion of the American Newspaper Publishers Assn.'s 942 member plants using video display terminals and systems was 57 percent last December, up from 37 percent a year earlier, an ANPA survey shows.

The proportion using optical character recognition (scanner) systems rose from 23 to 33 percent.

"The modest spread of OCRs reflects what appears to be an industry preference for composition systems based largely on video display terminals," the Dirks Newspaper Newsletter said in reporting the survey results.

Guild, under which dues of member locals will be reduced by half whenever the council's cash assets reach \$3,000, as they now have.

The reduced dues rate would continue in effect until the council's assets drop below \$2,000, at which point the full dues rate would be reinstituted on notification by the council treasurer.

The council also voted to purchase subscriptions to the Guild Reporter for one college paper in the area of each member local, to be designated by the local.

The council will meet next in a joint session with the Empire State Council August 7 and 8 at White Haven, Pa., near Wilkes-Barre.

IEB rejects proposal to limit authority to review charges

The Guild's International Executive Board April 30 rejected a proposal that it endorse amendments to TNG's Constitution to make it impossible for the board to again act as it did in January when it found charges against Washington Post Guild members who crossed picket lines to be defective.

In a related action, the IEB also rejected a proposal that it endorse a proposal to amend the constitution to mandate observance of any strike at a shop where the Guild has bargaining rights.

The vote to reject on the first proposal, advanced by the Toronto Guild's executive committee, was the same as that by which the board found the Post charges defective and said it would invalidate them if any members were tried and convicted and appealed to the IEB: 9 to 6, with the same board members voting to reject as voted for the IEB's January action.

There was but a single recorded vote for the second proposal, advanced by the Victoria Guild: Vice President Roger L. Stonebanks of Victoria.

The board majority on the Toronto proposal stated that its action in January "was not easy," pointed out that the IEB had "never in the 43-year history of TNG" exercised its authority in that manner, and said it "hopes it will never have to again."

Calling strikes and charges against a member "unpleasant," the board majority said that the Post situation "threatened—and still threatens—to destroy the Guild's bargaining rights at the Post, with tremendous adverse impact" on the Washington-Baltimore Guild and TNG.

The board said that "foremost" in its January decision were the realizations that it "could not al-

low" Post members "to be denied due process," it "could not sit idly by and witness the destruction of a key unit in a key local," and that it "had to act."

The majority said it thinks it acted "properly," and pointed out that legal counsel "for all sides conceded that it had . . . power and authority" to act as it did in January.

While expressing the hope that it never will be, the board said that "if that unhappy event is resurrected," it believes the IEB "must have the power to save the Guild."

An amendment proposed by Vice President Eugene B. Jones of Philadelphia to strike the reference to "due process" and to delete the characterization of the January action as "proper," was defeated.

Vice President Warren E. Howard of Washington-Baltimore said he "strenuously" objected to the due-process-denial portion of the action and charged that the IEB may have been the one guilty of that when it "voided a legal referendum in which a majority of the 1,600 members outside the Washington Post Unit endorsed the actions of the local leadership" in ordering Post members not to work for the struck paper after the unit had voted to do so.

Vice Presidents Jim Robinson of Toronto and Betsy Wade of New York also objected to the due-process-violation statement, with Robinson backing the amendment proposal on grounds that while the board may have had authority for its action he considered it improper.

Vice President Louis M. Calvert of San Jose, chairperson of the IEB's Constitution Committee, said the committee felt one example "of attempting to deny due process" was the local's

scheduling "nearly 400 trials in a nine-day period, 45 a day."

Voting to reject the Toronto proposal besides Calvert were: International Chairperson Barney Peterson, President Charles A. Perlik, Jr., Secretary-Treasurer Robert M. Crocker and Vice Presidents John J. Breed, Harry S. Culver, James A. McGill, David M. Mulcahy and Dorothy Sain.

For it were Vice Presidents Diane M. Woodstock, Wade, Stonebanks, Robinson, Jones and Howard.

Stonebanks said the Victoria proposal to mandate picket-line observance was an effort to resolve what he and his local perceive as a "terrible conflict" between what the constitution allows—a membership unit may vote to decide on observing a picket line—and the policy of the union. He called it "a shocking embarrassment" and suggested constitutional silence as an alternative solution.

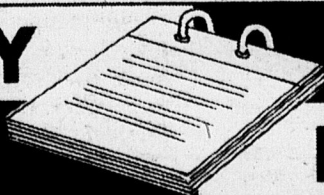
The IEB also rejected a proposal by the Washington-Baltimore Guild that locals' obligation to serve documents in disciplinary proceedings be alleviated.

Howard said his local objected to having to serve charges on persons accused, then serving their answers on the accusers, adding that that is not the case in a "normal court of law."

Robinson, pointing out that the local's trial board serves as the court, said he felt it proper that the local serve as "some sort of court officer" since it is "in the best position to be able to serve people."

The board approved a recommendation from its Research & Information Committee that the constitution be amended to require each local to provide its members a copy of their current contract and a copy of the local's by-laws.

DAY



BOOK

Great Lakes District Council, spring meeting, May 22-23, William Penn Hotel, Pittsburgh.

New England District Council, spring meeting, May 22-23, TNG human rights seminar, Howard Johnson Motor Inn, Boston.

Empire State District Council, spring meeting, June 5-6, Holiday Inn, North Bergen, N.J.

International Executive Board, pre-convention meeting, June 25-26, Shore-

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

International Executive Board, fall meeting, Oct. 18-21, TNG Headquarters, Washington.

Western District Council, fall meeting, Oct. 23-24, San Francisco.

International Executive Board, winter meeting, Jan. 24-27, TNG Headquarters, Washington.

Economy (not Panama) called top U.S. issue

(Continued from Page 1)

Rep. Yvonne Brathwaite Burke, chairperson of the Congressional Black Caucus, said that the No. 1 issue for blacks and whites alike is full employment, so that they will no longer have to compete with each other for jobs.

Consumer advocate Ralph Nader said that so long as there is recession and unemployment workers will be called upon to choose between jobs on the one hand and environmental protection, occupational safety and health and national health insurance on the other, a form of "environmental blackmail" which he said is working all too often.

Economist Leon Keyserling warned that the public is being "brainwashed" on the economy, and AFL-CIO Legislative Director Andrew Biemiller reiterated the federation's commitment to full-employment legislation.

The conference, held a short walk from the capitol, was attended by 98 members of the Guild and the Graphic Arts International Union, with 21 from the Guild, including four International Executive Board representatives, staff and 11 participants from eight locals.

Humphrey, in his opening address which struck the keynote of the conference, said that the Democrats had been seeking to stimulate the economy since 1973 but that they had been blocked and tripped by the Republicans.

"This Administration trips easily, you know," he observed.

Humphrey, who is chairman of the Joint Economic Committee of the Congress, likened the Administration's policy of relying on unemployment to reduce inflation to the 18th Century practice of bleeding patients to reduce a fever.

"The Administration," he said, "is bleeding the American economy and the American people. It's immoral, economically unsound and politically unacceptable."

Criticizing the Ford Administration's economic and social policies—or lack of them—Humphrey recalled the President's appearance before Congress when,

Bayh shreds text in wake of HHH

"It's great to work with and for Hubert Humphrey," said Sen. Birch Bayh, "but to have to follow him as a speaker is something else again."

"Hell's fire!" he exclaimed in mock exasperation and tore his text into pieces and scattered them among conference participants.

Humphrey, in a characteristically enthusiastic speech, had not only kept Bayh waiting but also had covered much of what he intended to say.

"Imagine if I'd had breakfast," Humphrey quipped.

as the senator put it, he "pulled out a WIN button."

"I swear I never believed I'd see that day," Humphrey said. "Instead of a quarterback we got a cheerleader."

The senator said that enactment of the Humphrey-Hawkins Full-Employment Act, of which he is the co-sponsor, would not only commit the government to reduce the unemployment rate to 3 percent by 1980 but require the President to present a "full employment and balanced growth plan" to the Congress each year, with specific goals and proposals for achieving them.

"Now," Humphrey said, "the U.S. government spends over 400 billion dollars of your money each year without any plan of action whatsoever."

"There's nothing we can't do if we make our minds up," he continued, citing the Marshall Plan and the space program, among other things.

"If we have the money to roll back the Sahara Desert, we have the money to stop the rot and decay in our center cities."

After Humphrey spoke, Senator Bayh was introduced.

"Think of the difference if Senator Humphrey had been elected president," he began, touching off a burst of applause.

Senator Bayh, who joined Humphrey in his criticism of the

Ford Administration's economic policies, also endorsed the Humphrey-Hawkins bill.

"But mere passage of the bill will not be enough," he warned. "We've had the Full Employment Act of 1946 for 30 years and haven't had the will to implement it."

Bayh said that "doubletalk" on the economy by the Nixon and Ford administrations is one reason many people don't believe what politicians say anymore.

Citing energy costs and administered prices as principal causes of inflation, Bayh said: "If you believe in competition in the oil industry, you believe in the tooth fairy and the Easter bunny."

Economist Keyserling told the delegates that "the American people are being brainwashed on the economy and Humphrey-Hawkins." He called it a bill "to deal with the chronic disease of the American economy"—idle plants and manpower.

Keyserling said the bill would produce a mixture of 10.5 million public and private jobs annually. He said it would create \$7 worth of goods and services for every dollar it would cost in federal funds.

Decrying the contention that "you can't have full employment without inflation," Keyserling noted:

"In the last seven years, the more unemployment has risen, the more inflation has gone up. And when unemployment has gone down, inflation has gone down."

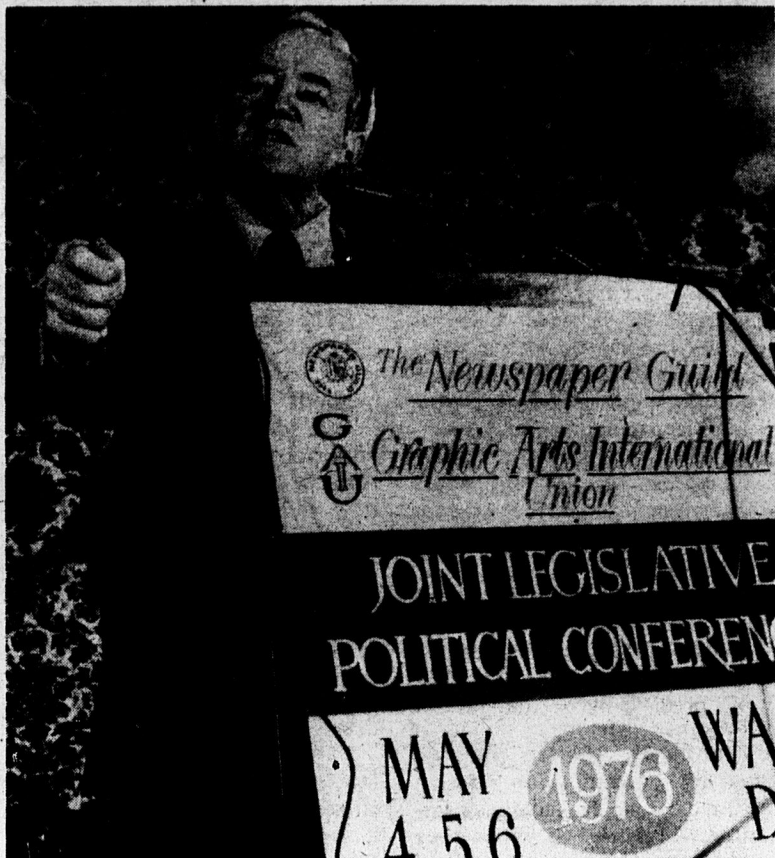
Biemiller said the federation was concentrating its efforts on full-employment legislation.

"We've passed some, but usually it got vetoed," he said, noting that President Ford has "cast more vetoes in a year and a half than any President except Franklin D. Roosevelt."

Roosevelt's, he said, were vetoes on Congress members' "personal bills."

He cited Ford's veto of day-care legislation as in striking contradiction to the GOP's stated concern about welfare growth.

"How can a mother get off welfare and work when she has no one to take care of the kids?"



HUBERT H. HUMPHREY DELIVERS A MESSAGE
'Nothing we can't do if we make our minds up'

Schick award urged for local publications

Establishment of an award to Guild members for journalistic contributions to their own union is being recommended to the Washington Convention by the International Executive Board.

"The Guild long has had an annual award for outstanding journalistic achievement in the general press," the IEB said in the Research & Information section of its Officers' Report to the convention, pointing to the 34-year-old Heywood Brown Award.

But it hasn't had an award for preparation of local Guild publications.

The IEB is recommending establishment of a David S. Schick Memorial Award contest for local Guild publications.

Financing would come from interest from a fund set up to memorialize Schick, longtime Philadelphia Guild administrative officer and once a labor editor. He died six years ago.

The fund has \$3,080 now. Competition would be held on a calendar year basis and rules would be developed in time to start the contest no later than next year.

The IEB also is recommending to the convention that locals respond "fully and promptly" to TNG requests for information, and that locals consider sustaining contributions to the Guild's Irving Leuchter Memorial Scholarship to the Harvard Trade Union Program, named for TNG's late general counsel.



Hands and the 'Happy Warrior'

Sen. Hubert H. Humphrey of Minnesota, responds to ovation given him after opening address to TNG-GAIU Legislative-Political Conference. His eyes were moist.

Vote to affect gains, Perlik warns

The decision U.S. citizens will make in November is one which Guild members will be living with for the next four years in TNG's organizing and bargaining climate, TNG President Charles A. Perlik, Jr., predicted

From Ed to John ... via Hubert

As he was leaving after his speech, Sen. Hubert H. Humphrey—who comes from Minneapolis and was once a Guild member (while writing a newspaper column)—called back to the conference chairman, GAIU Vice President Edward V. Donahue:

"Is John Carmichael here?" referring to the Twin Cities Guild's executive secretary.

"No, John didn't make it," TNG's International Chairperson Barney Peterson called back.

"Give him hell for me, Hubert," said Donahue, who also comes from Minneapolis.

"I will," Humphrey promised.

May 3.

The reverberations of the presidential election will come in "the makeup of the government agencies whose policies are so crucial to our success and in the laws that help or handicap our achievements as a union," he said.

Perlik's comments were made in opening the TNG-GAIU Legislative-Political Conference.

The problems discussed at the conference, "unemployment, inflation, national health insurance, food stamps, among others, have an influence, direct or indirect, on our bargaining situation," he said.

"We do have a voice in determining our future, and it is a voice magnified by the positions

[MORE] is sold

New York City—[MORE], the journalism review, has been sold by its founders, Rosebud Associates, to political columnist Michael Kramer, reportedly for about \$100,000. Rosebud, which is being dissolved, reportedly offered its creditors 26 cents on the dollar following the sale.

we hold as Guild leaders. It is up to you to make that voice heard," he told participants from Guild locals.

"Tell your members what you have learned," he urged, "organize your local for political action, see that it gets on record where it counts on the critical legislative issues."

"If you do that, the time spent here will be three days you couldn't have put to better use."

Bill sees woman in White House

The Humphrey-Hawkins Full Employment Bill uses the pronoun construction "he or she" throughout in referring to the President, members of the Cabinet and other office holders.

For example, its Section 3(a) reads: "In his or her economic report to the Congress . . . the President shall . . ."

Veteran congressional aides say they believe it to be the first piece of legislation to recognize that a woman may hold the office of President.

Ford is real enemy, Udall tells parley

"I know an underdog when I see one," Rep. Morris K. Udall said when he was introduced as the only active Presidential candidate to speak to the TNG-GAIU legislative and political conference.

"The fight's not over, however," he continued. "I'm trying to give the Democrats a choice, but there will be no blood on the floor. Ford is the real enemy."

"We're not going to screw up like we did in 1972. We're going to win one for a change."

Conference delegates gave Udall their respectful attention and best wishes but they gave their hearts to Sen. Hubert H. Humphrey, who had announced the previous week that he is not an active candidate.

They welcomed Humphrey's opening, stemwinding speech on the nation's economic and social problems with laughter, cheers and applause.

At the outset of his speech, Humphrey, reporting in passing on the results of his recent annual medical checkup, said:

"I feel like I could take on anybody right now."

"Why don't you!" the delegates cried.



PRESIDENTIAL NOMINATION CANDIDATE MORRIS K. UDALL IN THE SPOTLIGHT

On his right, GAIU President Kenneth J. Brown; at his left, GAIU Vice President Edward Donahue, TNG President Charles A. Perlik, Jr.

House leader prescribes Rx for labor law

Bills that would effectively reduce National Labor Relations Board delays are in the Congressional hopper, but they will need intensive labor support to emerge, delegates to the Joint GAIU-TNG Legislative Conference were warned.

Rep. Frank Thompson, Jr., chairman of the House Subcommittee on Labor-Management Relations, said "rogue employers" are able to frustrate union organizing and bargaining efforts be-

cause of "built-in procedural delays and because the remedies are inadequate."

Thompson's committee has been holding hearings since last fall on proposals to streamline NLRB procedures, a step urged by last year's TNG Convention and numerous other unions.

Among the bills introduced to accomplish the purpose, Thompson reported, are the following:

- One that would require representation elections to be held

- within 45 days of petition-filing, with questions of unit composition and other issues to be settled afterwards. (At present, Thompson said, "the rogue employer knows that he can defeat a union organizing campaign simply by delaying an election, especially if he fires a few key people in the meantime.")

- A bill to strengthen the authority of NLRB administrative-law judges in discharge cases, ending the automatic right to ap-

peal discharge cases to the full board by allowing the board to reject requests for review. (Thompson said this would hack three or four months from the timetable.)

- A bill requiring the losing party to file any court appeal of a board ruling within 30 days and any objection to a board-proposed court order within 15. (At present, Thompson noted, "the rogue employer can diddle and daddle around for three or four months before it becomes clear that it has no intention of obeying the labor-board order.")

- Legislation strengthening the board's authority to obtain injunctions against employers who repeatedly violate the law. ("Our amendment would give no more than two or three bites of the apple before we pull out his teeth," Thompson said.)

- Legislation that would allow illegally discharged workers to sue for treble damages. ("In many respects the Labor Act is toothless," Thompson said. "The rogues violate the law time and again because it is cheaper to violate the law than to comply.")

- A bill allowing the NLRB to impose "the bargaining package the employer would have agreed to had he bargained in good faith" in cases where the employer is found guilty of "surface bargaining." (At present,

Thompson said, the employer "need not bargain" if a union wins an election—"he is supposed to, the law requires it, but there is no penalty if he doesn't.")

- A bill taking away an employer's right to refuse a dues checkoff. ("It is the employee's money, after all," Thompson said, "so our bill would require the employer to check off the union dues upon written assignment.")

"We have a lot of good bills," Thompson said, "but the real question is, how can we get them enacted into law?"

The pending bills are not as controversial as the common-site picketing bill vetoed early this year by President Ford, he said.

"They lack the emotional tug," he declared, "but they are equally if not more important, and the opposition knows this."

Only if union leaders and members get behind them, he warned, can Congress "move them along."

TNG President Charles A. Perlik, Jr., noting the number of Guild complaints about NLRB delays, recommended that Thompson's committee consider the procedure prevailing under current Canadian law, in which an employee's union membership card "is his vote," making it possible to obtain representation rights with a majority of signed cards in lieu of an election.

Top labor tactician says Carter would get AFL-CIO's backing

Jimmy Carter appears definitely on his way to being the Democratic Party's 1976 presidential nominee and will have the AFL-CIO's endorsement if he is, the director of the federation's Committee on Political Education told members of the Guild and the Graphic Arts Union on May 6.

"But Carter must decide if he wants an enthusiastic labor endorsement," Alexander Barkan said in winding up the GAIU-TNG Joint Legislative and Political Conference held May 3-6.

Citing concern about what he said was Carter's silence on some issues the federation considers important, Barkan said that just that morning Carter had requested that he and AFL-CIO President George Meany meet. They were to do so May 14 at AFL-CIO headquarters.

Among the issues the federation considers "up front," Barkan listed mass transit, right-to-work, "tight money" and high interest rates, national health insurance and full employment legislation.

Barkan, describing his own outlook on the presidential picture as "bullish," reminded the delegates that Meany earlier had pledged to endorse any Democratic presidential nominee except

George Wallace.

Barkan called the ever-changing presidential candidate scene "the quickest and most radical" in his memory. Citing withdrawals of several candidates and the refusal of Sen. Hubert H. Humphrey of Minnesota to enter the primaries, Barkan predicted "the coronation" of Carter "on the first ballot."

On the Republican side, it was a Ronald Reagan doesn't-have-a-chance consensus in the early days, he noted, "but all of a sudden, President Ford finds himself locked in mortal political combat with Reagan in a race that is going down to the wire."

"But it doesn't matter which of them is nominated; they are cut of the same cloth," he declared. "We don't have to look to Ford's record in Congress, a look at his record in the White House is enough to convince us we don't want any more," Barkan said.

Barkan made it clear that the AFL-CIO will not this year repeat the approach it took to the presidential election in 1972 when it endorsed no candidate.

The AFL-CIO's General Board will meet to endorse a candidate after the Democratic and Repub-

lican nominating conventions, he said. The General Board is composed of the principal officers of each affiliated national and international union and of the AFL-CIO's departments.

Leonard Woodcock, president of the unaffiliated United Auto Workers, endorsed Carter for the Democratic nomination the day after Barkan spoke to the GAIU-TNG conference. Woodcock said "it is time to bring this country together" and that "there could be no better symbol of reconciliation than to elect a president from the . . . the New South."

Barkan also looked toward the South and said it could take sectional pride in having its own candidate (Carter) "for the very first time."

He expressed confidence that the Democratic Party will "close ranks" after its convention and "put a Democrat in the White House" in 1977.

Turning to COPE and its ability to work for a government attuned to the nation's workers, Barkan said that "it works when you work." He called upon conference delegates to involve their locals in COPE's program for registration, education, get-out-the-vote and fund raising.

Check ethics, Thompson tells NLRB

NLRB members "ought to look to their ethics" and disqualify themselves from cases involving the industries in which they may have worked, Rep. Frank Thompson, Jr., told the Legislative Conference.

Thompson was replying to a question from TNG President Charles A. Perlik, Jr., who asked it in reference to NLRB Chairman Betty Southard-Murphy. Murphy was the only board member to dissent from the NLRB decision holding that journalists are not professionals under federal labor law.

"She's a former newspaperwoman and a former Guild member," Perlik noted, "and it looks from the record that she's trying to make up for both."

Expose bosses' CIA links, Schorr demands

(Continued from Page 1)

made it possible, not the high executives, still unknown, who made it possible—that is something for a labor union to think about, that is the much-less-investigated side of this."

Schorr noted that the CIA had told prospective agents that it didn't matter, for example, whether they went to work for CBS or the New York Times—the CIA had contacts on both.

"If we're going to ask for exposure," he said, "why shouldn't it go hand-in-hand with exposure of those who made it possible?"

Jack Landau of the Reporters Committee for Freedom of the Press, on the other hand, urged a law "absolutely forbidding the CIA or any federal agency from using a newsperson as a government agent."

"We cannot have the CIA using agents in the news business," he declared.

The law was one of those he suggested to counter current threats to press freedom.

Landau, a Supreme Court reporter for Newhouse newspapers, also proposed a law allowing newspapers to collect their costs from the government when they win legal battles against such First Amendment infringements as court gag orders.

It is costing the Nebraska Press Assn. \$100,000 to fight the gag-order case before the Supreme Court, Landau noted.

Landau suggested that, as an alternative to sealing arrest records to preserve privacy, Congress make it illegal to ask information about arrests, as opposed to convictions, on job-application forms. That would parallel current discrimination laws making questions about race and sex illegal, he said.

Privacy laws may protect the individual, he said, but they insulate police from press attempts to investigate "irresponsible behavior."

Charles Morgan, Jr., recently resigned executive director of the American Civil Liberties Union's Washington office, said there



DANIEL L. SCHORR (AT MICROPHONE) LEADS A PANEL ON 'PRESS FREEDOM: THE TRIPLE THREAT'
Charles Morgan and Jack Landau await their turns; TNG's Charles A. Perlik, Jr., listens

ought to be more than a law protecting reporters' right to disclose their sources—"it ought to be illegal."

"A reporter in a foreign country who can protect his sources can do more to make the U.S. people aware of what is going on in that country than all the spies put together," he said.

Morgan predicted that President Ford's proposal for penalizing the disclosure of "intelligence sources and methods" will become "the substitute for the 'Official Secrets Act' sections" of Senate Bill One.

"Intelligence sources and methods?" he asked. "Bribery, burglary, extortion, wiretaps, bugs, stealing documents—those are your methods!"

Schorr said "some of the scarier possibilities" in the House's investigation of his receiving and disseminating its suppressed intelligence report "have now gone by the board." It no longer appears likely that he will be cited for contempt or have his press

credentials impounded for his actions, Schorr said.

But House investigators are asking the CIA about the source of the leak, and if they don't find out there, Schorr said, he may be called in to answer that question.

"I will have to say I can't tell you," Schorr declared, an answer he said might produce "a confrontation over a possible contempt citation."

Schorr recalled his early days as a charter Guild member at the old Jewish Daily Bulletin in New York, where he said the Guild's first brief strike took place, and his trudging the picket lines with Heywood Broun, the Guild's founder, at the Long Island Press, Newark Ledger and Amsterdam News.

That newspaper background might account for some of his current difficulties, said Schorr, who has been suspended by CBS pending the House investigation.

"If you have too much newspaper background," he said, "you may be indigestible in television."

Schorr reviewed the events that led to his decision to have the intelligence report printed in New York's Village Voice after the House voted not to print it.

"I decided I could not cast that final vote with the House of Representatives for suppression," he said.

'Boys on bus' fighting 1972—Mankiewicz

Reporters covering the 1976 Presidential campaign have become "very adept at fighting the last war," Frank Mankiewicz, Sen. George McGovern's 1972 political director, told the TNG-GAIU Legislative Conference.

"The problem in '76," he said, "is that the political press is fully geared up for the previous election."

But 1972 was "an election of issues," Mankiewicz said, while in 1976 the voters seem primarily interested in the candidates' personalities.

The press paid little attention to issues four years ago, he noted. This year, he said, "the press seems to be worried about issues, but the public doesn't appear to be too concerned."

Reporters' failure to find out what's on the public's mind is what produces so-called "political surprises," Mankiewicz said.

"The people are not surprised," he said. "They're the ones who voted for Reagan. It's the pundits and the observers who are surprised, and then we say, 'What a stunning upset!'"

"We get caught up in the

sports-page terminology. It's not a race; a lot of things happen before the race starts on Election Day.

"We insist on treating the campaign as if it had a real ebb and flow, like a prize fight or a horse race."

Mankiewicz, a former reporter and columnist who is seeking the Democratic nomination for a seat in Congress in the May 18 Maryland primary, entitled his remarks, "Talking Back to the Boys on the Bus."

Perlik to join panel at media conference

Montreal, Que.—TNG President Charles A. Perlik, Jr., will be a panelist discussing the impact on the news industry of international unions in particular and unionization in general during the Media '76 Conference to be held here May 27-30.

Other panelists will be Walter Massey of Canadian Actors' Equity and Robert J. Rupert, former TNG Canadian director now staff relations officer for Canada's Treasury Board.

S. 1 called 'assault' on labor movement

Senate Bill One, the controversial Criminal Justice Reform Act, contains "a direct assault on the labor movement," Rep. Don Edwards told the Joint GAIU-TNG Legislative Conference.

One provision, the California Democrat said, would expand both the Hobbs Anti-Racketeering Act and the federal antiriot law to cover strikes, which are now excluded.

A strike marked by any violence—even a case of antagonists "pushing each other around"—could be labeled an attempt at extortion, Edwards said, subjecting persons found guilty of minor violence to 15 years in jail.

And, Edwards added, sabotage provisions of S.1 could be applied to a strike against a factory producing national-defense materials—"canned fruit if it is sold to the Army or Navy"—if the government thought it could show "reckless disregard for national defense."

The right to demonstrate, in which "labor has a strong interest," would also be threatened, the congressman said.

A demonstrator who "harried, harassed or annoyed" anyone

could be convicted of violating the law, he declared. And, he added, "a spectator who didn't obey a cop's order while breaking up a demonstration" could be charged with a federal crime.

S.1 would also have "enormous consequences" for the news industry, said Edwards, who has joined in introducing a liberal alternative to the bill.

Under S.1, he said, any publication of "national-defense information" would incur severe penalties—up to \$100,000 in fines and seven years in prison. The information would not have to be secret or detrimental to the nation, he added—stories about White House corruption or cost overruns in federal contracts could be proscribed.

Edwards said the bill he has introduced, on the other hand, would limit penalties to the area of "technical information about military weaponry" and would require that such information be submitted to a foreign power before prosecution could be brought.

"S.1 is so besmirched and its origins so suspect that I think it's impossible to clean it up."

'New directions' seen for civil rights

The civil rights movement of the '60s is not dead, but moving in new directions, Rep. Yvonne Brathwaite Burke, chairperson of the Congressional Black Caucus, told the TNG-GAIU legislative and political conference.

"We have moved from the era of establishing rights to the era of implementing them," Burke said. "The real crisis of the '70s will involve translating goals to realities."

Burke said the issues that concern blacks in this presidential election year are no different from those that concern others except in degree. Chief among them, she said, is the economy.

"All of our problems are magnified by recession," she explained, citing, among other things, the controversies over seniority in layoffs and the Equal Rights Amendment, which she characterized as an issue of "tremendous concern" to both the

civil rights and women's movements.

"Men and women, blacks and whites are fighting to survive," Burke continued. "The only way to solve the problem is to create enough jobs so that we won't have to compete with each other, won't have to worry about taking each other's jobs."

"No other industrial nation in the world would accept the unemployment rate we accept."

Recalling the meeting of Black Democrats in Charlotte the previous weekend, Burke said it was "very significant" that they had met in North Carolina "while the cradle of liberty was turning its back on us."

"Many of our friends who fought to help us integrate the schools in Charlotte never thought they would face that issue in Boston," she said.

Burke said she probably would

support Gov. Jerry Brown of her home state of California for the Democratic presidential nomination.

"But," she said, "we must recognize that we almost have a nominee. Jimmy Carter met with us in Charlotte, and we were able to communicate with him. He recognizes some of our problems, including the role government needs to play in changing the lives of people."

Given a return to something approaching full employment, Burke said, the difficulties in translating the goals of the '60s into the realities of the '70s will relate primarily to schools and housing.

"But if we can come together instead of fighting, and I believe we can," she concluded, "I'm optimistic that, with a change in administration, we will see a new kind of civil rights in this country."

Bitter fight brewing over food stamps for strikers

A bitter fight is shaping up in the House to stave off legislation that would bar food stamps to strikers and require the jobless to wait from 60 to 90 days before receiving them, the joint GAIU-TNG Legislative Conference was told.

Arnold Mayer, legislative representative for the Amalgamated Meat Cutters, noted that conservative-backed changes would also take away food stamps from anyone who refused a job that involved strike-breaking.

He termed the drive against food stamps "part of a campaign to break down the wages and working conditions so painfully built up over the past 30 to 40 years."

Even as Mayer was addressing the conference May 4, the Agriculture Dept. announced the official adoption of new regulations cutting back the food-stamp program, including a provision that would require both strikers and the unemployed to wait 60 to 90 days before becoming eligible.

Most of the regulations were scheduled to become effective June 1, but a suit to enjoin them

is being filed by the Food Research and Action Center. The center is representing consumer groups and unions, including both TNG and the GAIU.

Mayer, a former Guild member at the old Connecticut Sunday Herald, warned that the fight over food stamps in the House will be much more difficult than that in the Senate, which he said had adopted "a pretty good bill, on the whole."

Labor, he said, is supporting a bill (H.R. 12777) introduced by Rep. Andrew Young, Georgia Democrat, but that bill, he warned, "will need a lot of help."

"Nineteen million people would be starving" if it were not for the food-stamp program, said Mayer, who debunked conservative arguments against the program.

Fraud has been found in only .008 of one percent of the households receiving food stamps, he said, and virtually every household benefiting has an income of less than \$10,000 a year. Recipients with incomes above \$6,500 are almost all families with eight, nine, 10 or 11 members, he said. The conference also heard

from Rep. Bob Bergland, Minnesota Democrat, a member of the House Agriculture Committee that is considering food-stamp legislation.

One likely area of change, he said, will be income averaging to establish eligibility, affecting strikers and the unemployed. Eligibility

is presently figured on current income, but the Agriculture Dept.'s new regulations would require averaging over the previous 90 days.

One alternative under consideration, Bergland said, is to establish income eligibility on an annual basis. Food stamps would

be given immediately to families whose current income meets the requirements, he explained, but if their income for the year exceeds the limit they would have to make refunds.

Bergland noted that only 6,000 families receiving food stamps are doing so as a result of strikes.

Make 'derailed' health insurance presidential issue, Nader urges

National health insurance—now "derailed," in the words of Ralph Nader—should be made an issue in the current presidential election campaign even if only to lay the groundwork for a new push for such legislation in the next Congress.

That was the consensus of both politicians and lobbyists who spoke to the TNG-GAIU legislative and political conference on the status of the proposed National Health Security Program embodied in the Kennedy-Corman bill now before the

Congress.

"It's clear that we're not going to get national health insurance until we get a president who cares about it," said Rep. Morris K. Udall, who is a candidate for the Democratic presidential nomination himself.

Udall endorsed the Kennedy-Corman federally administered, "paid in full" health insurance concept as the only "workable system" and said his rival for the nomination, Jimmy Carter, "had better face up to that."

"You're not going to have a workable system" if private insurance companies are allowed to handle national health insurance, he declared.

Nader said that national health insurance had been derailed, not by Watergate, but by the lack of a sufficiently broadly organized base of support.

"We're going to have to start all over again after the election," he said. "There's no way Kennedy-Corman can be passed on the initiative of the Hill leadership alone."

Declaring that Congress has a "limited attention span" for controversial issues, Jane O'Grady, legislative representative of the Amalgamated Clothing Workers, said that reform of the national health system apparently is now "off its (Congress's) agenda."

"But it's not off our agenda," she continued. "We need fighting friends to revive the issue in Congress and carry the fight for those who speak softly and powerlessly."

To do this, Rep. Bob Eck-

hardt, chairman of the Democratic Study Group, said it is "essential" that national health insurance be made a major issue in the presidential election.

"It's necessary and it's popular, and it will divide the Democrats from the Republicans," he said.

Senator Edward M. Kennedy, with whom conference delegates met on their annual visit to Capitol Hill, cited adequate health care—which, he said, now exists only for the rich and members of Congress—as one of the key legislative priorities facing the Congress.

All emphasized that unions and their members have a central role to play in "reviving the issue" and "carrying the fight."

"It's time to beat the bushes and put peoples' feet to the fire," Udall told the union delegates. "I'm for the Kennedy-Corman Bill now, veto or no veto."

"So on with the job, stay with it, lobby for it, give 'em hell. You're doing something for everyone, not just your members, when you fight for this bill. Keep it up."

Federation seeks arbitration speed

Bal Harbour, Fla.—AFL-CIO affiliated unions are urged to incorporate into their collective bargaining agreements procedures for expediting arbitrations in view of mounting costs and undue delays, according to a resolution by the labor body's executive council.

The Council recommended that unions exchange experiences and pool information so the expedited approach can be included in more contracts and basic arbitration retained as a useful tool for contract enforcement.

With the costs of arbitration increasing to the point of being "plainly excessive" and because there is a great deal of undue delay, more and more employers are willing to force cases to arbitration where union treasuries can be weakened and depleted, the resolution noted.

Enforce contract, pursue laws on human rights, IEB advises

Vigorous enforcement not only of contractual anti-discrimination language but of U.S. federal laws as well must be the main line of attack against prejudice, the Guild's Washington Convention will be told.

In its human rights recommendations to the convention, the Guild's International Executive Board is urging that U.S. locals be spurred to seek ways to enforce their contracts, the 1963 Equal Pay Act and Title VII of the 1964 Civil Rights Act.

The IEB, at its spring meeting in Washington, after cataloguing a series of anti-discrimination legal actions, some involving locals as co-respondents because of their contractual relationships with employers charged with discriminatory practices, said:

"The IEB repeatedly has warned locals to act to ensure that the Guild is viewed as the logical vehicle for discrimination complaints instead of the target. Unions have a responsibility in Equal Pay Act and Title VII enforcement and no local can afford to be lax in this area."

The board also is recommending in its Officers' Report that the convention call upon all locals to seek "full and accurate" payroll information by race and sex to determine the extent and pattern of any discrimination.

Such action is mandated by the Guild's Collective Bargaining Program.

TNG will use the information it receives from the locals as the basis for advising the locals on

further action needed in the human rights area, the IEB said.

Locals also were urged to provide TNG with information for its survey on women Guild members and their rates of pay. The survey is continuing, with information from several locals already in.

In other recommendations, the IEB again urges that:

- Locals not only consult TNG before taking legal action against discrimination, as required under TNG's Constitution, but also consult TNG before responding to any legal action involving them.

- TNG continue its human rights seminars and locals establish and maintain human rights committees, with the names and addresses of the chairpersons supplied to TNG.

- TNG continue to distribute to locals data from all sources on minority persons seeking employment in Guild jurisdiction. Locals should submit the data to management and follow up to make certain management makes contact with and seriously considers such persons.

- Locals be alert to the possibilities of associating with other union organizations and groups, such as the Coalition of Black Trade Unionists and the Coalition of Labor Union Women.



An invitation to Burke

TNG President Charles A. Perlík, Jr., invites Rep. Yvonne Braithwaite Burke to address TNG's Washington Convention in June following her talk to TNG-GAIU Legislative-Political Conference on civil rights in the 1976 U.S. elections. Burke will begin writing a column for Copley News Service, it was announced last month. Next invitation? To sign her Guild card.

U.S. issues booklet on women workers

The Women's Bureau of the U.S. Labor Department has issued a "1975 Handbook on Women Workers" detailing the legal and economic status of women.

Copies of the 435-page handbook may be purchased for \$4.70 each from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Board votes \$200 to ERAmerica coalition

ERAmerica, a new coalition backing the Equal Rights Amendment, was voted a \$200 contribution by TNG's International Executive Board during its spring meeting.

The IEB said ERAmerica "is spearheading the last stage of the long ratification drive" for the constitutional amendment.

"The stakes are extremely high," the IEB said. "The success or failure of the effort also will have a substantial effect on the credibility of women's groups which have made it a priority and the right wing forces which are the core of the opposition."

Thirty-four states have ratified

ERA and four more are needed by March 22, 1979—"a very short time in terms of upcoming legislative sessions," the board said.

Issuing "a new ERA alert to all Guild members," the board urged that they fight rescission moves in states which have ratified the amendment and elect responsive legislators in those which haven't.

Hannah Jo Rayl, TNG human rights co-ordinator, is a member of the Labor Committee for ERA, which is working with ERAmerica, the board noted.

The IEB also voted to accept an invitation for TNG to be

placed in nomination for membership in the President's Committee on Employment of the Handicapped, established in 1947.

If accepted, TNG would join 22 other unions and five AFL-CIO departments as well as the labor federation itself on the committee.

The board also approved contributions of \$300 to the Association for Education in Journalism's Journalism Council Jobs/Referral Service, \$75 to the AEJ's summer-work study program, \$45 to the Committee of 100 (in support of the NAACP Legal Defense Fund) and \$115 to the National Urban League.

Defense Fund rebounding, low dues coming

(Continued from Page 1)
dollars and thereafter until it falls below 1.5 million dollars.

The International Executive Board informed Guild locals of the return to "reduced dues" during its spring meeting the last week of April.

Defense Fund income from March full dues "exceeded \$200,000," bringing the fund's assets to an estimated \$1,740,000, Crocker said. April's full-dues receipts should put the fund at "about \$1,950,000" and those from May's full dues should put it "well above two million dollars," he added.

When the Defense Fund does go over the two million-dollar mark it will trigger a directive

by the 1975 Guild Convention to provide for writing off an outstanding \$345,580 loan by the fund to the Los Angeles Guild to aid it in prosecuting its strike against Hearst's Herald-Examiner.

Declaring the loan "uncollectible," the convention said that it "shall be written off by the excess over the two-million-dollar mark" when next the fund surpasses that level. This will be that "next" time.

"It seems apparent now that a substantial portion, if not all, of the Los Angeles loan will be written off within the next few weeks or months," the IEB said in its Finance & Administration report to the 1976 Convention.

* Full dues were triggered when

Defense Fund assets dropped below 1.5 million dollars in February. Income from the Defense Fund's portion of regular per-capita payments and interest from invested Defense Fund monies had "rebuilt" it to \$1,516,135 by the end of March, Crocker noted.

The "sizable benefit payout" being experienced when full regular dues were placed in effect has been all but terminated with the settlement of the Guild strikes against the Delaware County Times and the Communications Workers and the return of most Washington Post Guild members to their jobs, Crocker said.

The return to "reduced dues" will cut by one to 14 dollars the

monthly per-member payments locals make to TNG. The amounts increase on a graduated basis according to \$25-weekly-wage brackets listed in TNG's Constitution. The dollar applies to those paid less than \$50 a week; the 14 dollars to those paid more than \$450 a week.

Exempt from full dues are retired, associate, inactive and unemployed members, plus new members during their first 60 days or, at the secretary-treasurer's discretion, longer during an organizing campaign.

During the 35 months TNG was in its last "reduced dues period"—April, 1973, through this February—the Defense Fund was maintained above the 1.5-million-

dollar, full-dues "trigger point" solely with income from its portion of monthly per capita (94.4 cents during the 12 months ended April 1) and investment interest, Crocker pointed out.

And it stayed above the "trigger point" despite paying out more than 1.9 million dollars in benefits and related expenses for members of 21 locals involved in lockouts and primary and sympathy strikes during the period, he said.

Largest share of the payout during the 35 months was more than \$378,700, to members of the Washington-Baltimore Guild involved in five separate strike situations: the six-month strike against the Alexandria Gazette in 1973, the 14-day Graphic Arts Union strike against Washington's commercial printers in 1974, the 16-day Guild "withholding-of-excellence" strike against the Washington Post in 1974, the craft unions' strike against the Post that began last Oct. 1, and the first month and a half of the Guild's strike against the Communications Workers earlier this year.

Next largest amount—\$238,500—went to aid St. Louis Guild members, chiefly those affected by the seven-week Teamster strike against the Post-Dispatch and Globe-Democrat in 1973.

More than \$189,900 went to support Victoria Guild members locked out during the six-months '73-'74 pressmen's strike there.

Philadelphia Guild members received a total of \$159,000 in support of their involvement in several short strikes by other unions against the Inquirer and Daily News in 1974 and 1975 and during the first three months of the Guild's strike at the Delaware County Times.

More than \$151,000 went to assist Puerto Rico Guild members involved in five strikes, three of them totaling 11 weeks against the San Juan Star.

More than \$136,000 went to Detroit Guild members during the period to support their strike against the Adrian Telegram and the Oakland Press in Pontiac.

More than \$125,000 went to support Wire Service Guild members who struck United Press International for three weeks in 1974.

Montreal Guild members who struck the Star for nearly six weeks in 1975 drew \$125,000 from the Defense Fund.

More than \$120,000 went to support Cleveland Guild members who struck the Plain Dealer and were locked out by the Press in 1974.

Other locals whose members drew on the Defense Fund during the 35-month "reduced dues period" include:

- Wilkes-Barre, more than \$94,000 during strikes against the Sunday Independent and Times-Leader-News Record in 1974.

- New York, \$65,825 during strikes against the Daily News, Reuters, Consumers Union and El Diario-La Prensa.

- Northern Ontario (Sudbury), \$46,217 during strikes against the Star in 1973 and 1974.

- Great Falls, \$39,661 in 1974; Providence, \$24,045 in 1973; the Chicago Guild's former Hammond Unit, \$19,768; the Mountaineer (Morgantown) Guild, \$16,615 in 1973; Pittsburgh, \$14,612 in 1974 and 1975; Akron, \$2,696 in 1974; and Cincinnati, \$2,555 in 1973.

IEB aims at second operating surplus

(Continued from Page 1)

and members-at-large as well as regular employed members—was \$3,590, also a record.

Nearly a third of the General Fund's 1975-76 expenditures—about \$430,000—"was directly chargeable to organizing" in addition to the money spent from the two special assessments in spring 1975, the board noted.

The IEB estimated 1976-77 General Fund income of \$1,571,570, based on a "conservative" average of 29,800 per-capita payments from regular, employed members per month plus a monthly average of 300 from agency fees.

The IEB also is recommending a General Fund budget of \$1,568,350 for the current fiscal year, which would produce a surplus of \$3,220.

The estimated surplus, however, assumes that the special organizing program is continued through convention approval of renewal of the organizing assessments, the board pointed out.

Defense Fund income in the last fiscal year totalled \$398,922, all from its share of regular per capita and interest, the board reported. TNG did not receive the higher per capita for the Defense Fund collected under "full regular dues" in March until April, the first month of the current fiscal year.

Interest income to the Defense Fund was \$56,069, "the equivalent of about two months of regular per-capita apportionments," it said.

The board's special report on "how best to finance a viable program within our income" states that the results of 1975-76 enable it, "rather than tell how to do it," to "show how it was done."

"The conclusion of the study (which as instructed also included observation of servicing and other functions)," the board said, was that "the Guild has few servicing or fiscal problems than an infusion of money could not solve."

The study report said that "to the extent possible . . . TNG carried out the kind of organizing and servicing programs the IEB thinks most members want" but said it could not have done so and still finished the year with the General Fund in the black without monies for organizing from the special assessments in 1975.

"Without special funds from some source TNG would continue to face the same fundamental problem it has always faced," the board said: a choice between a balanced General Fund budget and a more vigor-

ous organizing program.

Pointing to a staff "smaller than it should be," pay and expenses of TNG officers and staff "below those in many unions and surely not out of line with those of many news workers we represent," the board said Guild members' money is carefully spent.

"The choice is not between fat and lean living but in the number and scope of projects and programs Guild members are willing to finance."

The board said it "believes members are not alarmed by paper deficits of reasonable proportions, that they are confident of TNG's fiscal responsibility . . . and that they have shown and will show again their willingness to invest a little extra cash to meet their own union needs and those of countless others not yet able to bargain collectively."

The board's recommendation to the convention for amendment of the constitutional formula for the officers' salaries is the product of a special, ad hoc IEB committee that studied the officers'

salaries.

The existing formula was adopted by the Guild's 1970 convention. The board said that in the six years since salaries of TNG staffers covered by the Federation of Guild Representatives contract have risen faster than those of the officers as have those of the exempt directors of field operations and administrative operations, which have been increased in tandem with FGR raises.

"The result has been that for the past two years the salaries of senior staff members have been for most of the time higher than those of one and sometimes both top elected officers," the IEB pointed out.

The formula sets the president's salary at 2.16 times and the secretary-treasurer's at 2.02 times the average reporter top minimum calculated each April 1 as the basis for per-capita payments to TNG.

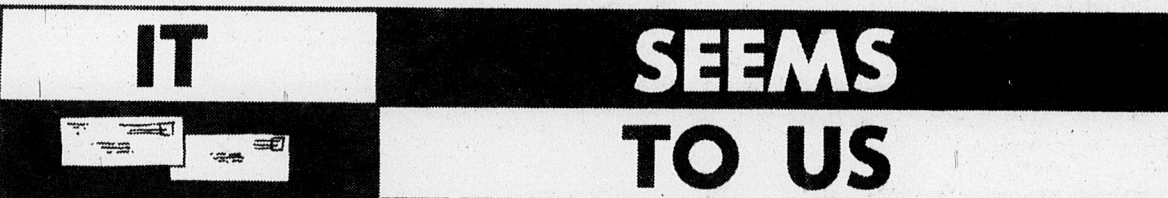
The IEB is proposing to add to the formula the stipulation that the secretary-treasurer's salary

"shall exceed" that of senior staff "by not less than \$20 per week" and the president's "shall exceed" the secretary-treasurer's by the 2.16-2.02 ratio.

TNG President Charles A. Perlik, Jr., and Secretary-Treasurer Robert M. Crocker abstained from voting.

The board also recommended that the constitution be amended to extend the upper range of the Minimum Dues Schedule from a top of \$27.50 a month for members earning \$545 or more a week to a top of \$30 a month for those earning \$595 or more a week. It would be extended 25 cents for each \$5 in earnings above \$545 effective Oct. 1, 1977.

Contributions of \$50 to the Fair Campaign Practices Committee and \$25 to the City of Hope also were approved, as were merit raises of \$25 a week to Canadian Director William McLeman and \$15 a week each to Richard Ramsey, executive secretary of the Contracts Committee, and International Representative Charles Dale.



Ex-President Rosenstock recalled year after death

FLUSHING, N.Y.

Editor:

Vol. XLIII, No. 7 [the April 9 issue] of the Guild Reporter was published on the first anniversary of the death of Arthur Rosenstock.

I am reminded at this time of the long overdue expression of gratitude from his family for the words of tribute which appeared in the Guild Reporter last year at this time.

For as long as I can remember, my uncle and his union were one in spirit. That spirit will continue to live so long as the union remains strong.

In his eulogy, I quoted from Edward Arlington Robinson:

"The master-songs are ended?"

Rather say

No songs are ended that are ever sung,

And that no names are dead names. When we write

Men's letters on proud marble or on sand,

We write them there forever."

A free, working press was his "proud marble." The multitude of his union the grains of his "sand." Let it be said of Arthur

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.

that he was blessed with a living epitaph.

Simply put, we are very, very proud.

ARNOLD ROSENSTOCK

News workers must read 'Infamy' book, he says

SACRAMENTO, CALIF.

Editor:

William Eaton's remarks on *The Final Days* in his "Dateline: Washington" column in the April 23 Guild Reporter are right on the money.

But what happens when the press, far from exposing criminal conspiracy, supports it?

The answer is spelled out in *Years of Infamy*, by Michi Weglyn, just published by Morrow, and it is a horrifying answer. Some 120,000 innocent people were imprisoned for months and

years, people whose complete innocence was known at the highest levels of our government.

The civilian and military officials involved hid the truth in the name of "military security," which was absolutely false, and the documents that told the truth were classified. Luckily for the truth, they were not destroyed, and Mrs. Weglyn spent seven years searching them out.

Not only our laws but our Constitution were ignored by our government—and throughout the entire sordid, criminal process, the American press accepted the initial self-serving lies and the subsequent supporting lies.

As the defenders of American freedoms, the members of the press failed utterly in their duty. *Years of Infamy* should be must reading for every man and woman in our nation's news corps. For all of us, it is very sobering reading.

PHIL JORDAN
At-Large member
Los Angeles Guild

Editor's note: *Years of Infamy* is a book about the internment of Japanese-Americans at the outbreak of World War II. Michi Weglyn was one of the persons sent to a camp in California.

The FRONTIER PRESS In MINNESOTA

By George S. Hage and Roman Baltes

... A YEAR AND A HALF BEFORE THE TERRITORY BECAME A STATE.

WITHIN TWO YEARS, THE LOCAL GOT A CHARTER FROM THE NATIONAL TYPOGRAPHICAL UNION.

SHORTLY AFTERWARD, ELEVEN PRINTERS IN ST. ANTHONY AND MINNEAPOLIS GOT A SECOND CHARTER.

OF THE THREE ST. PAUL DAILIES (THE PIONEER AND DEMOCRAT HAD MERGED IN 1855), IT WAS NEWSON'S TIMES THAT CLASHED MOST OFTEN WITH THE UNION. EARLY IN 1858, NEWSON REJECTED A UNION SHOP..

... AND REFUSED TO PAY A PRICE AND A HALF FOR SUNDAY WORK AND WORK DONE AFTER 9 P.M.

ON MARCH 27, 1858, THE 22 UNION PRINTERS IN ST. PAUL VOTED TO LABEL THE TIMES OFFICE "A RAT" AND UNFAIR OFFICE. JOURNEYMEN PRINTERS WHO DID NOT LEAVE IT WITHIN A WEEK WERE ALSO DECLARED "RATS."

NEWSPAPERS THEN WERE NOT INCLINED TO REPORT IN-HOUSE LABOR DISPUTES AND RESOLUTION OF THE ISSUE WAS NOT RECORDED.

4/25/76

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Minnesota's frontier newspapers—and their unions

Minnesota's frontier press included unions, too, and two Twin Cities Guild members, George S. Hage and Roman Baltes, who are producing a Bicentennial Sunday strip about it for the St. Paul Pioneer Press, haven't forgotten. The April 25 strip was about the printers, who formed what's now the oldest union in the state—instituted in 1856 and chartered in 1858. A second local was char-

tered shortly afterward. The Guild has been around, too—the Twin Cities local was chartered in 1934, got a policy statement at the St. Paul papers in 1937 and an editorial contract in 1938, with a commercial contract a year later. Across the river in Minneapolis, the local gained a policy statement in 1936 and a contract in 1939. The strip will run through the year. It's based on Hage's

book, "Newspapers on the Minnesota Frontier, 1849-60," and is drawn by Baltes. Hage is a journalism professor at the University of Minnesota. Baltes is a St. Paul Dispatch and Pioneer Press promotion artist. Copy of the printers' charter was provided by another Guild member, Gordon Spielman, editor of the St. Paul Trades and Labor Assembly's Union Advocate.

Portable industrial pension plan proposed

(Continued from Page 1)

plan or to the industrial plan, or both.

The proposed plan would be financed by employer contributions and administered by TNG with an equal number of Guild and employer trustees.

It would provide full portability—the retention of benefits when a member moves from one Guild-covered employer to another—even though that member might lose benefits from any separate, local plan at the shop which he or she left.

One of the main considerations in the board's recommendation is the "tremendous increase in costs of administering pension plans, with a heavier financial burden on plans for small- and medium-sized Guild units" because of provisions of the new Employee Retirement Income Security Act (ERISA) in the United States.

Legislation in effect in Can-

ada, the IEB noted, mandates provisions more stringent and costly than the ERISA requirements.

An international industrial plan would reduce the financial impact of such legislation, the board said.

Another major cost that could be reduced substantially is that of administration, according to John F. Gentleman, vice president of Martin E. Segal Co., TNG's pension consultant.

Gentleman, in a written summary of the proposal, said that "by and large we think it is clear that the cost of . . . these relatively small Guild plans is high," with 15 to 25 percent of contributions paying for administrative costs, not benefits.

In an appearance before the board, Gentleman said that actuarial costs and consulting fees "cost about the same for a plan with 100 participants and one with 1,000."

Any local, Gentleman said, could negotiate with complete flexibility, choosing perhaps to assign "X" dollars per week or "X" percent of pay.

The plan would provide a monthly benefit of a stated percentage of the amount contributed for an employee.

This would provide a substantial benefit for younger employees, but not for older workers who wouldn't have time to establish large individual accounts, Gentleman noted.

The fund, therefore, must provide a past service benefit, probably figured on a dollar amount per month of such previous service, he added.

Gentleman also pointed out that "one supplementary plan covering a large number of groups would have more financial stability than hundreds of individual groups" which are subject to adverse local and regional economic trends.

The plan could be most advantageously launched with initial participation by 2,000 participants, he said, adding that "if you can get a plan with 10,000 to 12,000 participants" its administration costs "ought to be no more than three to four percent" of annual contributions.

Gentleman estimated that it will be three years before ERISA regulations are clear enough to map how existing U.S. plans might be merged into the proposed industrial plan.

He said it would not be possible for a Guild member to individually continue participation in the industrial plan if the member went to work for a nonparticipating employer, Guild-covered or not.

He said it was "coincidental" that the plan being proposed for the Guild is "somewhat similar"

to the International Typographical Union's existing industrial plan.

In other collective bargaining recommendations, the IEB is urging the convention to:

- Advance TNG's wage goals to \$650 per week at the top in key classifications with starting minimums to \$433 per week, and to \$325 a week in all other classifications.

- Encourage locals to co-ordinate bargaining or—"better still"—seek joint bargaining with other unions.

- Increase efforts to establish parity for all employees in key classifications in inside and outside advertising, business, circulation and editorial departments, along with better settlements in

clerical, business, maintenance, mechanical and delivery classifications.

- Beef up jurisdiction clauses to protect bargaining unit work.

- Add to its Collective Bargaining Recommendations a provision that in addition to establishment of employer-financed child care centers, the employer pay child care costs, with the employee retaining the right to choose the type of care and/or facility.

Priority, however, should still be given to establishment of centers as currently expressed in the Collective Bargaining Program, the IEB said.

- Affirm the IEB's policy that job titles which discriminate on the basis of sex and/or age be eliminated from all contracts.

Van Nuys vote cancelled

Van Nuys, Calif.—The Los Angeles Guild withdrew its petition for bargaining rights for 400 employees of the Valley News & Green Sheet April 26.

The action came after long delays by the employer and the National Labor Relations Board.

The NLRB's regional office had conducted 14 days of hearings last July and August on the company's request that circulation employees be split from others for the election. On Nov. 25 the NLRB regional director upheld the company's position.

The Guild, however, appealed and on April 2 was upheld by the full labor board in Washington, which ordered a single election. It was set for April 28 and 29.

The Washington ruling said that the NLRB traditionally has found "units consisting of all non-mechanical employees to be optimal in the newspaper industry."

The board said the company had put forth "no basis" for the NLRB to abandon "our traditional policy."

The Guild sought the single election among almost 400 employees in the advertising, business, circulation and editorial departments.

But, Guild leaders said, by the time the NLRB got around to that ruling, so much time had passed—almost a year since the original petition—that many of the staff had responded to management efforts to dissuade them from organizing.

Canada's price elevator

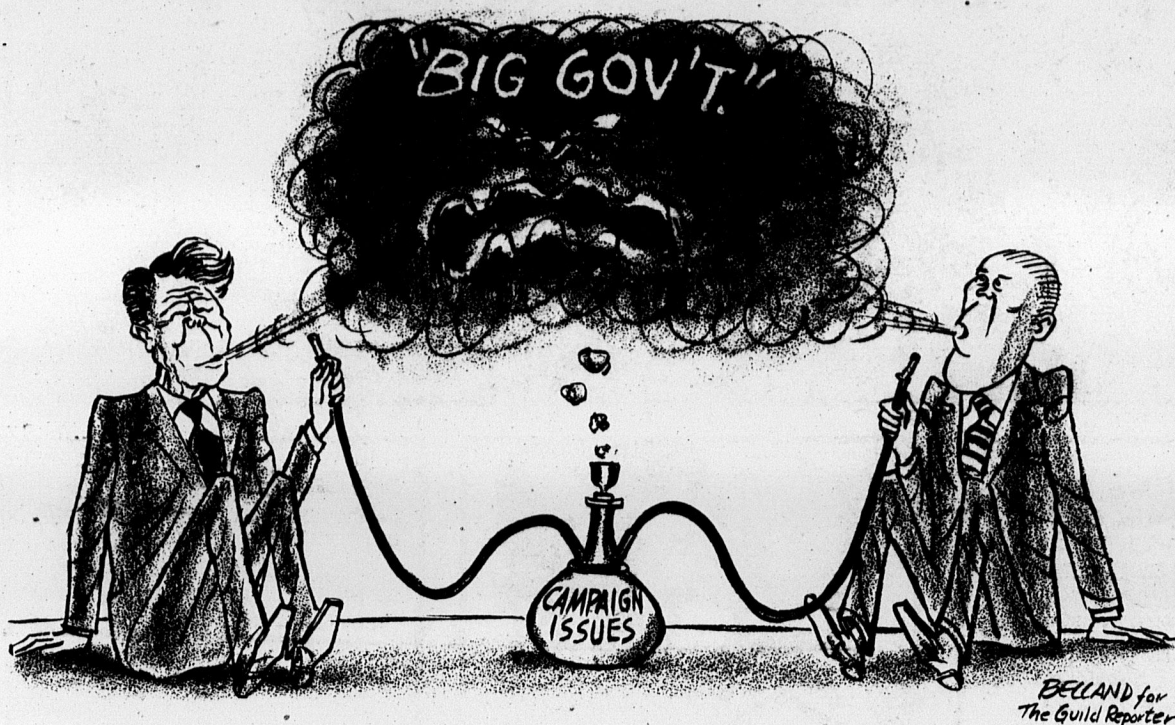
The following table shows the ascent of Canada's Consumer Price Index over a 39-month period following a 0.6-point rise, to 146.2, in March. The first column shows the index figures for each of the last 13 months, with a 1971 base. The second shows the percentage increase over the same months of the preceding year, and the third the increase over December, 1972.

	Index*	Percentage over Same month prior year	December 1972†
March, 1975	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
January, 1976	145.1	9.6	35.1
February	145.6	9.1	35.6
March	146.2	9.0	36.1

* 1971 = 100

† Index = 107.4

Blowin' smoke



DATELINE: WASHINGTON

When the FBI says it's sorry, media must hold 'em to it

By WILLIAM J. EATON, Chicago Guild



FINALLY, BEING DIRECTOR of the FBI means having to say that you are sorry.

For the first time since Congressional investigations exposed the dark side of the law enforcement agency under the one-man rule of J. Edgar Hoover, a public apology has been offered by his successor, Clarence D. Kelley.

This request for forgiveness by the American people was long overdue and contrasts with Kelley's original statement that FBI officials did no less than they should have in the notorious COINTELPRO program. But apologies alone will not provide adequate protection against future abuses. And Kelley's proposed cure—a 10-year limit on the tenure of the FBI chief—also

is too simplistic to be effective. What is required is eternal vigilance—by a strong Congressional oversight committee and news media alert to the dangers of a Big Brother system for dealing with people who express unpopular ideas.

There was simply too much mythmaking by the press during Hoover's 48-year reign, with virtually no debunking of the demigod that he became through a skillful public relations effort. Only at the end of his FBI days did Hoover receive the skeptical, critical press review that should now be automatic for all powerful public servants.

While Hoover was guilty of some loathsome actions, including his six-year effort to humiliate Dr. Martin Luther King, Jr., a fair reading of the record reveals other villains in high places.

PRESIDENTS—from Franklin D. Roosevelt through Richard M. Nixon—authorized FBI wiretaps on vague national security grounds. They sometimes approved secret eavesdropping for their own political or personal purposes.

Attorneys General—including the latter-day liberal hero Robert F. Kennedy—either approved of FBI misdeeds or let Hoover reign unchecked while they supposedly had responsibility for enforcing Constitutional safeguards.

In the same way, the Central Intelligence Agency and some of its past directors have become the scapegoats for actions initiated or tolerated by Presidential decree.

Despite the disclosures, the

prevailing mood in Congress seems to be to continue with its existing and pitifully inadequate system of checks on CIA and FBI conduct.

TWO HUNDRED YEARS after the birth of a new nation, the Senate and House have issued a depressing declaration of dependence on the Executive Branch that would have startled the Founding Fathers.

The men who fought the Revolution were wary of centralized government and its power to suppress individual liberty. They had enough of that stuff from King George III.

But this Congress seems unwilling to assert its independence and bring an end to the abuses so amply documented.

Rather, Congress seems to share the sentiment voiced by former Vice President Spiro T. Agnew, who resigned in disgrace in a plea-bargained deal to avoid jail on charges of income tax evasion.

"I do feel there are more important, more serious crimes being abetted in the world today than the one I was accused of . . . crimes being abetted such as the vilification of our institutions—the CIA the FBI—and the glorification of the Communist system," Agnew said.

Congress has a job to do. It should set up effective, independent watchdog units over the FBI, the CIA and other intelligence-gathering agencies. Only a strong system of outside controls can prevent them from further self-vilification.

Portable VDTs produce sore backs

The replacement of portable manual typewriters with portable VDT-typewriters as standard equipment for traveling reporters is bringing with it an unexpected health hazard, according to TNG Vice President Louis M. Calvert of San Jose:

Hernias and sore backs.

"Those things are heavy," Calvert told the International Executive Board during its spring meeting.

Vice President Betsy Wade of New York added that the problem is aggravated by publishers insisting that the devices be handled as carry-on luggage, forbidding their being checked.

Portable VDT-typewriters weigh 32 pounds; portable manuals, from less than 10 to about 20 pounds.

As they put it

The phony issue of '76

The following is taken from COPE MEMO, twice monthly newsletter of the AFL-CIO's Committee on Political Education:

Let's make one concession at the outset: Our federal government is big, and it could be more efficient.

We're reminded of this in almost every speech made by both candidates for the Republican presidential nomination.

Every election year has a phony issue and "big government" is the phony issue for 1976.

Sure, the government is big. It's a big country.

The President's cuts are aimed at working people and the poor through his vetoes of job-creating programs and his proposals for chopping down programs like food stamps among others.

Reagan says he'd whack 90 billion dollars off the federal budget—and along with it such programs as school lunch, medicaid, aid to education, food stamps, mental health, housing and a batch of others. He also indicated he'd tamper with the social security plan.

Nobody argues the government can't be more efficient, but to take the candidates' talk about "big government" seriously is to ask some hard questions the candidates don't begin to answer clearly or fully:

- One of "big government's" biggest programs is social security. It takes in and disburses vast sums of money. It employs thousands. It serves millions.

It provides retirement benefits to 19 million Americans and their dependents, survivors benefits to more than seven million widows and orphans, disability benefits to more than 3.6 million.

- How about medicare and federally aided state medicaid programs? They, too, serve millions of people—and while no one considers they are perfect in their administration or their benefits, the programs do a lot of good that wasn't being done before.

- There are scores of federal agencies, departments and commissions that came into being as need for them became evident. Some of them have outlived their usefulness and should be dismantled, and the AFL-CIO supports proposals for regular review with an eye to decommissioning whatever no longer serves a purpose.

But most agencies serve a need and overall perform to the public's benefit.

- "Big government" is food stamps to help feed poor and hungry families. This whole program is now under attack by the Ford Administration with alarming support in Congress. Is this country really ready to reduce aid to those so desperately in need?

- "Big government" is the Occupational Safety and Health Administration, an effort, too long delayed, to reduce death and injury on the job.

The "big government" argument really is aimed at programs that help people. Ford and Reagan, playing on legitimate concerns about the role and cost of government, threaten to inflate these concerns and turn the 1976 campaign into a windy exchange over a phony issue.

The danger is a lot of citizens might be so swept up by it that the crucial issues of jobs, prices, taxes, health care, housing, education and others will be obscured. These, after all, are not so much a matter of "big government" as of "good government," which is the real issue in 1976.

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The Guild Reporter

JAMES M. CESNIK
Editor

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