

Seattle opens P-I ad jobs for women

Seattle, Wash.—At least half of all outside ad-sales openings will be filled with women under terms of an agreement between the Pacific Northwest Guild and the Seattle Post-Intelligencer.

The agreement was reached after an arbitration hearing in which the Guild charged that five women working in classified telephone sales had been improperly passed over for promotion when a woman from outside the jurisdiction was hired for an outside sales job in September, 1975.

The Guild's contract with the Post-Intelligencer requires that "first consideration" be given to qualified employees in lower classifications before new employees are hired to fill vacancies.

Arbitrator J. B. Gillingham, who approved the post-hearing settlement, said it "constitutes a much more comprehensive, fundamental, constructive and forward-looking disposition" of the issues

"than would have been possible within the normal and proper constraints upon any arbitration opinion and award which I could have written."

The new hiring policy in the agreement provides that at least one of every two outside sales openings shall be filled with women until the percentage of women so employed is "at least equal to the percentage of women in the Guild-represented work force" at the paper. About a third in Guild jurisdiction are women, the local reported.

Before anyone from outside the paper is hired for outside ad-sales jobs, present inside classified telephone salespersons shall receive "first and thorough consideration" if they have a standing application or apply within five days following delivery of notification of a vacancy.

The notification, which will include a statement of qualifications, will be

given by the company to the department shop steward in writing with a copy to the Guild office.

One of the five grievants had been prompted to the outside sales staff during the time the case was in grievance.

If an employee isn't selected, he or she and the Guild shall receive a written explanation of the reasons, the agreement states.

Each employee promoted out of the classified telephone room into outside classified or retail sales will get a 120-day trial period.

"The employee shall be given thorough practical training, including regular, periodic, written evaluations of work performance," the agreement provides.

The employee may return to his or her former position with unimpaired rights at any time during the 120 days. After 45 days, the company may return the

employee to the old classification with unimpaired rights. After 120 days, the employee becomes permanent in the outside sales position.

"An employee under this procedure shall be promoted into the outside sales position at the contract salary for outside sales next above the combination of his/her former salary and average commission and bonuses," the agreement says.

Weekly progress evaluations will be reviewed with the employee by management "person-to-person," and the employee during that period will be accompanied on sales calls by an experienced salesperson and a supervisor if the company deems it necessary.

Hiring and promotional standards shall be identical for males and females, employees and non-employees "and shall

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Board okays full raises in CBC pact

Ottawa, Ont.—Canada's Anti-Inflation Board has approved salary increases of up to \$99.44 a week at the Canadian Broadcasting Corp.

The AIB said the two-year agreement, bargained by the Canadian Wire Service Guild, means increases of 12 percent the first year and 10 percent the second when restructuring and reclassifications are taken into consideration.

The settlement was submitted to the AIB jointly by the Guild and the company (GR, March 12).

Top minimum for the restructured classification which includes national, parliamentary and news-magazine reporters increases \$99.44, to \$424.82 on Dec. 1.

Legislative reporters and program editors go to \$413.03 on Dec. 1, up \$87.65 over the top minimum for the jobs as they previously had been classified.

Senior writers' and news magazine editors' top minimum goes to \$400.08 on Dec. 1, up \$74.70

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Together at CLC's Convention

Guild and Typographical Union delegates sit together at 11th Convention of Canadian Labour Congress May 17-21. Counterclockwise from front are John Lowe of the Toronto Guild; TNG Canadian Director William McLeman; Peter Desilets of the Northern Ontario Guild who represented the Sudbury Labour Council; Emil Rosen-

thal of the Toronto Typographical Union; George Barrell of the Toronto Guild (standing); Ray Rudersdorfer, Winnipeg Typographical Union (standing); Bob Earles, ITU; Dorothy Power-Lawson, Moncton Typographical Union; Tom Johnson, Ottawa Guild, and George Plummer, Montreal Typographical Union. (Stories, Page 8.)

Ernst, first Guild counsel, shaper of union, dies at 87

New York City — Morris L. Ernst, who helped Heywood Broun found the Guild and was the union's first general counsel, died May 21. He was 87 years old.

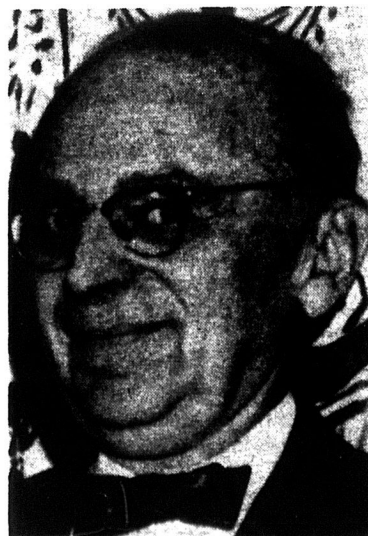
Ernst, one of the most prominent civil liberties attorneys in the United States, won the then-American Newspaper Guild's landmark Morris Watson case in the U.S. Supreme Court in 1937. The victory applied the nation's new labor law to newsroom employees. He also won the Guild's union-security case before the War Labor Board in 1944, which

allowed the Guild to continue to negotiate union security provisions in its contracts.

Ernst was the attorney who destroyed the censorship of James Joyce's classic "Ulysses," and was counsel in several other freedom of speech and press cases.

A friend of Broun's since high school and the Guild founder's personal attorney, Ernst began his legal relationship with the union at a meeting of 300 New York newspaper editorial workers on Sept. 17, 1933.

The open meeting had been (Continued on Page 2)



MORRIS L. ERNST
In 1966

New York Post settles after 43-minute walkout by Guild

New York City—A 43-minute strike by the New York Guild's Post Unit has resulted in agreement on a new two-year contract with the city's only afternoon paper raising top minimums for reporters, photographers and display-ad sales by \$53.45, to \$433.25 a week.

Guild unit membership voted to ratify the settlement on May 27, a week after the mini-strike.

Unit members had been working under extensions of the Guild's old contract with the paper since it expired March 30, 1975.

The strike had the support of the other unions at the paper, the local reported.

Guild picket lines went up May 20 about 15 minutes after a 5 p.m. strike deadline the local had set a week earlier. The lines came down and the bargaining that produced the settlement began 45 minutes later following the stormy invasion of a Guild bargaining committee meeting by Post publisher Dorothy Schiff.

Calling New York Guild Executive Vice President Harry Fisdell a "rotten bastard," Schiff de-

(Continued on Page 4)

Newsweek talks yield \$109 hike

New York City—Minimum salaries rise by as much as \$109 a week in a new, three-year contract at Newsweek magazine.

The settlement also includes a two-stage cost-of-living adjustment, the New York Guild reported.

Top minimums for writers, photographers and book division picture editors go up \$89.60, to \$477.80; starting minimums in these classifications rise by \$62.90, to \$335.60 a week. The job title "reporter" is added to the classification.

The writer-photographer-reporter top minimum rises \$31.10, to \$419.30, retroactive to Jan. 1, \$25.20, to \$444.50, next Jan. 1 and \$33.30, to \$477.80 on Jan. 1, 1978.

The \$109 increase comes in the flat rate for general editors,

June 2 strike deadline is set at Time, Inc.—Page 4.

taking it to \$581.30 over the term of the contract.

The associate editors and correspondents' top minimum rises \$94.80, to \$505.50, during the term of the contract.

Tops for researchers and reference librarians—classifications filled mainly by women—rise \$62.90, to \$335.60, and their starting minimums go up \$45.60, to \$243.70.

Photo lab technicians' and Teletypesetter operators' top minimums advance \$67.70, to \$360.90. Starting minimums are increased \$51.30, to \$274.20. Makeup technicians are added to the group.

The stenographer-typist top minimum increases \$45.60, to \$243.70, with their starting minimum increasing \$36.30 to \$193.50.

A top for VDT operators is established at \$285.70, increasing to \$325.50 over the term of the contract. Starting VDT-operator (Continued on Page 4)

Morris L. Ernst, Guild's courtroom pioneer, dies

(Continued from Page 1)

called by Broun and others involved in the Guild of New York Newspaper Men and Women, a predecessor of both the American Newspaper Guild and its Local 3, the Newspaper Guild of New York.

Ernst was appointed legal counsel that night as the newspaper workers met to oppose the publishers' drive to enact restrictive labor regulations for the industry through the National Recovery Administration (NRA).

A month and a day later, it was Ernst's rewrite of a draft that was adopted as the first constitution of the Newspaper Guild of New York.

But his involvement with what was to become a union of thousands of newspaper workers—editorial and commercial alike—began earlier than the New York public meetings. And it began in strict secrecy.

Ernst described those early gatherings when he spoke to the Guild's 1944 Milwaukee Convention.

"I cannot help but recall the fact," he said, "that before the Guild was formed, we had those little secret meetings up in Heywood's apartment on 58th Street, and in my home, meetings at which the leading reporters and writers of the papers of New York attended, if you please, with their wives, so that in case the publishers would ever know, would find out that they were attending a meeting to discuss the society of journalists, they could say they were there at a drinking party at Ernst's house."

Ernst remained as Guild general counsel until approximately 1937, when the ANG adopted policies which he said he considered to be too leftist. He returned as special counsel in 1943, however, to fight the War Labor Board case, which was decided

in the Guild's favor early in the following year. He said the Guild in the interim had adopted policies to which he was more amenable.

His most significant Guild case, though, was that of Morris Watson, an early Guild leader.

Watson was fired from his news job at the Associated Press New York bureau on the day in 1935 that the AP received a Guild request for a bargaining session.

The Guild took the discharge to the National Labor Relations Board, which upheld the complaint. But the AP appealed, claiming that newspapers and wire services were immune from provisions of the Wagner Act on grounds of freedom of the press.

With the union's very life at stake, the Guild and Ernst fought the case and, in 1937, the Supreme Court ordered Watson reinstated, holding that Guild membership does not impair press freedom. The AP's campaign was defeated and the Guild's life saved in the Watson case.

Not all of Ernst's Guild cases were victories, however. One that wasn't still had a significant effect not only on the Guild but on the labor movement as a whole.

Dean S. Jennings at 28 was the chief rewriter at Hearst's San Francisco Call-Bulletin and a delegate to the Guild's second convention, held in St. Paul, Minn., in 1934.

The publisher of the Call-Bulletin refused Jennings his vacation pay, which the young Guild leader needed to drive to the St. Paul Convention (he didn't have enough to take a train or plane), unless Jennings resigned.

Jennings resigned on the spot, left the publisher's office in tears and drove to St. Paul. The Guild began fighting the case.

The newspaper industry at the

What Ernst won in high court

The U.S. Supreme Court, in its ruling on the Morris Watson case, said:

"The business of the Associated Press is not immune from regulation because it is an agency of the press. The publisher of a newspaper has no special immunity from the application of general laws. He has no special privilege to invade the rights and liberties of others. He must answer for libel. He may be punished for contempt of court. He is subject to the antitrust laws. Like others, he must pay equitable and non-discriminatory taxes on his business."

time was, like several other industries, under the National Recovery Administration. Part of the NRA's apparatus was the old Newspaper Industrial Board (NIB), an ineffectual body which was supposed to decide industrial disputes.

After a long wrangle, in which the case went from the NIB to the old National Labor Board, Ernst succeeded in moving it to the new National Labor Relations Board.

The NLRB ruled for Jennings, reopened the case at NRA request, and reaffirmed its ruling. But then the case was kicked back to the NRA, which turned it over to its NIB after the Call-Bulletin refused to obey the NLRB's order to reinstate Jennings.

President Franklin D. Roosevelt, who hoped for a Hearst endorsement in 1936, early in 1935 sided with the publishers and the NIB and nullified the decision.

But the case did help to establish to a substantial degree the new NLRB, which was fighting for its existence against the NLB and the old NRA boards, of which the NIB was only one.

In 1943, what Ernst called "The Four Horsemen" attempted to strangle the Guild 10 years after its birth by asking the War Labor Board to outlaw maintenance of membership provisions in Guild contracts, claiming that membership as a condition of employment violated the First Amendment's free press guarantee.

The Horsemen were Roy Howard of Scripps-Howard, Henry Luce of Time, Inc., John Cowles, Sr., of the Minneapolis and Des Moines papers and Look magazine, and Arthur H. Sulzberger of the New York Times.

The case dragged on for a few months after the hearing in late 1943 and was decided in the Guild's favor early the next year.

Agreeing with the publishers that newspaper workers should not be subject to "any control or coercion," the labor board stated: "These considerations seem to

us to be directly reflected in the Guild's constitutional provision that no one shall be excluded from membership and no member shall be penalized because of his religious or political convictions or because of anything he writes for publication.

"We do not doubt the sincerity of the Guild in embodying this provision in its constitution; indeed, we think the Guild could hardly get the support of the reporters and editorial writers among its own members on any other condition."

The War Labor Board may well have been as impressed with the Ernst manner as with his command of law. Ten years earlier, at an NRA hearing, the Guild Reporter said of Ernst that he "spoke for six hours uninterruptedly, except for a luncheon period, without any attempt at oratory—a steady stream of analysis of the contentions of the publishers and a description of the plight of the news writers."

Ernst seemed to represent anyone and anything which needed representation insofar as civil and political liberties were concerned.

He was counsel to the Dramatists Guild, the Sauerkraut Workers Union and the Macaroni Workers Union, among others. The Guild presumably paid his fees by check. It is not recorded if the Sauerkraut and Macaroni workers paid in cash or in kind.

The freedom of written expression, however, appeared to have been Ernst's main concern. Besides his historic defense of "Ulysses," he defended the publishers of "Married Love," by Dr. Marie Stopes, "The Well of Loneliness," by Radclyffe Hall, "Casanova's Homecoming," by Arthur Schnitzler, and "Birth Control," by Margaret Sanger.

He won their right to be sold and, in the "Ulysses" case, his

efforts convinced Judge John M. Woolsey of the Federal District Court in New York to issue an historic—and, in its language, classic—ruling which helped to eliminate censorship.

Ernst continued his interest in civil liberties, especially freedom of speech, outside the courtroom in his many publications, among the most noteworthy of which was "The First Freedom," in 1946, one of the first analyses of the contraction of ownership in the communications industry.

He wrote: "I have recently concluded that far more is kept from our minds by lack of diversity of ownership of the means of communications than by government interference."

Ernst was a president of the American Civil Liberties Union.

Although an ardent—indeed, vociferous—opponent of communism, Ernst defended communists nonetheless.

As he told the 1944 Guild Convention:

"I have defended the demagogues and communists and screwballs, as it made no difference to me, because the big giants are not pushed around by the government. It is the small element, the minority, that is pushed around, and I have defended them, even when they disgusted me . . .

"I had to defend them in order to preserve the right for myself and you to speak our own nonsense."

\$16 raise at Home News

New Brunswick, N.J.—Editorial employees of the New Brunswick Home News have received across-the-board interim increases of \$16.50 a week under an agreement between the North Jersey Guild and the newspaper's management.

Bargaining is continuing for a new contract to replace one that expired March 31, 1975.

The increases, retroactive to April 1, 1975, produced \$759 in back pay and what local leaders described as a "de facto hike in contract minimums."

Employees of the paper at the top reporter minimum are now receiving \$266 a week, those at the top minimum for library clerks, \$161.55, and those at the top for editors, copy readers and editorial writers, \$273.50.

John (Ned) Sweet dies—led Guild in San Antonio

San Antonio, Tex.—John (Ned) Sweet, former president of the San Antonio Guild and twice a candidate for TNG secretary-treasurer, died May 18 following a brain hemorrhage.

Sweet, who was 42, was stricken in the sports department of the San Antonio Light on May 15 after returning from a Guild bargaining session with management. He remained in a coma until his death.

Long active in the San Antonio Guild, Sweet had held nearly every office in the local, and had

headed successful organizing drives in the Light's maintenance department, in 1962, among its district managers, in 1967, and, earlier, at the Alamo Messenger, a Catholic newspaper.

Another Sweet-headed drive, among Light street vendors, was not successful. The Guild went through three elections in that campaign.

He was president of the Guild's Southern District Council in 1969-70, and secretary in 1970-72, and secretary of the AFL-CIO central body in San Antonio.

Sweet was secretary-treasurer

of two AFL-CIO rent-subsidy housing projects and trustee, then manager, of the local's own Guild Park Apartments, a project he helped found, local President Ogden D. Chamberlain, Jr., said.

Many regarded the low-cost apartments, dedicated to William J. Farson, a former TNG executive vice president, as Sweet's "greatest achievement," Chamberlain said.

Sweet became manager of the apartments after he was fired from his sports writer's job for being absent from work while bargaining for the Guild.

The case wound through more than two years of dispute and finally ended in the Fifth Circuit Court of Appeals in New Orleans in 1973.

The court upheld an arbitrator's order that the Light reinstate Sweet and declared a financial standoff in a corollary dispute about back pay, allowing Sweet to keep \$5,100 but ruling that the Light owed him no more.

Sweet ran for TNG secretary-treasurer twice, in 1969 and 1971, on a ticket with Brian L. Flores, administrative officer of the Washington-Baltimore Guild. He lost both times to Robert M. Crocker.

Sweet is survived by his wife, Lynda, and two sons, Sean, 8, and James, 5.



Sweet

BLS cuts taxes, family budgets

The U.S. Bureau of Labor Statistics has trouble figuring out income taxes, too.

Now it says that it is trying a new way and consequently the family budgets it released in April (GR, April 23) were too high since its new tax estimating procedure cuts that part of the budgets.

The new "lower" budget requires \$189.19 a week, \$4.81 less than previously estimated; the new "intermediate" budget, \$297.67, \$3.10 less, and the new "higher" budget, \$423.23, \$3.50 less.

The U.S. price elevator

The following table shows the ascent of the United States' Consumer Price Index over a 40-month period following a 0.4-point rise, to 168.2 in April. The first column shows the index, with a 1967 base. The second shows the percentage increase over the same month of the preceding year; the third, the increase over December, 1972.

	Index*	Percentage over	
		Same month prior year	December 1972†
April, 1975	158.6	10.2	24.6
May	159.3	9.5	25.1
June	160.6	9.3	26.2
July	162.3	9.7	27.4
August	162.8	8.6	27.9
September	163.6	7.8	28.5
October	164.6	7.6	29.3
November	165.6	7.3	30.1
December	166.3	7.0	30.6
January, 1976	166.7	6.8	31.0
February	167.1	6.3	31.3
March	167.5	6.1	31.6
April	168.2	6.1	32.1

* 1967 = 100

† Index = 157.5

IFJ urges voice in automation

Vienna, Austria—Journalists should participate fully in planning and decision-making at all stages of the introduction of new technology, the International Federation of Journalists declared at its 13th World Congress here.

The IFJ's May 10-15 meeting welcomed "the opportunity afforded by new technology to assure the variety and independence of newspapers and other media presenting differing opinions."

But it urged several safeguards, including retraining of journalists, examination of their health as it may be affected by new machines and a ban on discharges of any employees due to automation.

It urged that journalists' and printers' unions and the publishers co-operate in the development and introduction of new technology, and that the unions consult among themselves.

Theo Bogaerts, the IFJ's general secretary, will write to the Olympic Committee protesting the expulsion of Radio Free Europe (RFE) from the Winter Games in Innsbruck and cautioning against a repetition at the Summer Games in Montreal.

RFE personnel in New York and Munich, Germany, are represented by the New York Guild.

The Congress re-elected TNG President Charles A. Perlik, Jr., as vice president for North America. TNG was represented by Perlik and International Chairperson Barney Peterson of

San Francisco-Oakland, who was re-elected to the Executive Committee.

Helmut A. Crous of West Germany was re-elected president. Others re-elected were Paul Parisot of France, first vice president and Vice President Arieh Zimuky of Israel.

Re-elected advisers were Trygve Moe of Norway, Carl H. Hernlund of Sweden, Josef Raminger of Austria, Kenneth Morgan of Britain, Franz-Felix Lehni of Switzerland and Ozgen Acar of Turkey.

Re-elected deputies were Edward Simpson of Britain and Wim Klinkenburg of The Netherlands.

The congress condemned censorship "of any kind, whether by governments, managements or any other body," as "totally unacceptable," but added that "any refusal of the right of reply should also be condemned."

It noted that press freedom "is brutally suppressed in many countries," and that at least 67 journalists from at least 17 countries have "been kept imprisoned, have been tortured, or have disappeared," according to Amnesty International.

The congress condemned "gross violations" of press freedom in Chile. (Perlik in 1974 journeyed to Chile on an IFJ fact-finding mission.) The IFJ expressed satisfaction with progress in Portugal and Spain.

It noted that "certain sections of Senate Bill 1" in the United States "infringe (on) the duties



Viennese 'howdy'

Rudolf Kirchschlager, president of Austria, welcomes TNG International Chairperson Barney Peterson (left) to reception Kirchschlager gave for International Federation of Journalists' executive committee during IFJ's 13th World Congress in

Vienna. Right foreground is IFJ President Helmut A. Crous of Germany. Between Peterson and Kirchschlager are (from left) Atli Steinarrson of Iceland, Wim Klinkenburg of The Netherlands and Eckart Spoo of Germany.

of the press by imposing penal sanctions" for those who disseminate information the government considers to be classified.

The congress rejected a draft declaration on the use of the mass media approved by UNESCO's Conference of Governmental Experts.

"The declaration, in many important aspects, cannot be reconciled with the views of the IFJ on crucial matters of media freedom and of the independence of the media and journalists from control and directive by governments," the congress declared.

Among the points urged by UNESCO is that "subject to adequate constitutional protection of the principle of freedom of information," international news agencies "should act in conformity with the principles of the Charter of the United Nations and of this declaration."

The declaration asks that "any incitement to racial discrimination which may lead to threats or acts of violence . . . against any group . . . be shunned," and that countries consider taking legislation action.

Establishment of a natural

mass media in developing countries also is encouraged by the draft declaration.

UNESCO will further consider the draft at a meeting in Nairobi, Kenya, in the fall.

There was "a certain improvement" in East-West communication after signing of the Helsinki declaration last year, the congress said, but Western correspondents were "hindered" in "certain socialist countries."

IFJ also expressed satisfaction at progress of relations with the Prague-based International Organization of Journalists.

Medium daily boosts profits 34 percent in 1975

After-tax profits boomed up by 34.7 percent in 1975 for the medium-sized daily Editor & Publisher magazine has been tracking the last three years.

The rate of the 1975 increase was identical to that the anonymous paper experienced in 1973, when it changed from letterpress to offset a little more than half-

way through the year.

In 1973, the after-tax profit represented 12 percent of revenue, up from 9.6 percent in 1972. Last year the paper's after-tax profit was 14.4 percent of revenue, its highest return in four years and more than three times the 4.6 percent after-tax return the Federal Trade Commis-

sion says all U.S. manufacturing industries realized in 1975.

In 1974, after-tax profit was up marginally (1.2 percent) and as a percentage of revenue was off slightly to 11.6 percent.

In both 1974 and 1973, however, the paper dramatically boosted its "depreciation" and building-costs write-offs.

Depreciation was increased 52.4 percent in 1973 (up \$35,600 to \$103,600) and 54.8 percent in 1974 (up \$56,800 to \$160,400). By last year it had fallen back to a still-healthy increase of 27.8 percent (up \$45,600 to \$205,000).

Building costs—that is, capital improvements which later can be

charged off to depreciation—rose 31.9 percent (\$15,600) in 1973 to a total of \$60,400, 41.6 percent (\$25,100) in 1974 to \$85,500 and 11.6 percent (\$9,900) in 1975 to \$95,400.

The result is that the lower 1974 after-tax profits figure hides a considerably more impressive performance.

There were significant decreases in press and composing room costs since the paper went offset.

Pressroom costs were up 7.6 percent and those for the composing room up 15.3 percent in 1972 over 1971. In 1973, the conversion year, pressroom costs dropped 9.9 percent and composing room expenses were down 9.1 percent.

The big pressroom drop was in 1974, when expenses were down 22.6 percent from the previous year. Composing room costs were down 2.7 percent in 1974 and 1.2 percent in 1975.

In that year, pressroom expenses rose 6.2 percent while the number of pages rose 4.4 percent.

The percentage of total payroll to total expenses also has shown a general decline. It went from 46.1 in 1972 up to 48.7 in 1973, and then declined to 45.8 in 1974 and 44.2 in 1975.

One of the expenses which rose in all years—hot type and offset—was newsprint and ink. It rose 14.8 percent in 1972 over 1971, 15.5 percent in 1973 over 1972, 15.2 percent in 1974 over 1973 and took off in 1975, up 25.5 percent over the previous year.

Tops hit \$330 in 2-year Memphis pact

Memphis, Tenn.—Key top minimums hit \$330.25, up \$40.25, in a two-year contract at Scripps - Howard's Commercial Appeal and Press-Scimitar.

The key top covers reporters, photographers, copyreaders, rewrite employees, and display advertising salespersons.

The increases in the top minimums come in two stages—

\$19.25 retroactive to June 11, 1975, and \$21 this June 11.

General increases range from \$22.50 for those making \$149.99 and less to the \$40.25 for those receiving \$275 a week and more under the expired contract.

The outside classified sales top increases \$36.45, to \$275.30. Classified telephone sales top minimum goes up \$29, to \$192.50, as does the top minimum for switchboard operators.

Typists' top minimum goes to \$175.65, up \$25.75. Elevator operators rise \$25.75, to \$173.15, at the top minimum.

Truck drivers' top minimum is increased \$28.25, to \$167.70.

Diverted from salary increases to pensions is from \$1 to \$2.25 a week, effective Jan. 18, and retroactive for 32 weeks from June 11, 1975, back to Jan. 17, 1975. The minimums listed above reflect the diversion.

The publisher's monthly contribution per employee to hospitalization and medical insurance is increased one dollar, to four, effective Jan. 18, and rises another 50 cents on June 11.

Weekly guarantees and per-

mile car allowances as determined by Runzheimer & Co. surveys replace the \$16 a week guarantee and 6 and 12.5 cents a mile for employees required to use their cars.

Employees who drive within the city are receiving \$20.13 a week guarantee plus 6.15 cents per mile. Those who drive in both city and country are receiving \$21.15 a week guarantee and 7.05 cents a mile.

Coos Bay contract raises department editors by \$37

Coos Bay, Ore.—Departmental editors' top minimums are increased \$37.12, to \$253, in a two-year contract at the Coos Bay World.

Reporters, photographers, and display ad sales representatives' top minimum goes to \$238 a week, up \$35.99, at the Scripps League daily.

District managers, display and classified clerks go up \$24.80, to \$146, at the top minimum.

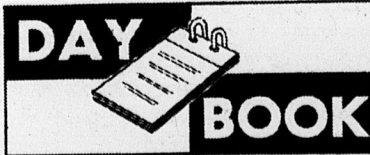
Switchboard operators and re-

ceptionists' top minimum is increased \$22.82, to \$136.

Provision is added to guarantee that employees affected by automation will be given adequate opportunity for retraining on new equipment.

An employee designated by the Guild to attend negotiations or other employee-employer meetings shall be released without loss of pay.

Provision for paid paternity leave also is added.



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

International Executive Board, pre-convention meeting, June 25-26, Shoreham Americana Hotel, Washington.

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

Southern and Midwest District Councils, joint fall meeting, Oct. 9-10, Knoxville.

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.

2 councils back levy, another tables support

(Continued from Page 8)

assessments are needed to continue to move forward. A substantial number of organizing inquiries are being received by TNG, she said, adding that organizing is expensive and complicated because of employers' legal blocks which drive up TNG costs.

At the Great Lakes Council, the endorsement motion was made by the Detroit Guild and seconded by the Columbus Guild. The motion to table came from the Toledo Guild.

TNG President Charles A. Perlik, Jr., and International Vice President Dorothy Sain of Cleveland previously had spoken in favor of the assessment in their reports on the recent IEB meeting.

Sain said the Guild has had an influx of organizing queries and that the assessments are needed to deal with the improved organizing climate.

Sidney Goldberg, president of the Toledo Guild, said he moved to table the motion because he thought locals should have the chance to discuss the proposal with their executive committees and memberships.

The Toledo Executive Committee was scheduled to meet on May 26 and on May 25 Goldberg said he would recommend that it support the special assessments.

About 40 members of New England Guild locals who attended their council's meeting also participated in a human-rights seminar conducted by TNG Human Rights Co-ordinator Hannah Jo Rayl. More than half those attending the session were



Delegates to the Guild's Midwest District Council are briefed before touring International Typographical Union's Colorado Springs headquarters during break in council's meeting in nearby Pueblo. From left in photo at left are ITU Second Vice President Robert McMichen, St. Louis Guild Administrative Officer Robert A. Steinke and Assist-

women, council leaders said.

Following the council meeting, directors of the New England Servicing-Organizing Program voted their approval of the Salem Guild joining the four area locals previously participating in the program. They did so after learning that Salem Guild members had already voted their approval and had approved a 1.5 percent dues increase to finance the participation. Monthly dues

will be 6.5 percent of a week's pay.

Locals in the program share with TNG the salary and expenses of a full-time staff member to assist them with contract bargaining and enforcement. Each local contributes \$3.50 per member per month and TNG a flat \$600 a month. Salem will enter the program June 1. Other participants are the Boston, Manchester, Portland and Brockton Guilds.



ITU Photos by C. H. East

Dropping by . . . just down the road

ant to the ITU President Robert Wartinger. From left in photo at right are TNG International Vice President Diane M. Woodstock of Madison, Pueblo Guild President Phil Ruegg, Chicago Guild President Karen Hasman, Midwest Council President Matt Pommer of Madison, and Spence Hollstadt of the Twin Cities Guild.

Program directors also re-elected John F. Barker of Manchester president, and Elwood B. (Woody) Bigelow of Portland, secretary.

The Midwest council also elected Robert A. Steinke, executive secretary of the St. Louis Guild, and Phil Ruegg, president of the Pueblo Guild, as its delegates to the Conference of Councils, which meets at the convention.

Deadline set for strike at Time, Inc.

New York City—The New York Guild has set a strike deadline for 6 p.m. June 2 at Time, Inc., if it is unable before then to reach agreement for a contract to replace the one that expired Feb. 1.

The deadline was set when talks with the magazine and book publishing firm were broken off May 19.

Members of the Guild's Time, Inc., Unit voted the local strike authority by 454 to 10 on April 15.

Bargaining sessions every work day between April 15 and May 19 had produced tentative agreement on only one outstanding issue, local bargainers reported.

Talks were scheduled to resume May 27 before a federal mediator, called into the dispute by the local in an effort to achieve a settlement short of a strike, a Guild leader said.

Unresolved issues included wages, job and union security, hours and overtime and pensions, the local reported.

Company demands included freezing contract minimums at their old levels with any raises to come from a "merit-pay pool," the local reported.

The company also was refusing a Guild proposal that persons that might face discharge for economy in one of the firms' divisions be guaranteed the opportunity to fill vacancies in another division, with company-paid retraining if necessary.

It was also refusing a Guild proposal that employees exempted from paid overtime be guaranteed compensating time off. Many Guild-covered employees often work 18 to 20-hour days, the local reported.

The New York Guild represents more than 1,000 editorial, duplicating and wire-room employees in the company's books and magazines divisions, the latter including Time, Fortune, Money, and Sports Illustrated.

Newsweek pact nets \$109 raise for some

(Continued from Page 1)

minimum is \$222.70, going to \$253.80 over the term.

General increases of 8 percent take effect on Jan. 1, 6 percent on Jan. 1, 1977, and 7.5 percent on Jan. 1 1978, for those earning less than specified amounts on each date. Those who were making more than \$478.92 on Dec. 31, 1975, get a 4 percent general increase as of Jan. 1, 1976. Those making more than \$512.45 on Dec. 31, 1976, or \$545.97 on Dec. 31, 1977, receive half the general increase—as modified by the cost-of-living adjustment—on Jan. 1, 1977, and Jan. 1, 1978.

The new contract provides that an employee shall be given a copy of any document placed in his or her personnel file if the document contains complimentary or derogatory information. The em-

ployee may place in the file a response to derogatory information.

An employee who has been on the magazine for a year or more who adopts a child younger than a year will be granted unpaid parental leave for a year, with three more months upon request—an extension of previous language covering parental leave. At the beginning of the leave, the employee will receive accrued vacation pay.

Employees required to work holidays will be given time off at a time-and-a-half rate, rather

than the previous straight-time rate, at the convenience of the employee and the publisher.

Meal allowances rise 50 cents, to \$9.50, effective Jan. 1, 1977, and another 50 cents, to \$10, on Jan. 1, 1978.

Maximum yearly reimbursement for tuition and fees for educational courses related to the employee's position is raised \$500, to \$1,500.

The first cost-of-living adjustment will be made on Jan. 1, 1977, if the New York price index rises by more than 8 percent

in calendar 1976. The excess over 8 percent will be rounded to the next-highest half-percent, to a maximum of two percent, and will be added to general increases and minimums.

Another cost-of-living adjustment will be made on Jan. 1, 1978, if the New York price index for calendar 1976 and 1977 increases by more than the general contract increases effective Jan. 1, 1976, and Jan. 1, 1977, including the first cost-of-living adjustment, but to a ceiling of 2.5 percent.

43-minute strike yields Post pact

(Continued from Page 1)

mandated that the picket lines be removed before bargaining could be resumed.

Fisdell said the local would consider it if the company would withdraw its demands for contract retrogressions, which included freezing severance-pay obligations at their 1975 levels and selective mandatory retirement at age 70, with the company having the sole voice in selection.

The local had cancelled earlier strike deadlines in both December and January, the latter when the unit's bargaining committee voted 8 to 7 to await mediator Theodore W. Kheel's recommendations on the "best procedure to achieve settlement."

The tentative agreement was reached at Kheel's offices about 3 a.m. May 21.

The settlement includes none of the company's demands for retrogressions, the local reported.

The agreement is a year

shorter than the local's three-year contracts with the New York Times and the Daily News and reverses the increase pattern of those settlements' first two years, putting the larger amounts in the second year.

Earlier the Post had claimed that its financial condition would prevent it from matching the second and third years of the other contracts. Guild leaders said, however, that an audit they had performed on the Post's books showed that there was no evidence of financial jeopardy in the second year and that no prediction was possible for the third.

The settlement raises minimums and wages by 6.25 percent of each classification's top minimum retroactive to March 31, 1975, and by 7.35 percent retroactive to March 31, 1976.

It also provides for arbitration of a Guild proposal to upgrade circulation inspectors to parity with key editorial and advertising classifications.

CBC okayed

(Continued from Page 1)

over the top as previously classified.

The basic reporter-editor classification rises \$71.96, to \$367.74, of which \$38.52 is retroactive to last Dec. 1 and \$33.43 is due this Dec. 1.

The highest-paying classification—national affairs reporters and national assignment editors—is increased \$87.82, to \$443.72 over the contract term.

The settlement also provides for a cost of living adjustment, increased employer-paid medical and hospital insurance premiums, shortened vacation eligibility requirements, and mileage increases.

Goodwin is new head of Mellett Fund

H. Eugene Goodwin, journalism professor at Pennsylvania State University, has been elected president of the Mellett Fund for a Free and Responsible Press.

He succeeds Ben. H. Bagdikian, who resigned to take up new endeavors in California. Bagdikian's resignation was accepted with regret and appreciation for his work during the board's annual meeting May 1.

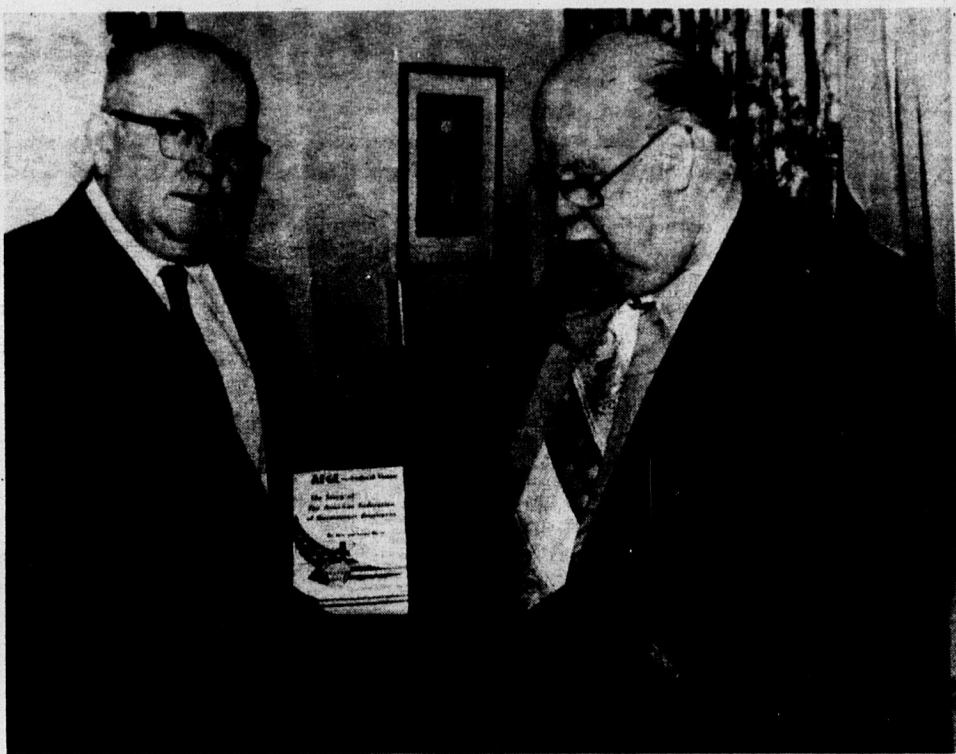
Goodwin, who joined the Guild when he was in college, helped to organize the old Baltimore Guild. He has worked for the Baltimore Sun, the Washington Star and the Associated Press.

The fund is an independent, nonprofit corporation established through a bequest to TNG from Lowell Mellett, former Scripps-Howard executive and editor.

Eight board members were re-elected. They are TNG International Chairperson Barney Peterson, TNG President Charles A. Perlik, Jr., TNG Secretary-Treasurer Rober M. Crocker, TNG Director of Administrative Operations Ellis T. Baker, Julius Duschka, director of the Washington Journalism Center, A. H. Raskin of the New York Times, and Frank Cormier of the Associated Press.

The Executive Committee will fill the ninth directorship.

Directors authorized the fund



Nevins—from bread to books in seven years

Jack Nevins writes books about labor these days, but back in 1969 he was cooking labor's dinner. Nevins, in photo at left, presents his history of the American Federation of Government Employees to AFGE President Clyde M. Webber. A few years ago, when Nevins was on strike at the Los Angeles Herald-Examiner, the Los Angeles

Guild member was chief of the commissary at the strike-lockout headquarters (right). Nevins wrote the AFGE history with his wife, Lorna, after he retired from the federal employees' union. They had worked together at the commissary, too. Nevins was assistant Sunday editor at the Herald-Examiner.



again to survey journalism schools which confer doctorates to make known its willingness to support out-of-pocket expenses of up to \$500 of preparing dissertations on press freedom and responsibility.

They also authorized Perlik as secretary-treasurer to make contact with foundations to see if they are interested in supporting an award in Mellett's name for outstanding press criticism.

Salem contract raises some \$52

Salem, Mass.—Weekly minimums for Guild-covered employees at the Salem News are raised \$8.75 to \$52.07 in a two-year settlement with the paper.

The top minimum for reporters and advertising salespersons is increased \$45.28, to \$292.72, in increments of \$22.76 retroactive to Oct. 1, 1974, and \$22.52,

retroactive to Oct. 1, 1975. The top for photographers is up \$49.03, to \$316.83, in installments of \$24.64 and \$24.39 at the same intervals.

The \$52.07 goes to the top minimum for editorial district reporters, taking it to \$336.63.

The flat minimum for copy desk workers is increased \$47.75,

to \$308.58, and that for janitors is up \$39.53, to \$254.26.

Top minimum for circulation district personnel is raised \$45.84, to \$262.24, in increments of \$19.91 and \$25.93.

Librarians' top is raised \$31.79, to \$204.51.

The new pact also raises the mileage rates three cents, to 16.

Stereotypes out of style, TNG tells wires

Noting that "words are not neutral" because they "reflect ideas and concepts," TNG is urging Associated Press and United Press International to drop courtesy titles and other words and constructions reflecting sexual stereotypes from their joint stylebook.

The wire services are in the process of updating the book.

In keeping with an action by TNG's International Executive Board at its spring meeting, TNG President Charles A. Perlik, Jr., made the suggestions in letters to the chief executives of both wire services.

Presidents and human-rights-committee chairpersons of Guild locals also were urged to ask editors of papers under Guild contract to join in the call for a stylebook "in tune with the times."

The actions grew out of the IEB's adopting a recommendation by its Human Rights Com-

mittee urging the wire services to adopt guidelines developed by the Washington Press Club.

"Until the language we use in daily writing reflects contemporary thought in such areas as sexual equality," Perlik wrote on May 5, "we cannot expect to eliminate prevailing prejudices in these areas."

As a general rule, the Washington Press Club's guidelines suggest, "a woman's or man's own name should be used on first reference. . . . The second reference should simply be" the last name.

Exceptions are obituaries and cases in which use of a courtesy title is required for clarity.

"Ms." should be eliminated as "unnecessary, uninformative, and (under current practices) requiring the use of the distracting phrase, 'as she prefers to be known,'" the Press Club said.

The club also recommended that terms with "gender refer-

ence" be eliminated when there are alternative terms, such as business executive for businessman, mail carrier for mailman, and six-member commission for six-man commission.

Other examples are police officer for police matron, and aviator for aviatrix.

Since women constitute 39 percent of the work force and 43 percent of all wives work in year-around paid jobs, a number of "obsolete concepts" should be avoided, the guidelines say.

Among these are the assumptions that families have a male head who is the chief or only wage earner, that all important jobs are held by men, that all homemaking activities are done by women, and that women have the sole responsibility for child care.

Avoiding such misconceptions would eliminate language such as

Clarification

The May 14 Guild Reporter reported that TNG Vice Presidents Diane M. Woodstock, Betsy Wade, Roger L. Stonebanks, Jim Robinson, Eugene B. Jones and Warren E. Howard voted in favor of a proposal from the Toronto Guild to amend TNG's Constitution to prevent the IEB from acting as it did in January in finding defective charges against members of the Washington Post Guild Unit.

Those six vice presidents were voting against a report of the IEB's Constitution Committee that, in addition to rejecting the Toronto proposal, listed among the reasons for the board's January action concern that the charged members were being "denied due process."

"The average worker with a wife and two children . . ." substituting "An average family of four . . ." "When the consumer goes to the grocery store, she . . ." yielding to "When consumers go to the grocery store, they . . ."

The IEB-endorsed guidelines also seek even-handed treatment of both sexes.

"Do not describe the appearance of a woman in circumstances in which you would not describe the appearance of a man," the Press Club urges. That includes describing a woman's marital status when a man's status ordinarily would not be mentioned.

"Stories or phrases that imply that certain categories of women (for example, mothers-in-laws or feminists) are shrewish or overbearing" also would be eliminated under the guidelines.

The guidelines favor "chairman" and "chairwoman," but say that "chairperson" is increasingly used . . . and may be only a short time away from sounding as natural as "salesperson."

TNG uses "chairperson" as a result of action by the 1973 Vancouver Convention.

At the 1971 Boston Convention, delegates voted to seek elimination of "sexual stereotypes" in editorial and advertising columns "of the publications with which they have contracts."

The Washington Press Club is the successor to the Women's National Press Club. It has had male membership for the past few years.

Its guidelines were developed by a committee composed of Eileen Shanahan of the New York Times, chairperson; Elise Carper of the Washington Post, Sara Fritz and Arnold Sawislak of UPI, Vera Glaser of Knight Newspapers, Peggy Simpson, Edmond LeBreton and Frances Levine of AP, Jack Nelson of the Los Angeles Times, Isabelle Shelton of the Washington Star and James Squires of the Chicago Tribune.

Commenting on their proposals, Perlik wrote that "TNG considers improvement of the media record on treatment of women and minorities a vital part of its long-standing efforts to protect human rights . . . those of news workers and those of readers."

Official ERISA notice

We are pleased to provide you with the following information concerning the Canada Life Plan as required by the U.S. Employee Retirement Income Security Act of 1974. ERISA contains a number of requirements with respect to information that is to be provided to participants, reports that are to be filed with government agencies and standards that plan administrators have to follow.

The funds are administered by the International Executive Board in accordance with the Constitution. ERISA requires the International to act prudently and solely in the interest of participants and beneficiaries. The day-to-day administration of the plan is handled by the secretary-treasurer's office, 1125 15th St. N.W., Suite 835, Washington, D.C. 20005 (202-296-2990). As always, you should feel free to write the secretary-treasurer's office if you have any questions concerning the program.

The plans are described in TNG's Constitution. Copies of the applicable provisions are available. In addition, an annual summary of the financial operation of the program will be available.

The International will be filing a brief description of the plan's provisions with the U.S. Department of Labor by July 31, 1976, and an annual report containing detailed financial information about the plan by December 15, 1976. You will be getting a summary of that financial report.

Certain changes, generally of a technical nature, may be made in the administration of the programs to meet the requirements of ERISA. We will, of course, be letting you know about the changes. (The International's Employer Identification Number is 53-0232208.)

—Robert M. Crocker, Secretary-Treasurer

Women win Seattle promotion fight

(Continued from Page 1)

not require higher qualifications than are necessary for successful performance of the job involved," the agreement provides.

The paper will pay for instructors, materials and tuition for a voluntary training program. The training shall be on company time if possible. If not, the P-I will make "every effort" to adjust work schedules to fit class time into a combined training-work week of 40 hours.

The program is to be started by the paper "at the earliest possible time."

The one question left to arbitrator Gillingham was back pay for the five grievants. He denied payment on grounds it would be punitive against the company, rather than remedial to the employees, because they may not have been selected for the higher position even if they had been judged fairly, he said.



Below is the report of TNG's financial standing and General Fund operations for the fiscal year ended March 31, 1976, as audited by Shulman, Kurtz, Turer & Topaz, certified public accountants.

Balance sheet—General Fund, March 31, 1976

ASSETS	
Cash in banks and on hand	\$ 98,046
Advances receivable	14,092
Loans receivable	23,360
Exchanges receivable	7,834
Due from organizing program	47,319
Prepaid insurance and transportation expenses	36,285
Deposits	675
Investments	100
Accounting equipment (nominal value)	1
Total assets	\$ 227,712
LIABILITIES	
Exchanges payable	\$ 6,297
Due to Defense Fund	407,836
Payroll taxes payable	3,747
Total liabilities	\$ 417,880
RESERVES	
Reserve for severance pay	\$ 155,374
Reserve for convention	4,938
Total liabilities and reserves	\$ 578,192
Deficit	\$ 350,480
Total liabilities, reserves and surplus	\$ 227,712

Balance sheet—Defense Fund, March 31, 1976

ASSETS	
Cash in checking account	\$ 58,666
Savings accounts and certificates of deposits	455,967
Investment account (at cost)	51,524
A.T.A. Bond	500
Loans receivable	492,060
Scripps Howard Investment Corporation stock (market value)	41,448
Due from General Fund	407,836
Other investment (at cost)	8,134
Total assets and net worth	\$1,516,135

Income and expense, General Fund, year ended 3/31/76

INCOME	
Membership income—Per-capita taxes	\$1,394,241
Initiation fees	11,997
Reinstatement fees	592
Agency fees	9,538
Servicing salaries and expenses paid by locals	13,800
Guild Reporter income	1,690
Research Department sales	1,275
Expenses paid by Defense Fund	13,834
Charter fees	5
Other income	4,986
Total income	\$1,451,964
EXPENSE	
Per-capita taxes	\$ 67,434
Field operations	522,525
Administrative operations	245,844
Office management	348,646
Executives	81,253
Other expenses	174,060
Total expense	\$1,439,762
Operating surplus	\$ 12,202

General Fund, budget and expense, year ended 3/31/76

	Expended Year Ended 3/31/76	Budget Year Ended 3/31/76	(Over) or Under Budget
1. Per-capita taxes	\$ 67,434	\$ 66,020	(\$ 1,414)
2. Field Operations			
A. Director—Salary	\$ 31,828	\$ 30,490	(\$ 1,338)
Expenses	6,333	8,800	2,467
B. Organizing and servicing			
IRs' salaries	253,495	246,085	(7,410)
IRs' expenses	100,426	110,000	9,574
Secretary-stenographers	6,258	6,255	(3)
Miscellaneous organizing and servicing	37,602	75,000	37,398
Organizing/servicing program subsidies	13,200	13,200	—
C. Collective Bargaining			
Salaries—Executive Secretary—			
Contracts Committee	24,930	24,380	(550)
Pension consultant	4,111	6,875	2,764
Secretary-stenographers	6,258	6,255	(3)
Bargaining and Research Assistant	20,141	17,475	(2,666)
Human Rights Co-ordinator	12,866	21,500	8,634
Expenses—personnel	5,077	1,600	(3,477)
Salaries—Executive Secretary—	\$ 522,525	\$ 567,915	\$45,390
3. Administrative Operations			
A. Director—Salary	\$ 31,828	\$ 30,490	(\$ 1,338)
Expenses	1,787	800	(987)
B. Research and Information			
Salaries—Director	24,358	23,110	(1,248)
Associate	19,653	19,220	(433)
Assistant	8,061	8,935	874
Secretary-stenographer	6,258	6,255	(3)
Expenses—Personnel	2,358	900	(1,458)
Books and periodicals:			
Legal and bargaining services	1,323	1,200	(123)
Subscriptions	1,495	1,500	5
Other printed material	1,660	1,400	(260)
Publications and literature:			
Constitution	5,347	5,200	(147)
Organizing and other literature	2,611	2,500	(111)
Institute and seminars	7,103	3,000	(4,103)
Miscellaneous	53	300	247
C. Guild Reporter			
Salaries—Editor	26,467	24,725	(1,742)
Assistant	8,605	8,935	330
Clerical	15,203	21,420	6,217
Expenses—Personnel	2,836	1,300	(1,536)
Printing	52,409	52,000	(409)
Postage	13,622	12,000	(1,622)
Addressing	9,528	10,500	972
Pictures and special material	2,907	2,500	(407)
Miscellaneous	372	600	228
	\$ 245,844	\$ 238,790	(\$ 7,054)
4. Office Management			
Salaries—Office manager	\$ 18,456	\$ 19,045	\$ 589
Secretary-stenographers	18,773	18,765	(8)
Bookkeeping	35,114	32,815	(2,299)
General clerical	21,065	21,420	355
Rent and maintenance	42,355	38,700	(3,655)
Stationery and supplies	18,976	20,000	1,024
Equipment	3,045	7,500	4,455
Telephone and telegraph	21,906	20,500	(1,406)
Repairs and improvements	3,606	500	(3,106)
Postage	10,324	4,000	(6,324)
Auditing	4,000	3,000	(1,000)
Insurance and bonding	31,116	32,250	934
Employee pension	30,649	27,200	(3,449)
Employee health and welfare	72,206	70,000	(2,206)
Directly billed transportation costs	4,327	4,500	173
Miscellaneous	9,528	12,500	2,972
Data processing			
	\$ 348,646	\$ 341,195	(\$ 7,451)
5. Executives			
Officers' salaries	\$ 62,656	\$ 62,060	(\$ 596)
Officers' expenses	18,597	15,000	(3,597)
	\$ 81,253	\$ 77,060	(\$ 4,193)
6. Other Expenses			
Legal	\$ 23,754	\$ 21,000	(\$ 2,754)
Payroll and personal property taxes	29,426	29,285	(141)
Contributions and tickets	9,222	5,000	(4,222)
Delegates and committees	11,671	3,000	(8,671)
I.E.B. meetings	31,525	33,045	1,520
Severance pay provisions	24,635	28,925	4,290
Convention reserve	32,000	32,000	—
Broun Award	1,000	1,000	—
Broun Award expenses	1,393	1,300	(93)
AFL-CIO, CLC Conventions	3,954	2,250	(1,704)
IFJ-IAFWNO Convention	4,480	4,200	(280)
Guild Service Award	—	3,000	3,000
Irving Leichter Scholarship Fund	1,000	1,000	—
	\$ 174,060	\$ 165,005	(\$ 9,055)
Totals	\$1,439,762	\$1,455,985	\$16,223

Canada labor seeks equal voice, maps general strike

(Continued from Page 8)

that "our success has been based upon solidarity among workers" and declares a two-fold challenge: "To defeat wage controls," and then to create "a more equitable and just society."

To cure the economic and social ills of the country the Manifesto calls for a "system of national, social and economic planning," offering tripartism—"the equal sharing of all powers between labor, business and government"—as the vehicle.

The price of labor's support for the "system" is "an equal share in the economic and social decision-making on a national basis," it states, adding: "Business and government must now share their power with labor."

An economic policy statement adopted on the third day of the convention spelled out more clearly the economic references in the Manifesto. It says some of the nation's problems are of "near disastrous proportions," it pinpoints misuse of statistics to put the blame on labor and decries the government for at-

tempting to manipulate labor and discredit it.

Conditions it lists for labor participation in a national economic policy include labor advisers being "advocates for their constituents, not instruments of government policy," labor being consulted on all aspects, not merely those "selected as suitable," and labor participating in actual policy formation, not "stage-managed consensus exercises."

Labor's goals are stated as "full employment, price stability and a fair distribution of income."

Policies advocated to attain those goals include abolishing wage and price controls and restoring lost purchasing power through, among other things, reducing personal income taxes at the lower end while raising corporate tax rates, increasing government benefits to those on fixed incomes, probing corporate concentration and price behavior in the food industry, cutting mortgage interest rates, and a full employment objective. The last would include a national inven-

tory of manpower needs and resources, better training and re-training of workers and better matching of people and jobs.

The political action policy adopted by the convention endorsed again the CLC's support for the New Democratic Party but went further than a routine endorsement.

It calls upon "all affiliated organizations and unions . . . to rally the fullest possible support for the New Democratic Party," and mandates the CLC Executive Council to work closer with the federal caucus and executive of the NDP. It urges member organizations to encourage affiliation of local unions, calls for support for the Canadian COPE program, and urges locals to assist the NDP and its candidates at riding levels "with financial, material and personnel help."

Joe Morris was re-elected president of the CLC by a whopping 1,492 to 375 votes.

Ignored in the publicity surrounding all this was the significance of the surrender of power by the autonomous affiliate unions as symbolized by the strike mandate.

The Manifesto makes the need clear and calls for greater centralized power for the CLC with the co-operation of its affiliates.

Similarly, the viciousness of the floor fight over the executive council's push for a change in convention representation rules got little attention from the media—in Vancouver two years ago a vicious battle over autonomy proposals lead to prediction of collapse and breakaways.

The delegates voted three to one against the executive's proposals to reduce the potential number of delegates to future conventions from the present 10,000 to 2,600.

The big change would have eliminated the local delegates and changed the delegate base from the size of the local to the size of the national union. Opposition centered on loss of rank and file character.

Even the Canadian autonomy matter which held so much attention in Vancouver was submerged.

A 10-point code of union citizenship, adopted as an outgrowth of the Canadian autonomy standards, includes a call for interunion co-ordinated bargaining.

An occupational and safety policy calls on affiliates to make the health and safety bill of rights a bargaining table priority and the CLC was directed to appoint a staff member to push for uniform safety and health legislation and develop sample contract language.

Women . . .

(Continued from Page 8)

to the bitter end. However, when CLC Executive Vice President Shirley Carr moved its adoption, seconded by many, men were among the first to the floor mikes. There simply was no opposition.

One speaker had a quibble about wording, which was ignored; that was it.

Carr is expected to be named to head the secretariat.

The document is the direct result of resolutions passed at the first-ever CLC Conference on Women Trade Unionists held in Ottawa March 5-7 (GR, March 12).



Anderson eulogizes Sweet — '... never died, says he'

WASHINGTON, D.C.

Editor:

*I dreamed I saw Joe Hill last night,
Alive as you and me.
Says I, "But, Joe, you're ten years dead."*

"I never died," says he.

I dreamed I saw Ned Sweet last night—walking a Baltimore pressmen's picket line at 3 a.m. and 6 above zero, looking more comfortable in his Texas-weight clothes than those dressed for the Chesapeake wind.

Ned fighting with grace two losing Guild political campaigns. Ned sacrificing his time, money and reputation to run in a Republican primary to offset a crossover directed against the Democrat Ned supported.

Ned as one of the three boy wonders of the San Antonio central labor body, proving that labor can win even in Texas. Ned leading the San Antonio Guild when it showed that its black and brown brothers are its blood-brothers, despite a foot-dragging Hearst management. Ned leading the Southern District Council; Ned being fired for Guild activity.

*"Where working men are out on strike,"
Says he, "you'll find Joe Hill."*

It will help, whenever we walk a line again, to remember that Ned is there beside us.

JOE HOLT ANDERSON

At large
Washington-Baltimore Guild
Former TNG vice president

Lehigh Valley president explains per-capita action

ALLENTOWN, PA.

Editor:

On July 31, the Lehigh Valley Newspaper Guild will have been without a contract for two years. We have suffered through a decertification election, a multitude

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.

of membership resignations, the resignation of a president, a complete change in leadership and one impasse in negotiations.

Last February, we voted to hold per-capita payments to the International in escrow because we were concerned about the Washington-Baltimore situation. Moreover, we sought to bring attention to our own problems. That action got response from TNG.

We received a call from Richard Ramsey, executive secretary of the Contracts Committee. He said he would come to Allentown, or send someone else, to aid in our negotiations with the Call-Chronicle newspapers.

That was two months ago, and we have yet to see or hear from anyone.

At the March meeting of the local, it voted to continue withholding per-capita payments. Now we are protesting the lack of regard for our unit by TNG executives.

We realize we are a mere tugboat among the many Guild "flagship units," but our boat's going down.

TIMOTHY G. UHRICH
President
Lehigh Valley Guild

Editor's note: TNG President Charles A. Perlik, Jr., said that he wrote Uhrich on May 6 after receiving a letter similar to that published here and invited him to send a delegation to TNG headquarters to discuss the local's problems. Perlik said he had received no response as of May 27.

IEB calls for push on politics

With the Presidency and key congressional seats up for election in the United States this year, there must be "escalated political activity by the Guild," the International Executive Board said in its political action report to the 1976 Convention.

"The United States' Bicentennial year is also its quadrennial year of political decision. Only two years after the denouement of Watergate, it should not be necessary to stress the critical nature of that decision," the IEB said in the report approved April 29 at its spring meeting.

It recommended that all locals—particularly in the United States but in Canada as well—appoint political-action committees and that the committees conduct ongoing voter-information programs.

The board said inflation, unemployment, and a "chain of vetoes" remain the legacy of Richard M. Nixon's re-election four years ago because President Ford has continued those policies.

And now, the IEB added, "the beneficiary of that legacy"—Ford—"is competing with a candidate even further to the right—a matinee idol of reaction"—for the Republican nomination.

Ronald Reagan's "antipathy to organized labor has long been unconcealed," the political action

report said.

And there should be no doubt about Ford's similar antipathy, the board added, citing his veto of the common-site picketing bill after promising to sign it and his veto of a bill to require a percentage of imported oil to be carried in U.S. flag tankers after promising the Seafarers International Union that he would sign it.

The report was passed on a voice vote without audible dissent but only after one vice president, David M. Mulcahy of New York, moved unsuccessfully to delete language characterizing those vetoes as "betrayals of trust," with the former precipitating the resignation of Secretary of Labor John T. Dunlop.

Mulcahy, describing himself as the board's "token Republican," also said he found the tone of the entire report "unnecessarily unfair" to Ford, though he said he found it "extremely difficult" to fault the accuracy of its specific content.

He said he felt labor should be seeking "areas of accommodation" with Ford instead of "taking an unalterable position against the man."

Vice President Warren E. Howard of Washington-Baltimore disputed Mulcahy's labeling the report's characterizations of the

vetoes as "assumptions" and asserted that labor had given Ford "the first 200 days—double the usual period" to "show what he could do."

Vice President Diane M. Woodstock of Madison said she didn't think the report was strong enough in its criticisms of Ford. "He is a Nixon man," she said.

Mulcahy's was the only audible vote in favor of his motion to soften the report.

The elections this year also are important, the IEB report states, because 51 House seats captured by the Democrats two years ago are in danger. The Democrats were swept into office from many usually Republican districts in the wake of Watergate.

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The board said U.S. locals and district councils should "make every effort" to fulfill the Guild's \$6,600 COPE quota and that Canadian locals should consider contributions to provincial COPE organizations.

Although there probably will be no federal election in Canada this year, Canadian members are faced with oppressive wage controls similar to those which failed



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The IEB authorized a \$2,000 contribution to U.S. COPE's Voter-Education and Registration Fund in May, "but local and individual contributions have thus far been meager—only \$40—despite an IEB appeal" in February.

Contributions for the whole of 1975 were only \$448.90; only one local (Philadelphia) solicited contributions from members, and only one other (St. Louis) made a contribution from its treasury.

COPE in the United States is seeking \$2 from each union member to elect pro-labor candidates from the Presidency on down,

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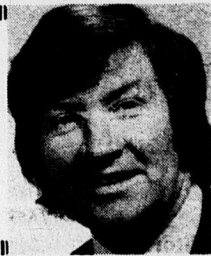
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DATELINE: OTTAWA

Is labor Canadian political force? CLC convention hasn't answered

By HUGH WINSOR, Toronto Guild



THE QUESTION that was raised again and left unresolved when the Canadian Labour Congress met in Quebec City is whether labor is a political force in Canada.

Although the CLC has had a formal link with the New Democratic Party, the mildly socialist entry in the Canadian political spectrum, and has provided some financial support to the NDP, it really hasn't had any political power in the past. Indeed, the vast majority of both organized labor and unorganized workers have always voted for the two traditional parties in Canadian elections.

There are some who would say that the recent CLC Convention was a turning point and that Canadian political life is moving towards the English or European model with labor parties which command a large segment of the working vote.

If that is the case, then the policy of wage-price controls introduced by the Liberal government of Prime Minister Pierre Trudeau last fall will have had a much bigger impact than merely taking some of the steam out of inflation.

The controls have had a vast politicizing effect and the campaign to oppose the government's anti-inflation program has drawn the various affiliates of the CLC together in a way they have never been together before.

Perhaps the most dramatic effect has been on teachers who have always seen themselves as professionals who do a little collective bargaining. That's now changed to the point where teachers are among the most militant opponents to the controls and are turning to politics as a way of expressing it.

There is little doubt of organized labor's opposition to the controls and the decision of the convention to approve a general strike, whether or not it actually comes off, is an indication of the feeling.

If the CLC can immobilize the country with a general strike, the political leadership, which to date has not been impressed with labor's political power, may have a change of heart.

The CLC's rise to power, however, still lacks credibility for a number of reasons—of which the most important is the framework through which the CLC is attempting to exert its power.

The CLC is not focusing its new thrust on its existing political colleague, the NDP, which is not likely to win a majority in Parliament in the near to immediate range future.

RATHER THE CLC is seeking what amounts to a new social contract. It wants not only an equitable share of the economic spoils but an equal share of the decision-making power as it affects both investment and social policy.

This implies a vast shift in the decision-making power in Canada. The existing social contract is unstated and, at best, is an understanding that labor should receive its share of any increase in the national wealth, that labor has the right to bargain and to have the backing of the legal structures of the state to enforce any contract it wins.

What the manifesto approved by the CLC last week demands is a say for labor in directing the investment in secondary manufacturing to create new jobs, to be able to say how much of the national resources, including pri-

vate capital, should be spent on housing. The manifesto wants labor to have a say in land use, urban planning, and transportation in addition to negotiating how the national wealth should be distributed.

THERE IS A dichotomy, however, between the manifesto and the CLC's opposition to the controls. The argument underlining the CLC's opposition to the government's anti-inflation program is essentially one in favor of free enterprise: The government is wrong because it is interfering with labor's right to bargain for as much as it can get in the free market.

On the other hand, the manifesto is a move towards a planned, controlled economy with many of the attributes of socialism, although there is no suggestion of a takeover of private ownership.

The second credibility problem is the structure of the Canadian labor movement. The CLC is a loose federation, at best, with very little authority to make commitments on behalf of its affiliates. More than 69 percent of the membership is in affiliates which are part of international unions which in many cases are bargaining with multi-national corporations.

It is not a structure which leads readily to a neat tripartite sharing of power. To date, neither government nor big corporations have shown much inclination to share their decision-making power. But the CLC convention did reveal there are rumblings of change in the body politic. CLC President Joe Morris may be closer to the kind of New Society Mr. Trudeau talks about than any of us realize.

Board endorses bill to fight postal hikes

Faced with a relentless increase in Guild Reporter postage costs, the International Executive Board has endorsed Senate Bill 2844 to keep nonprofit publications, including the labor press, from being "priced out of the marketplace of ideas."

S. 2844 and an amendment to its Section 3826 would provide a 10 percent public-service subsidy to the U.S. Postal Service, authorize a two-year study of the service's operations and public service obligations, and define by law the second-class-postage rate for nonprofit publications as 50 percent of that for commercial publications.

Fifty percent is the nonprofit rate that was traditional before the Post Office Dept. was reorganized into the Postal Service.

Postage rates for labor papers such as the Guild Reporter are scheduled to rise 800 percent by 1987.

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- Locals take out first-class subscriptions to the Guild Reporter for their executive committee members.

- Locals affiliate their own publications with ILPA.



Below is the report of TNG's financial standing and General Fund operations for the fiscal year ended March 31, 1976, as audited by Shulman, Kurtz, Turrer & Topaz, certified public accountants.

Balance sheet—General Fund, March 31, 1976

ASSETS	
Cash in banks and on hand	\$ 98,046
Advances receivable	14,092
Loans receivable	23,360
Exchanges receivable	7,834
Due from organizing program	47,319
Prepaid insurance and transportation expenses	36,285
Deposits	675
Investments	100
Accounting equipment (nominal value)	1
Total assets	\$ 227,712
LIABILITIES	
Exchanges payable	\$ 6,297
Due to Defense Fund	407,836
Payroll taxes payable	3,747
Total liabilities	\$ 417,880
RESERVES	
Reserve for severance pay	\$ 155,374
Reserve for convention	4,938
Total liabilities and reserves	\$ 578,192
Deficit	350,480
Total liabilities, reserves and surplus	\$ 227,712

Balance sheet—Defense Fund, March 31, 1976

ASSETS	
Cash in checking account	\$ 58,666
Savings accounts and certificates of deposits	455,967
Investment account (at cost)	51,524
A.T.A. Bond	520
Loans receivable	492,060
Scripps Howard Investment Corporation stock (market value)	41,448
Due from General Fund	407,836
Other investment (at cost)	8,134
Total assets and net worth	\$1,516,135

Income and expense, General Fund, year ended 3/31/76

INCOME	
Membership income—Per-capita taxes	\$1,394,241
Initiation fees	11,997
Reinstatement fees	592
Agency fees	9,538
Servicing salaries and expenses paid by locals	13,896
Guild Reporter income	1,696
Research Department sales	1,275
Expenses paid by Defense Fund	13,834
Charter fees	5
Other income	4,986
Total income	\$1,451,964
EXPENSE	
Per-capita taxes	\$ 67,434
Field operations	522,525
Administrative operations	245,844
Office management	348,646
Executives	81,253
Other expenses	174,060
Total expense	\$1,439,762
Operating surplus	\$ 12,202

General Fund, budget and expense, year ended 3/31/76

	Expended Year Ended 3/31/76	Budget Year Ended 3/31/76	(Over) or Under Budget
1. Per-capita taxes	\$ 67,434	\$ 66,020	(\$ 1,414)
2. Field Operations			
A. Director—Salary	\$ 31,828	\$ 30,490	(\$ 1,338)
Expenses	6,333	8,800	2,467
B. Organizing and servicing			
IRs' salaries	253,495	246,085	(7,410)
IRs' expenses	100,426	110,000	9,574
Secretary-stenographers	6,258	6,255	(3)
Miscellaneous organizing and servicing	37,602	75,000	37,398
Organizing/servicing program subsidies	13,200	13,200	—
C. Collective Bargaining			
Salaries—Executive Secretary—			
Contracts Committee	24,930	24,380	(550)
Pension consultant	4,111	6,875	2,764
Secretary-stenographers	6,258	6,255	(3)
Bargaining and Research Assistant	20,141	17,475	(2,666)
Human Rights Co-ordinator	12,866	21,500	8,634
Expenses—personnel	5,077	1,600	(3,477)
	\$ 522,525	\$ 567,915	\$45,390
3. Administrative Operations			
A. Director—Salary	\$ 31,828	\$ 30,490	(\$ 1,338)
Expenses	1,787	800	(987)
B. Research and Information			
Salaries—Director	24,358	23,110	(1,248)
Associate	19,653	19,220	(433)
Assistant	8,061	8,935	874
Secretary-stenographer	6,258	6,255	(3)
Expenses—Personnel	2,358	900	(1,458)
Books and periodicals:			
Legal and bargaining services	1,323	1,200	(123)
Subscriptions	1,495	1,500	5
Other printed material	1,660	1,400	(260)
Publications and literature:			
Constitution	5,347	5,200	(147)
Organizing and other literature	2,611	2,500	(111)
Institute and seminars	7,103	3,000	(4,103)
Miscellaneous	53	300	247
C. Guild Reporter			
Salaries—Editor	26,467	24,725	(1,742)
Assistant	8,605	8,935	330
Clerical	15,203	21,420	6,217
Expenses—Personnel	2,836	1,300	(1,536)
Printing	52,409	52,000	(409)
Postage	13,622	12,000	(1,622)
Addressing	9,528	10,500	972
Pictures and special material	2,907	2,500	(407)
Miscellaneous	372	600	228
	\$ 245,844	\$ 238,790	(\$ 7,054)
4. Office Management			
Salaries—Office manager	\$ 18,456	\$ 19,045	\$ 589
Secretary-stenographers	18,773	18,765	(8)
Bookkeeping	35,114	32,815	(2,299)
General clerical	21,065	21,420	355
Rent and maintenance	42,355	38,700	(3,655)
Stationery and supplies	18,976	20,000	1,024
Equipment	3,045	7,500	4,455
Telephone and telegraph	21,906	20,500	(1,406)
Repairs and improvements	3,606	500	(3,106)
Postage	10,324	8,000	(2,324)
Auditing	4,000	4,500	500
Insurance and bonding	3,000	3,000	—
Employee pension	31,316	32,250	934
Employee health and welfare	30,649	27,200	(3,449)
Directly billed transportation costs	72,206	70,000	(2,206)
Miscellaneous	4,327	4,500	173
Data processing	9,528	12,500	2,972
	\$ 348,646	\$ 341,195	(\$ 7,451)
5. Executives			
Officers' salaries	\$ 62,656	\$ 62,060	(\$ 596)
Officers' expenses	18,597	15,000	(3,597)
	\$ 81,253	\$ 77,060	(\$ 4,193)
6. Other Expenses			
Legal	\$ 23,754	\$ 21,000	(\$ 2,754)
Payroll and personal property taxes	28,426	29,285	(141)
Contributions and tickets	9,222	5,000	(4,222)
Delegates and committees	11,671	3,000	(8,671)
I.E.B. meetings	31,525	33,045	1,520
Sovereignty pay provisions	24,635	28,925	4,290
Convention reserve	32,000	32,000	—
Broun Award	1,000	1,000	—
Broun Award expenses	1,393	1,300	(93)
AFL-CIO, CLC Conventions	3,954	2,250	(1,704)
IFJ-IAFWNO Convention	4,480	4,200	(280)
Guild Service Award	—	3,000	3,000
Irving Leuchter Scholarship Fund	1,000	1,000	—
	\$ 174,060	\$ 165,005	(\$ 9,055)
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CLC maps strike; Ottawa asks to talk it over

By JIM MCCARTHY
Ottawa Guild

Quebec City, Que.—Top Canadian labor leaders and cabinet ministers, including Prime Minister Pierre Trudeau, will meet June 17 and 18 to discuss labor's opposition to wage controls and its demand for an equal voice

with business and government in creating social and economic policy in Canada.

Despite the meetings, however, the 2.2-million-member Canadian Labour Congress (CLC) is pressing ahead with preparations for a national general strike, probably sometime in the fall, as called for

by the CLC's Convention held here May 17-21.

The meetings were initiated by Canada's Labour Minister, John Munro, apparently in reaction to Labour's Manifesto for Canada, the outline of its long-term goals, also approved by the 2,306 delegates to the CLC's 11th Biennial Convention.

In the publicity surrounding these headline stories, the other major decisions of the convention, attended by delegates representing 110 union affiliates, federations, and labor councils, were undeservedly ignored.

A 14-point declaration of rights for working women, a code of union citizenship, a health and safety bill of rights, a program for massive organization drives, an international affairs paper, as well as calls for a new transportation policy, new and better pollution legislation, better pensions, more liberal unemployment insurance, and even a national boycott of Seagrams Distilleries products, were among the other actions taken.

Guild members participating were led by Canadian Director William McLeman and included John Lowe and George Barrell of the Toronto Guild and Tom Johnson of the Ottawa Guild. Also present, as a representative of the Sudbury and District Labor Council, was Northern Ontario (Sudbury) Guild member Pierre Desilets.

A program of action containing the general-strike mandate was passed by a near unanimous vote following passage of the Manifesto, adopted by a three to one margin. The only speakers to oppose were upset by an "if and when necessary" escape clause. They wanted a national strike now and regardless.

The document notes that to be successful the CLC must have "a commitment from all sections of the Congress . . . nothing less than a total commitment from our affiliates to carry out whatever tasks are assigned to them, will do."

"Canadian labor will not be part of this program of wage

controls because they strike at the basic principles upon which our movement was founded," it declares.

The operative part of the strike mandate reads: "We dedicate ourselves to fight for the principles expressed in the Manifesto and to give to the congress, through its executive council, a mandate to organize and conduct a general work stoppage, or work stoppages, if and when necessary."

The Manifesto ran into more opposition than did the program for action with its strike mandate. Opponents rejected what they saw as "getting into bed with the boss."

They saw tripartite talks among labor, government and business as implied co-operation between labor and the bosses.

"It's like sitting down and co-operating with a bunch of vampires," said Don Papscott of the Civil Service Association of Alberta.

The 12-page Manifesto notes
(Continued on Page 6)



Ontario Labour Review Photo by Ed Cosgrove

Taylor-made buttons

Lynn Taylor, staffer at the Canadian Labour Congress's Toronto office, wears collection of buttons used by unions in Ontario during little more than a year in a variety of bargaining and legislative campaigns. In the background are posters used in the CLC's campaign against the federal government's wage controls.

2 councils back levy; other votes to table

The International Executive Board's call for renewed special assessments to support TNG organizing was endorsed by the New England and Midwest district councils, but tabled by the Great Lakes council.

The Western District Council earlier had endorsed the proposal.

The New England body, meeting in Boston May 22-23, voted unanimously for a motion supporting the levies for two months next spring after discussing the proposal with TNG Secretary-Treasurer Robert M. Crocker and New England Servicing-Organizing Director Robert E. Bruner.

The IEB's organizing assessments proposal is contained in its recommendations to the Guild's 1976 convention, to be held in Washington June 28-July 2.

Meeting the same weekend in

Pittsburgh, the Great Lakes council tabled an endorsement. In Pueblo, Colo., the Midwest council voted an endorsement May 15-16.

The Midwest council acted after hearing Crocker and International Vice Presidents James A. McGill of Gary and Diane M. Woodstock of Madison.

Crocker and McGill, both members of the IEB's Finance Committee, said TNG's choices were to renew the assessments to maintain vigorous organizing, or revert to the former, slower pace and incur General Fund deficits in the process.

Funds raised from the assessments are tagged solely for organizing. Without them, all expenditures for organizing would have to come from the General Fund.

Woodstock said the renewed
(Continued on Page 4)

Quebec City, Que.—The 2.2 million member Canadian Labour Congress is to create a department on the status of women workers, including a secretariat headed by a top Congress officer, to handle women's rights issues.

The decision was made at the CLC's 11th Biennial Convention here May 17-21. It was part of a nine-page document entitled "Equality of Opportunity for Women Workers" which passed without dissent on the second-to-last day of the convention.

The secretariat will develop and co-ordinate research and statistics, planning, programming and action, and disseminate knowledge and information and provide a mechanism for systematic consultations with employers and workers organizations.

The action also orders the CLC to set an example itself in avoiding discrimination and ensuring equality.

The statement lists steps to be taken at regional levels of both the congress and its 110 affiliate unions, federations and councils.

It calls for equality and treatment of women to be on the agendas of all future sessions of regional bodies.

An international section calls for adherence to all international conventions in regard to treatment and opportunity and equality for women workers.

At the national level it calls on provincial and federal governments to promote equality in education, training, employment and occupations.

It makes detailed mention of women's participation in the workforce, of vocational guidance and training, and seeks review and improvement of all legislation on social security, maternity protection and the social infrastructure to eliminate legislative inequalities and discrimination. It also demands voices for women on decision-making bodies.

Within the section dealing with social infrastructure the document demands such things as flexible working hours and short working days.

The 14-point Declaration of

Rights for Working Women upon which the document's plan of action is based touches most bases.

It includes calls to "educate public opinion and to foster social attitudes and behavior which encourages and ensures equality."

The article dealing with the social infrastructure includes a call for "the necessary supporting services and equipment in the community, in particular child care and education services."

Another article calls for elimination of discrimination in social security, retirement and pensions, urging revision of legislation where necessary.

Still another seeks review of the taxation system to weed out discrimination against women.

Such matters as equal pay,

equal right to jobs, equality of opportunity of education and access to all work, including so-called all-male preserves, and discrimination due to pregnancy each are treated separately.

Another portion calls for legislative and contractual action to guarantee all these rights to women.

In demanding "equality of opportunity and treatment for all workers" the document declares that "positive, special treatment during a transitional period aimed at effective equality between the sexes shall not be regarded as discriminatory."

Women unionists at the convention were all set to defend and promote the policy document
(Continued on Page 6)

The Guild Reporter

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Editor

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Administrator Wanted

The Wire Service Guild is seeking applicants for the position of administrator of the local, which is the only U.S. nationwide local in TNG. Applicants should have a knowledge of wire service operations and union-management relations, and have negotiating, contract enforcement and administrative experience. The administrator will work out of WSG's New York office. Starting date is flexible. Salary to \$30,000-plus. Those interested should apply in writing to:

Executive Committee, Wire Service Guild
133 West 44th St.
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