

Compromise is reached on Post



Vol. XLIII, No. 13

Washington, D.C.

July 16, 1976



TNG'S 43rd ANNUAL CONVENTION IN SESSION AT WASHINGTON
Attended by 252 delegates and five alternates from 58 locals, it set policies for the Guild

TNG-ITU team given bigger role

The joint Task Force working for greater TNG-International Typographical Union unity was asked to begin preparations for the unions to move another step closer together at the Washington Convention, which reiterated TNG's year-old policy of moving "with all prudent speed toward eventual merger" of the unions.

The convention also reaffirmed the 1975 Convention's call for continuation of TNG efforts for closer relationships among all unions whose members share employers with Guild members.

And it repeated the call for TNG to "continue to provide full information to the general membership so that the most intelligent appraisal of any possible merger can be made."

The formal actions were taken by adoption of the report of the convention's Collective Bargaining Committee, chaired by Lorraine Shore of Vancouver-New Westminster.

The tone was set in speeches

by TNG President Charles A. Perlik, Jr., and ITU President A. Sandy Bevis.

Perlik and Bevis told the convention that they were assigning the TNG-ITU Task Force the job of examining the unions' constitutions, programs, policies and procedures in collective bargaining with a view toward codifying, dovetailing and meshing them where possible.

"That will be both a big stride toward merger and a big stride toward more effective co-operation on the local scene, with or

without merger," Perlik said. (More Perlik remarks on unity, Page 2.)

"The more policies, programs and procedures we have in common, the less obstacles there will be toward that co-operation and to the merger we are working toward," he said.

Perlik said the Task Force study may result in recommendations for constitutional changes at next year's Honolulu Convention.

"But whether it does or not," he added, "it will produce a doc-

umented comparison of our collective-bargaining and strike mechanisms, of our respective benefits and defense funds and of other procedures—an examination that will be independently useful."

The Task Force consists of J. William Blatz, director of field operations, and Charles Dale, international representative, for the Guild, and Allan J. Heritage and Robert J. Waringer, assistants to Bevis, for the ITU.

(Continued on Page 6)

Special organizing levies approved

The lead to Chapter II of TNG's intensified organizing drive was written by the 1976 Convention when it approved renewal of special assessments to hire more international representatives "to take advantage of continuing opportunities."

The levies will be assessed in March and April, 1977, and are expected to raise \$450,000.

TNG has informal assurances that it will be able to borrow the amount needed to carry the program through receipt of the first month's assessment—interest free from within the labor movement—as it did when the 1974 Convention levied similar assessments for March and April of 1975.

The 1975 assessments produced a total of \$447,754.

During the last two fiscal years the Guild has won representation rights for 1,490 news industry employees.

In its organizing report to the convention, the International Executive Board said continuance of the special organizing program was essential if the Guild is to remain the only growing union in the newspaper industry, ward off employer attacks and bargain the "kinds of contracts our members deserve."

Amount of the assessments will range from \$1 in each of the two

months to \$14 (see table, page 12).

Convention action on the proposal came with its approval of a report by its Organizing Committee, chaired by David C. Langzettel of Portland.

An amendment by Gerald L. Schultz of San Diego that would have instructed the IEB and staff to prepare suggestions for other methods to finance organizing

(Continued on Page 12)

Escalate political activity, convention urges all locals

Declaring that a return to a pro-labor presidential administration is this year's top U.S. political priority, the Guild's Washington Convention called for escalated political activity by the Guild, its locals and its members.

No endorsement—Page 14

Only slightly less pressing, the

No separate local; Flores set to resign

About 1,000 Washington Post employees were to vote July 17, 20 and 21 on retaining the Washington-Baltimore Guild as their union following a series of dramatic actions during the Guild's 1976 Convention on their future within the local—including a pledge to resign by Brian L. Flores.

Flores, the local's administrative officer, pledged his resignation "effective with Local 35's victory" in the election.

The agreements averted a floor fight over a proposal to charter the Post Unit as a separate local.

Other major agreements are designed to guarantee the Post Unit a voice in the leadership of the local proportionate to its status as the largest unit, give it a direct role in management of its health, welfare and pension plans and open local executive board meetings to all members.

TNG, in turn, renewed its intention to supply the chief negotiator for the next Guild contract at the Post and reaffirmed its commitment to supply the personnel and resources needed to win the election.

The local's executive committee on July 14 approved those terms of the agreements within its purview—establishment of a representative assembly by Sept. 30, appointment of two Post Unit members as health and welfare and pension trustees and opening of its meetings. It noted that Post members also were serving on all the local's standing committees.

The agreements were hailed by the Guild Support Committee at the Post as creating a "new Local 35."

They were announced to the convention late July 1, its fourth day, by Flores and TNG President Charles A. Perlik, Jr., after a series of negotiations that had

(Continued on Page 10)

Unit grows by 100 at S&P office

New York City—Standard & Poor's, the financial publishing firm, has voluntarily recognized the New York Guild as bargaining agent for its accounting, circulation-fulfillment, financial, sales-support and special-orders employees. They number about 100.

The company began checking off Guild dues from pay checks of the new group of Guild members on July 5.

The new group brings the number of Guild-represented employees at the firm's headquarters

(Continued on Page 13)

The convention also:

✓ Made it mandatory that every Guild local have a standing human rights committee by adding such a directive to TNG's Constitution (Page 16).

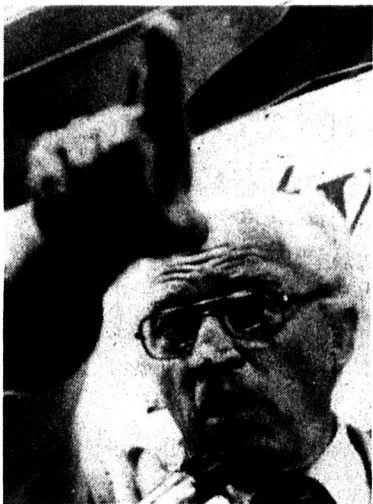
✓ Called for additional efforts to "protect the liberty" of five California reporters and editors facing jail for refusing to reveal sources (Page 5).

✓ Adopted a budget for TNG's 1976-77 fiscal year providing for the second surplus in a row (Page 4).

✓ Nominated Shirley Caldwell of the Pacific Northwest Guild and Gerald L. Schultz of the San Diego Guild to face off in a Sept. 14-19 election for the vacant IEB seat from the U.S. West (Page 16).

✓ Approved establishment of an international, portable industry-wide pension plan (Page 3).

PETERSON



The Guild's ability to improve substantially on its past bargaining successes is dependent in large part on its ability to organize and grow, International Chairperson Barney Peterson said in his official address to the Washington Convention's opening session.

"Poor wages and conditions in the unorganized parts of our industry hurt us all," he declared.

Noting that the Guild's found-

'Organizing is key to better bargaining'

ing convention was held in Washington in "the dark depression year of 1933," Peterson called this year's meeting in the same city "a good time to consider how well that shaky little union of 1933 has fared."

"There were just 37 delegates from 20 cities" at the founding convention, he recalled. "The idea of a union for newspaper workers was revolutionary—even dangerous."

"Many of those 37 risked retribution from employers when they returned to their jobs. Many suffered retribution," he said.

Noting that since then "many more" have been organized and that the Guild has brought "decent" wages and job security to the industry — "none of us is going to be blacklisted for participating here"—Peterson suggested, however, viewing the Guild and the industry "from some other points of view."

"Are we getting for newspaper

workers a just share of the fruits of their labors?" he asked, directing delegates to the section of the Officers' Report to the convention documenting the industry's profitability.

"It is great reading," Peterson said, pointing out that:

"In five years stockholders in public-ownership publishing companies have seen their equities grow an average of 49 percent. The companies increased the worth of their plant and equipment 73 percent in those five years," he noted.

"Last year, in a time of recession, newspapers profited handsomely. The gain in U.S. pretax profits, for example, is estimated by stock analysts Merrill Lynch at 19.6 percent."

"Canadian publishers were no less successful."

"The same firm of experts estimates that U.S. corporations as a whole saw profits decline 8.9 percent last year."

"This year, first quarter newspaper profits have zoomed," he pointed out.

But what do the "financial experts" say about "we working stiff?" Peterson continued.

"Merrill Lynch tells prospective newspaper investors" that "wage rates are expected to rise by 7.5 percent," Peterson noted.

"Not bad—if you own a newspaper whose profits increased by nearly 20 percent last year and promise to increase even more sharply this year," he said.

He pointed to a Kidder-Peabody report stating that "there has been extensive evidence pointing to wage settlements in the last several years which have been well below the general industry trend."

"And this for an industry whose profits have been dramatically above the general industry trend," Peterson added.

"We must do better at the bargaining table."

"We must organize those newspaper workers whose wages still are set without benefit of collective bargaining."

"Poor wages and conditions in the unorganized parts of our industry hurt all of us," he said, urging continuation of the special Guild organizing program launched two years ago.

"That program has yielded important results," he continued, "but I am convinced the full gains are yet to be realized."

"The seeds are planted. We must cultivate them and reap their harvest," he said.

"Except for unprecedented obstructions by the U.S. labor board and employers alike," Peterson said, last year would have been a "very good" rather than simply a "good" organizing year.

"As it was," he pointed out, the Guild "won bargaining rights for more persons than in every year except two since 1960."

PERLIK

The Guild and the International Typographical Union are building unity "brick by brick" on a foundation of co-operation at the local level, TNG President Charles A. Perlik, Jr., said in his address to the Washington Convention's opening session.

"The structure that is beginning to result," he continued, "is one I think even those with reservations about merger will have to admit is of lasting value."

"We are bringing our two unions into closer co-operation on a day-to-day basis than they have ever been before."

"The product of that togetherness cannot be anything but a union coalition with a vastly bigger clout at the bargaining table and, when necessary, on the picket line."

"For those who think we're going too slowly—and, in all frankness, they don't appear to be an overwhelming majority—I can point out that Rome isn't the only thing that wasn't built in a day," Perlik said.

'Unions building unity brick by brick'

"We want merger, not merger discussion," he continued. "We want a unified structure, not airy proposals; we want one big union, not one big pipe dream."

"We think the only way to get it is to build it from the ground up, not from the roof down."

"It won't happen tomorrow, and that's an appraisal that those who are apprehensive about merger should take to heart just as much as those who are 'gung ho' for it."

"We're not trying to sneak merger in the back door, we're not trying to confront our memberships with an accomplished fact."

"When we get to the stage of formulating proposals for an actual merger, there's nobody who won't hear about it and nobody who won't have a chance to ponder it, discuss it and vote on it,"



he pointed out.

The key words in TNG's policy on unity with the ITU, adopted by the 1975 convention and reaffirmed this year (see page 1), are "prudent" and "eventual,"

Perlik emphasized.

"I think critics on both sides—those who have complained that we aren't moving fast enough and those who seem to fear that they'll wake up one morning to find an ITU card in their wallets—have ignored those two words and what they convey about the way we are going about bringing our two unions together," he said.

He pointed to the Interunion Co-operation section of the Officers' Report to the convention for a chronicle of the way unity is being built.

"The building blocks are joint bargaining, joint organizing and the beginning of joint membership activity in Guild and Typographical locals across the United States and Canada," he read.

Perlik called the report's account of the local and regional activity of the joint TNG-ITU Task Force toward those ends

"an impressive list."

And there'll be more in the year ahead, he said:

"More joint bargaining. More co-operative organizing. More steps to break down the remaining barriers between our two memberships on the local level. More co-operation all along the line."

In addition he said the Task Force will begin examining the operations, policies and practices of the two unions "with a view toward codifying, dovetailing and meshing them where possible."

"If the Task Force can accomplish this, and if the co-operation that is flowering so profusely among our locals continues to blossom, we will have opened the throttle one more stop on that course toward merger 'with all prudent speed' that we set for ourselves a year ago," he concluded.

CROCKER

Expressing "pleasure" and "relief"—"even a small thrill"—at the General Fund ending the '75-'76 fiscal year with its first surplus in eight years, Secretary Treasurer Robert M. Crocker told the Washington Convention's opening session that TNG also ended the fiscal year with a net worth "in excess of \$1,160,000."

"Today, of course, it is at least half a million dollars more than that," he added, "thanks to the proceeds of three months of full regular dues."

He said that neither last year's General Fund surplus nor the small surplus anticipated in the budget the International Executive Board proposed for this year (subsequently adopted by the convention, see page 4) were possible without the special organizing assessments.

The special organizing fund not only greatly expanded the amount of organizing work, it also relieved the General Fund of certain expenses related to organizing, he said.

'Small thrill at General Fund surplus'

"These expenses, chiefly the fees and expenses of local attorneys for specific organizing projects, are largely unpredictable and usually unavoidable, and in the past similar items have again and again run General Fund expenses past the amount of annual income," he said.

As an example, he pointed out that "for much of the past year we have been embattled with publishers over . . . whether under U.S. labor law news people may be segregated as 'professionals' for organizing and bargaining purposes."

"That issue, of course, we would have had to defend whether or not we had a special organizing fund," he said, "but it happened that much of our expense was incurred in one of the projects being financed from that special fund."

"Had it not been so, another

General Fund deficit would have been inevitable."

He also noted that last year, "as always," TNG spent "the largest single portion" of its General Fund on organizing and servicing. "It took 27½ cents of each General Fund dollar, or 34.7 cents on the dollar of general and special-organizing funds combined," he said.

Over the initial two years of the special organizing fund, it financed "564 person-weeks of work," he noted. While TNG had anticipated that the fund would finance 60 [weeks] more than that, he said, "we had not fully reckoned with . . . the very high cost of professional services, mostly legal advice . . . as part of this organizing work."

"So far," he said, "these fees and expenses have taken \$68,429 of the available total."

While the Defense Fund had

dropped to \$1,465,000 in February, triggering full regular dues for the first time in 33 months, Crocker pointed out that after only three months dues were returned to their "reduced" status while the fund climbed back above two million dollars.

"Last Friday [June 25], in fact," he noted, "Defense Fund assets stood at about \$2,160,000."

Benefits to striking or locked-out members in about a dozen locals, plus other strike-related expense, cost the Defense Fund \$770,604 during the year ended March 31, he noted. Its \$398,922 income during the same year included \$56,069 from interest and dividends—"almost the exact equivalent of two months of the Defense Fund's share of minimum per capitals."

Returning his attention to the General Fund, Crocker said that "it would be fine if our union



could achieve a surplus in every year and always be rich."

"But it ought to be borne in mind that our members pay dues for the activities and services of the Guild, not for savings."

Top for Columbus circulation reps hits \$352

Columbus, Ohio—Top minimum for traveling circulation representatives rises \$81.50, to \$352.42, in a new, three-year contract at the Columbus Dispatch.

The top for district managers rises \$71.50, to \$315.42 a week.

The titles of both classifications were changed—district managers from station operators, and traveling representatives from state road men.

The publisher's weekly contribution to the hospital and surgical plan rises \$1.63, to \$10.84, and increases another 13 cents, to \$10.97, on Oct. 1, 1977.

The company's monthly contribution to the pension fund is increased \$2, to \$21.74, and effective this Oct. 1 it goes up another \$5.50, to \$27.24, with another \$1.87 on Oct. 1, 1977, bringing it to \$29.11.

Minimum wages rise in three stages—retroactive to Oct. 1, 1975, on Oct. 1, 1976, and again on Oct. 1, 1977. Over-minimums wages are also raised to maintain differentials.

For district managers, the raises at the top minimum are \$34, \$18.50 and \$19. For traveling representatives they are \$44, \$18.50 and \$19.

Top minimum for street supply men rises \$56.50 over the three years, to \$262.80. The increments are \$28.50, \$13.50 and \$14.50.

Top for general office help, including clerks, rises \$38.75 over the contract's term, to \$192.11. Increments are \$14, \$11.75 and \$13.

Highest minimum for other office help and the assistant office manager is increased \$51.50 during the term, to \$261.82, with increments of \$18.75, \$16 and \$16.75.

Circulation data processing systems operators receive an in-

crease of \$44 in their top minimum, taking them to \$251.44. The flat rate for solicitors goes to \$178.12, up \$33.75. Top for secretaries is increased \$38.75, to \$203.99.

District managers and traveling representatives who provide on-the-job training to new employees will receive an extra \$3.50 a day.

The 36½-hour, five-day work week is extended to traveling representatives.

Added to the contract's call-back provision is agreement that an employee is considered to have started work 15 minutes after he

or she received notice to report back.

Added to the contract was a provision that hiring shall be done in a non-discriminatory manner and that the parties agree to comply with Title VII of the 1964 Civil Rights Act and other legislation.

Mileage rates and weekly guarantees also are increased, with the contract's highest rate—for district managers and street supply men—going up 2½ cents, to 17½, and the highest guarantee—for district managers—going up \$3.50, to \$25.50.

Industrial pension plan set Dec. 31; convention ups wage goal to \$650

An international, portable pension plan—to be financed by employer contributions—will be established by Dec. 31, the Guild's 1976 Convention directed in its decisions on Guild bargaining aims and policies.

The convention also directed locals to press for new health protection and radiation testing at papers with video display terminals and cathode ray tubes, and raised TNG's top minimum wage goal to \$650 a week.

The pension plan will be on a voluntary, unit-by-unit basis. It will be designed to first take care of an estimated 3,000 Guild-covered employees "who face retirement without benefit of a pension" and of those who are participating in plans "which erode potential benefits through high administration costs." It is not meant to replace successful plans.

The plan will be administered by TNG with an equal number of Guild and employer representatives as trustees.

Units whose members already are covered by pensions—about 80 to 85 percent of the Guild's members—could join the plan on a voluntary basis, the convention noted, while maintaining coverage under the existing plans.

With a necessary 2,000 to 2,500 participants, the convention said, the portable program "can bring significant economies . . . particularly in small- and medium-sized plans." Reduction in administrative costs could increase benefits by 15 to 25 percent.

Coverage would continue and benefits would build, rather than be lost, if a member moved from one participating unit to another, the convention noted.

It mandated the plan's establishment by adopting the report of its Collective Bargaining Committee, chaired by Lorraine Shore of Vancouver-New Westminster.

The convention directed that locals seek employer-paid periodic tests for radiation emissions and periodic vision tests where VDTs and CRTs are used by adding such a provision to TNG's mandatory collective bargaining program.

The \$650 wage goal applies to the top minimum of key classifications. The convention also established a starting minimum goal for key classifications at \$433, and advanced the top minimum goal for all other classifications to \$325 per week. The IEB was directed to study ways to update the manner in which the goals are calculated.

Locals were directed in both the convention's bargaining and human rights reports to make in-

creased efforts to establish parity for all employees in key classifications in the inside and outside advertising, business, circulation and editorial departments. They also were directed to seek better wage settlements for those in clerical, business, maintenance, mechanical and delivery departments.

Calling for renewed efforts to eliminate remaining wage disparities, the convention pointed out that last fiscal year the gap between inside and outside advertising sales was narrowed in four contracts and the disparity between reporters and society writers eliminated in two.

The convention also amended TNG's bargaining program to shift emphasis from child-care centers at or near the employer's premises to having the employer pay the cost of day/night care for both pre-schoolers and those who need after-school care—with the employee retaining the right to choose the type of care and/or facility.

"However," the convention added, "recognizing that employer-financed child-care centers may better meet the needs of some locals, it is therefore proposed that what had been a mandatory provision of the Collective Bargaining Program be shifted to Convention Recommendations on Collective Bargaining." The recommendations are advisory rather than mandatory bargaining goals.

Fiscal 1976, the convention noted, "was the year of the renaissance of the short-term contract."

For the first time since the 1940s, the convention said, more than half of the contracts negotiated by the Guild were for less than two years or contained wage reopeners.

TNG may appeal merger ruling

The U.S. Court of Appeals in Washington has reversed a lower court decision backing TNG's challenge to a Justice Department rule that allows publishers to enter into joint publishing arrangements without first obtaining the attorney general's permission.

TNG said it would file a motion for reconsideration and will consider an appeal to the Supreme Court if that fails, as is expected.

The issue centers on language in the Newspaper Preservation Act of 1970.

The law grants antitrust immunity for price-fixing, profit-pooling and market splitting by joint newspaper operations like those in San Francisco, Honolulu,

These contracts contained minimum increases at the reporter top minimum plus pension and health and welfare gains averaging \$25.90 a week for one year, versus \$46.34 over two years for the longer-term contracts.

In other action, the convention:

- Encouraged locals to coordinate their bargaining, "or better still," seek joint bargaining, with other unions.

- Reaffirmed its policy that locals seek immediate agreement from employers to amend contracts to provide paid leave of absence for pregnancy-related disabilities in the same manner as it is allowed for disabilities arising from illness.

"Should the employer refuse," the convention said, he should be advised that the local "will initiate appropriate proceedings."

- Directed that increased efforts be made to achieve job protection through adequate jurisdiction clauses, including protection against contracting-out of work and against work being done by employees excluded from contract coverage.

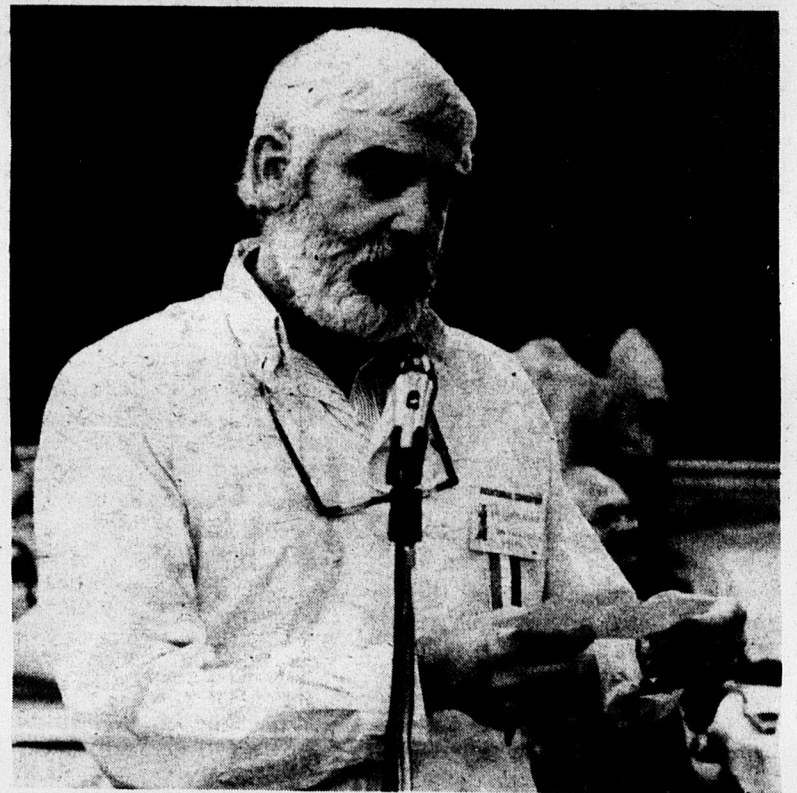
- Reaffirmed its policy that the IEB Contracts Committee refuse a local permission to sign contracts which contain provisions that discriminate against women or minorities unless the local returns to the bargaining table and eliminates the discrimination or, failing to win elimination, tells the employer in writing before signing that immediately after signing it will start legal proceedings to terminate the discriminatory provisions.

- Directed locals to furnish TNG with up-to-date copies of all health and welfare plans, pension plans and similar contract benefits.

Columbus, Pittsburgh and St. Louis.

One section of the law states that it is "unlawful for any person to enter into, perform, or enforce a joint operating arrangement, not already in effect [on July 20, 1970], except with the prior written consent of the Attorney General of the United States."

After the act's passage, the Justice Department gave notice of rulemaking concerning the act. In an amended notice, it said that the act does not require "all" joint arrangements to be approved by the attorney general, but only provides "a method for newspapers to obtain the benefit of a limited exemption from anti-trust



SFONG's 120th and final check

Fred D. Fletcher, executive secretary of the San Francisco-Oakland Guild, presents to TNG a check for \$724.88 during the convention as the 120th and final installment of the local's repayment of a \$62,500 loan made by TNG early in 1966 to help SFONG buy its own building. Fletcher noted that the 1966 Convention voted to forbid TNG to do it again but, on the other hand, the local was paying back \$4.88 more than the audit said it owed. TNG President Charles A. Perlik, Jr., and Secretary-Treasurer Robert M. Crocker accepted the payment and Perlik handed over the deed of trust.

Five-year pact is set; effort to save paper

Cincinnati, Ohio—A five-year contract, with the first two years' wage increases deferred and a reopener for the fourth and fifth years, has been bargained by the Cincinnati Guild in an effort to save the Post & Times-Star from merger or closure.

Shortly after some of its employees' unions had informed the

Post & Times-Star late in 1975 that they were preparing to open bargaining for new contracts, the paper ran a story saying it was considering a joint publishing venture with the Enquirer. The Guild was preparing to request bargaining for renewal of its contract expiring Feb. 29.

Under the joint operation, the Post & Times-Star would eliminate its commercial departments and printing and circulation operations, contracting their functions to the Enquirer. Only the Post's editorial department would remain.

The Post & Times-Star also indicated to the unions that it might have to close if it did not arrange joint publication or if it could not effect economies.

Either course would cost hundreds of Guild jobs. The Scripps-Howard paper presented the Guild with data which the Guild said showed the paper had been experiencing financial difficulties for the past six years.

Pressmen, paperhandlers, engravers and International Typographical Union printers are still in bargaining. The Guild continues to have representation on the

Among the Guild's arguments were that such arrangements are usually entered into without the knowledge of the employees, that they result in significant job losses, and that once entered into they are difficult to dismantle.

(Continued on Page 6)

(Continued on Page 6)

New budget foresees another surplus in '77

Characterizing TNG's last fiscal year as "financially healthy ... although not ... robust," the Washington Convention adopted a General Fund budget for the current year that provides for a small annual surplus—the second in a row.

The budget, calling for \$1,568,350 in expenditures, would produce a \$3,220 surplus from the General Fund income estimate of \$1,571,570, also approved by the convention upon recommendation of its Finance Committee, headed by Fred D. Fletcher of San Francisco-Oakland.

The budget and anticipated income approved by the 1975 Convention provided for a surplus of \$8,245. The 1975-76 fiscal year's General Fund operations, however, produced a surplus of \$12,202, reducing the cumulative General Fund deficit to \$350,480. It was the first year in eight with an operating surplus.

The convention also approved a recommendation by the International Executive Board and the Finance Committee to amend TNG's Constitution to assure that the salaries of TNG's two paid officers be higher than highest-paid senior staff. The secretary-treasurer and president's salaries are set by a constitutional formula based on the average reporter top minimum.

The amendment provides that the secretary-treasurer will receive at least \$20 a week more than senior staff, and that the president's salary exceed that of the secretary-treasurer by the constitutional ratio of 2.16 to 2.02 times the reporter key top minimum.

Under the amendment Secretary-Treasurer Robert M. Crocker receives a \$50.62 raise, to \$675.12 a week, and President Charles A. Perlik, Jr., receives a \$54.15 raise, to \$721.91.

Senior staff salaries had approached, and sometimes exceeded, Crocker's through merit and other increases reflecting raises bargained by the Federation of Guild Representatives, the staff union. At one point they had also exceeded Perlik's.

The convention also extended the upper range of the minimum dues schedule to a new top of \$30 a month for members earning \$595 a week or more, effective Oct. 1, 1977.

Referred to the IEB were proposals to increase the International Defense Fund to provide for higher strike-lockout benefits, and to increase such benefits at the inflation rate.

The convention also referred to the IEB a proposal to reduce local defense fund deposits from five percent to two percent of gross income from monthly dues and to increase payments to the International Defense Fund by the three percent difference.

Although indicating concern with small locals' difficulties, the

committee rejected a proposal that would have had TNG offset by up to 25 percent the salary of fulltime administrative officers in locals of fewer than 500 members.

Following is the 1976-77 budget adopted by the convention:

	Budget 1976-77
Per-Capita Taxes	
AFL-CIO	\$ 41,600
IUD	12,800
CLC	9,120
IFJ	11,785
Total	\$ 75,305
Field Operations	
Director	\$ 34,315
Expenses	6,000
Organizing & Servicing	
IR salaries	\$ 274,625
IR expenses	110,000
Organizing-Servicing	
Subsidies	13,200
Secretary-Stenos (1/6)	7,095
Misc. Organizing and	
Servicing	60,000
Collective Bargaining	
Salaries	
Exec. Sec'y Contracts	\$ 26,700
Committee	9,000
Pension Consultant	
Secretary-Stenos	7,095
(1/6)	
Coll. Barg. &	
Research Ass't	19,305
Human Rights	
Coordinator	25,720
Expenses	
Personnel	4,000
Total	\$ 597,055
Administrative Operations	
Director	\$ 34,315
Expenses	950
Research & Information	
Salaries	
Director of R & I	\$ 26,095
Assistant (1/2)	10,240
R & I Associate	20,480
Secretary-Stenos	
(1/6)	7,095
Expenses	
Personnel	1,000
Books & Periodicals	
Legal & Coll. Barg.	
Servicing	1,400
Subscriptions	1,500
Other Printed	
Material	2,000
Publications & Literature	
Constitution	5,200
Organizing &	
Other Lit.	2,600
Institutes & Seminars	7,200
Miscellaneous	200
Guild Reporter	
Salaries	\$ 27,765
Editor	10,240
Assistant (1/2)	13,690
Clerical (1/2)	
Expenses	
Personnel	2,800
Printing	57,000
Postage	12,500
Addressing	11,000
Pix & Special	
Material	2,750
Miscellaneous	300
Total	\$ 258,320
Office Management	
Salaries	
Office Manager	\$ 19,680
Secretary-Stenos (1/2)	21,285
Bookkeeping	31,970
General Clerical (1/2)	19,670
Expenses	
Rent & Maintenance	38,800
Stationery & Supplies	20,000
Equipment & Machinery	5,000
Telephone & Telegraph	22,500
Repairs &	
Improvements	1,500
Postage	10,000
Auditing	4,900
Insurance and Bonding	3,000
Employee Pension	32,600
Employee Health &	
Welfare	35,300
Directly Billed	
Transportation	75,000
Data Processing	11,000
Miscellaneous	5,000
Total	\$ 357,205
Executives	
Officers' Salaries	\$ 71,565
Officers' Expenses	16,500
Total	\$ 88,065
Other Expenses	
Legal Fees	\$ 32,500
Payroll & Personal	
Property Taxes	28,500
Contributions & Tickets	7,500
Delegates & Committees	10,000
IEB Meetings	32,000
Severance Pay Provisions	30,000
Convention Reserve	40,000
Brown Award	1,000
Brown Award Expenses	1,400
Guild Service Award	3,000
AFL-CIO-IUD Conventions	0
IFJ Meetings	4,500
CLC Convention	1,000
Irving Leichter Fund	1,000
Total	\$ 192,400
Summary	
Per Capita Taxes	\$ 75,305
Field Operations	597,055
Administrative Operations	258,320
Office Management	357,205
Executives	88,065
Other Expenses	192,400
Grand Total	\$1,568,350



Report(er) from Chester

Rosemarie Allmer, temporary chairperson of the Philadelphia Guild's Chester Unit, presents a bound volume of The Reporter of Delaware County to TNG President Charles A. Perlik, Jr., while International Vice President Eugene B. Jones, also pres-

ident of the Philadelphia Guild, looks on. Chester members published the weekly during their walk-out at the Delaware County Daily Times. "TNG was a strong factor in turning the tide of public opinion," the inscription reads.

Delegates vote to establish Schick award for outstanding local papers

Establishment of an award for outstanding local Guild publications was authorized by the 1976 Convention.

The annual award will be in the memory of David S. Schick, administrative officer of the Philadelphia Guild who died six years ago.

Interest from a fund established by Schick's family and friends will finance the competition. A staff committee will establish criteria and categories. The first awards will be made at next year's convention.

The convention, adopting reports by its Research & Information-Guild Reporter-Political Action Committee, chaired by Beverly Bennett of Chicago, also recommended that locals respond "fully and promptly" to TNG requests for information so all locals can benefit.

Also adopted was a recommendation that locals consider making sustaining contributions to the Guild's Irving Leichter Memorial Scholarship to the Harvard Trade Union Program.

Another recommendation instructs TNG to issue a welcoming letter to all new members explaining "what the international is and does" to "help close the gap between the new member and the Guild."

The convention also urged that the Guild Reporter continue to publish in-depth stories, cover

matters of special concern to women and join other labor publications this summer in carrying stories on the importance of ratification of the Equal Rights Amendment, within the limitation of its staff and resources.

A 40 percent increase on top of a previous 17 percent increase in mailing costs was to hit the Guild Reporter July 6, the convention noted, and called upon U.S. locals to inform their senators and representatives that they support continuing appropriations to implement Public Law 93-328, which extends the period for postage increases for non-profit publications.

The Guild Reporter should continue its semimonthly publication despite increased postage, the convention said.

This is necessary "to give the membership vital information and to provide a link between locals and between locals and TNG," the convention said. The publication was called "essential reading" for Guild members.

A discussion arose about the kind of job the Guild Reporter was doing.

Michael Dresser of Washington-Baltimore announced that he had withheld his signature from the Guild Reporter Committee because "I don't think it is a very good labor-union paper."

"We are nowhere even near leading not only the large unions

such as the UMW [United Mine Workers], the Machinists, Steel Labor [United Steel Workers], but we are not even close in quality to that of the smaller Cement, Lime and Gypsum Workers," he said.

[The Cement, Lime and Gypsum Workers has 36,600 members in 312 locals; the Guild has 33,000 members in 83 locals.]

In response, Harry Fisdell of New York said he thinks the Guild Reporter is an "excellent publication."

"I think it's consistently good. I think it keeps us well-informed. I think the people that turn that paper out deserve a lot of credit," he said.

The convention also changed the paper's designation from the Guild's "official organ" to its "official publication," noting that "organ" is "not in keeping with the vernacular of the times."

Among other convention recommendations concerning the Guild Reporter:

- U.S. locals should call upon the Postal Service to deliver publications of less than weekly frequency as quickly as those of weekly or greater frequency.

- Locals that haven't, take out first-class subscriptions to the Guild Reporter for executive committee members. Cost is \$5 per subscription per year.

- Locals consider affiliating their own publications with the International Labor Press Assn. and/or the new Canadian Assn. of Labor Media.

- Locals regularly review their membership mailing lists and send changes to the GR, and that the paper process the changes rapidly and inform locals when the processing has been done.

- The IEB study the possibility of creating the position of full-time assistant editor and report to next year's convention. The assistant position now is half-time; the other half is spent as the assistant research and information director.

Convention demands CIA name top names

The CIA should release the names of news executives and publications which are responsible for having co-operated in using reporters as intelligence informants and perhaps as agents, the Washington Convention demanded.

There has been a cry for the names of the reporters, the convention said, "but there has been little outcry for the names of the news executives ... despite revelations that have implicated high

officials of such companies as the New York Times and CBS in co-operative arrangements with the agency."

"In every case in which we had a special arrangement with a reporter, management knew about it," the convention's resolution quoted a source as telling columnist Nat Hentoff.

Focusing on the names of the reporters and not the executives and institutions is a "red herring that serves the bosses very well,"

the resolution quoted CBS reporter David Schorr as saying.

After a meeting with the National News Council late in June, the council reported that the CIA said that no reporter affiliated in any way with a U.S. news organization would be "hired" for any purpose. This includes all part-time correspondents, the CIA said.

It previously had said it would no longer enter into future paid or contractual relationships with

any accredited correspondent.

One of the difficulties, the New York Times said, is what the CIA means by part-time correspondent, or stringer.

The convention warned that any return to such relationships would be one of the CIA's activities "most subversive of a free and respected press."

It would "undermine the integrity of the press and encourage distrust of all reporters," the convention said.

Delegates rally to defense of California reporters

TNG's Washington Convention called for further efforts to "protect the liberty" of five California newsmen who, as the result of the U.S. Supreme Court's refusal to hear their appeals, face what the convention called "coercive" jail sentences for refusing to reveal their news sources.

In adopting a resolution offered as a special order of business by Central California Guild President Michael Otten, the convention applauded the court's unanimous decision striking down a lower court's pre-trial

gag order on the press in a Nebraska murder case.

But the convention said it was deeply concerned because the court stopped short of declaring unequivocally that the decision of, "what, where and when to publish is not one to be made by the judiciary" and because it failed to clarify the rights of reporters to protect their sources under either the First Amendment or state shield laws.

The convention commended the five California newsmen—reporters William K. Patterson and

Joe Rosato, city editor Jim Bort and managing editor George F. Gruner, all of the Fresno Bee, and reporter William T. Farr of the Los Angeles Times—for "their courageous fight to preserve First Amendment rights." Patterson and Rosato are members of the Fresno Unit of the Central California Guild.

All five were convicted of contempt of court—despite a comprehensive state shield law—for refusing to tell judges where they had obtained information that the judges had forbidden court

personnel to disclose.

Unlike the Nebraska case, in the two California cases—involving the Manson murder trial and a grand jury probe of official corruption—the judges' "gag" orders were not directed at the press as such but at court personnel.

Lower courts held that the state shield law did not protect news persons against being required to co-operate with the judges in the latter's efforts to determine whether their orders had been violated and, if so, by whom.

TNG joined McClatchy Newspapers and other press organizations in filing amicus briefs in support of the Fresno Four's appeals up to and including the Supreme Court, where only Justices William J. Brennan and Thurgood Marshall voted to hear their case.

Reporters Patterson and Rosato face jail terms of 85 and 90 days respectively; their editors, Bort and Gruner, face terms of 65 and 25 days.

Farr, whose case has been in and out of court for several years, already has served 46 days in jail. He now faces five more days in jail, plus a \$500 fine.

In the Nebraska case, in which the Supreme Court invalidated a gag order limiting press reporting of an open preliminary hearing among other things, Chief Justice Warren E. Burger, writing for a unanimous court, termed prior restraint on publication "the most serious and the least tolerable infringement of First Amendment rights."

"While he did not eliminate all possibility of restraining orders in the future," the New York Times commented, "the wording of his own opinion should surely discourage their use; and some of the concurring opinions seemed to rule them out altogether."

Three justices, Brennan, Marshall and Potter Stewart, said

that prior restraint is "constitutionally impermissible," and Justices John Paul Stevens and Byron K. White came close to joining them.

"The decision of what, when and how to publish is for editors, not judges," Brennan, Marshall and Stewart said.

In another action the convention urged locals to affiliate with freedom of information committees in their states and provinces and to "work diligently with any and all organizations and individuals" whose primary goal is the "full and complete flow of information to the public."

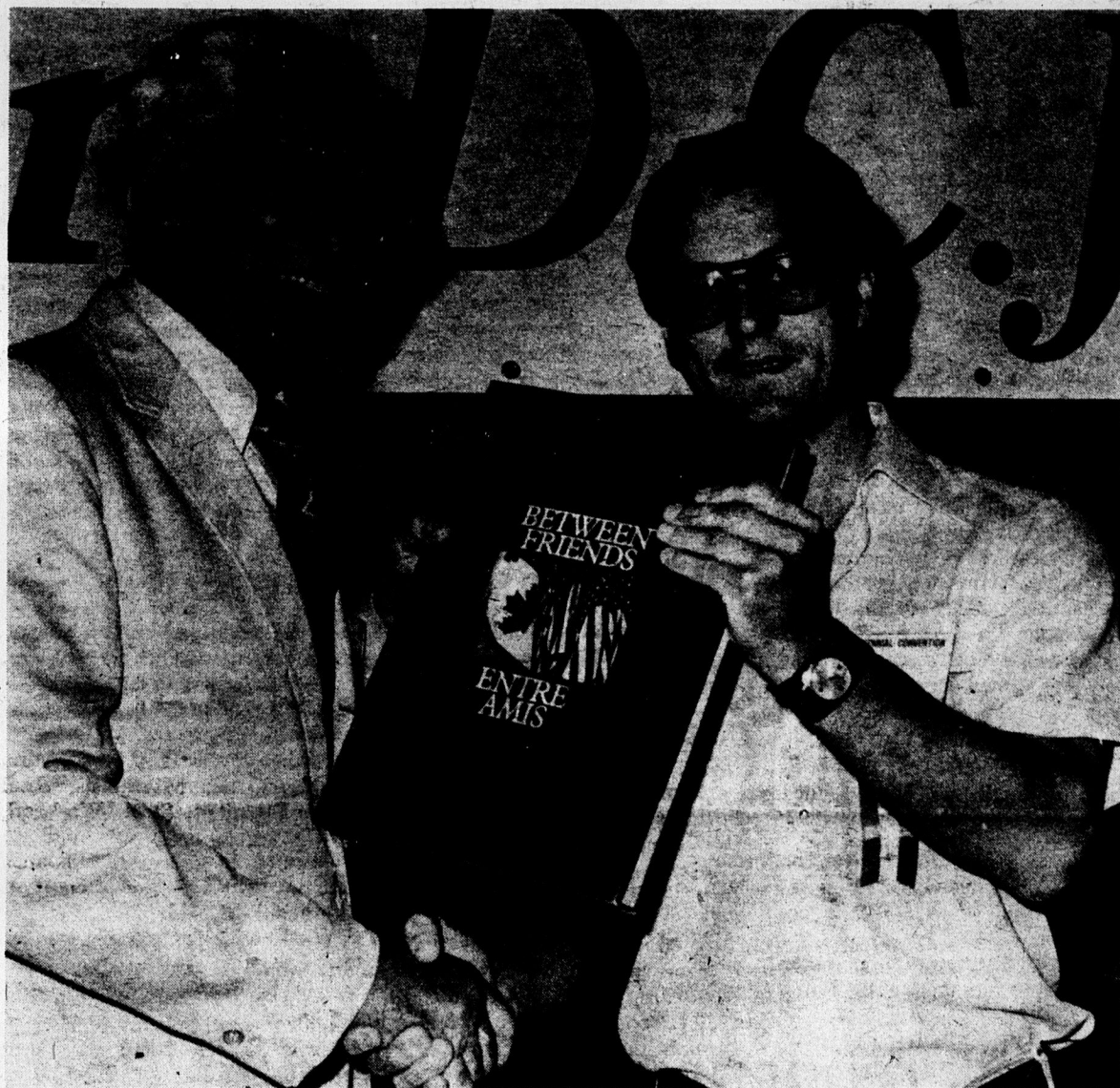
Efforts to circumvent the free flow of information have reached "unprecedented heights in virtually all fields of endeavor," the convention charged.

Noting that TNG has expressed in international forums for a number of years its concern for press freedom at the world level, the convention also recommended that the IEB create an international affairs committee.

It would be charged with reviewing past policies and drafting guidelines for future actions and policies in the international sphere.

The convention also called upon the IEB to consider establishing an annual award for investigative journalism in memory of Don Bolles, the Arizona Republic reporter who died after a bomb destroyed his car.

The action came after a motion by Gerald L. Schultz of San Diego to direct establishment of a \$500 annual award in Bolles's name was defeated. Another organization, Investigative Reporters and Editors, voted in June to establish a memorial award in Bolles's name and the Arizona Republic reported during the convention that \$36,802 had been contributed to a fund to provide educations for the late reporter's children.



Friendship across the border

Lee Clifford, president of the Canadian Wire Service Guild, presents International Chairperson Barney Peterson with a copy of "Between Friends/Entre Amis," a photo-and-text volume produced in Canada celebrating life along the Canadian-United States border. The gift to TNG was in commemoration of the U.S. Bicentennial. Lorraine Shore of the Vancouver-New Westminster Guild at another

point gave President Charles A. Perlik, Jr., and Peterson maple leaf lapel pins in observance of Canada's 109th birthday anniversary July 1. Other Canadian delegates passed out the pins on the floor and nearly every delegate was wearing one. Some, like Perlik, had two. "To all you fellow Americans, a happy birthday wish a few days before your 200th birthday," Shore said.

Ex-San Jose leader Dudnick joins TNG

Robert W. Dudnick, a former president of the San Jose Guild and founding editor of a statewide newspaper for a government employees' union in California, has joined TNG's staff as assistant editor of the Guild Reporter and assistant director of Research & Information.

Dudnick was president of the San Jose Guild in 1973 and 1974 and secretary-treasurer of the local in 1972. He was grievance committee chairman for five years and also served the local as chief shop steward, convention delegate and in several other committee posts.

He joined the Guild when he worked for the Los Angeles Herald-Examiner in 1962. Before that he was a member of the Los Angeles Editorial Assn., a directly chartered AFL-CIO union at the old Examiner.

Between leaving the copy desk of the San Jose Mercury and joining TNG's staff, he was for five months California public affairs director for the American Federation of State, County and Municipal Employees, where he founded a monthly tabloid newspaper, *afscme/california*.

In earlier years, he edited

newspapers for the International Assn. of Machinists and for the United Farm Workers of America.

In addition to copy desk work for the San Jose Mercury and the Los Angeles Hearst papers, Dudnick has worked for papers elsewhere in California, including the Los Angeles Times, and in Arizona, Nevada, Texas and New York.

Delegate Betsy wades in right

Every year there is a forum for first-time delegates to fill them in on how a Guild convention works.

There was something new at this year's.

Sitting right down in front was International Vice President Betsy Wade of New York. It was the first time in memory that an international vice president attended his or her first convention after being elected and seated on the IEB. Wade was seated and sworn in last year.

Canada's price elevator

The following table shows the ascent of Canada's Consumer Price Index over a 40-month period following a 1.2-point rise, to 148.0 in May. 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*	Same month prior year	December 1972†
May, 1975	135.9	10.1	26.5
June	137.9	10.3	28.4
July	139.2	11.0	30.2
August	141.2	11.1	31.5
September	141.3	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	35.7
February	145.8	9.3	35.8
March	146.2	9.0	36.1
April	146.8	8.9	36.7
May	148.0	8.3	37.8

'Scab schools' probe by all unions urged

TNG has been urged to invite leaders of other newspaper unions to join in seeking legislative and/or court examination of "scab schools."

The Washington Convention passed a resolution asking the examination to see if such facilities conform with existing labor law and policies and whether new legislation is required.

The convention paid particular attention to the Newspaper Production and Research Center, operated in Oklahoma City by the Southern Production Program, Inc.

The convention acted in heeding a call by TNG President Charles A. Perlik, Jr., to take a hard look at ways of combatting scab schools. Perlik's call came in his opening address to the convention.

Merger Task Force gets new responsibilities

(Continued from Page 1)

Bevis pointed out that Heritage will become a member of the ITU Executive Council when he takes office soon as third vice president. And the ITU president said he is giving Wartinger "more duties and complex assignments."

Saying that "no one can question our need for greater strength," Bevis asked the convention to consider the alternatives to merger.

"We can return to the disunity of former years," he said. "We can return to the days when 'co-operation' was merely a word we used to describe our internal union activities. We can roll back the clock and once again take our positions in opposition like two war dogs fighting over the bone called jurisdiction and competing for members in our organizing efforts while our employers snicker from the sidelines and plan how best to destroy us both."

Both unions have common problems, Bevis said.

"I am quite sure the Guild is being faced, as is the ITU, with employers who simply do not give a damn what the law says regarding their obligation to negotiate in good faith."

"We are being forced to drag more and more of such employers kicking and screaming to the [National Labor Relations] Board to force them to engage in proper collective bargaining," he said.

Bevis supported the "prudent" pace toward any merger, pointing to the dictionary definition of the word: "the capability of directing one's self wisely and judiciously, in a highly sensible manner."

"I believe that all of the activities that we have pursued together over the past year have been 'prudent,'" he said. "They have shown that we can work together."

"The time has come to move



ITU PRESIDENT A. SANDY BEVIS
'Combined strength is watchword'

a step ahead on our path of co-operation," Bevis said, pointing to the Task Force's new assignment.

"We want to bring those programs and policies into line with one another—both to make our day-to-day co-operation easier and more fruitful and to move our two unions into a closer alignment that will, we hope, make merger seem one day soon like the most natural thing in the world."

The convention, in adopting the report containing the new Task Force assignment, outlined the unit's accomplishments during the previous 14 months.

It was instrumental in bringing about settlements aimed at helping the Washington Star and the Cincinnati Post & Times-Star survive and giving necessary financial assistance to the St. Louis

Post-Dispatch, it noted. It also settled a long, difficult strike at the Delaware County Times in Chester, Pa., the report said.

And the Task Force was a trouble-shooter at 14 other Guild-covered papers and brought about Guild-ITU co-operation "in either joint or co-ordinated bargaining" at 29 Guild locals, it added.

"The convention can see the concrete rewards," the report said.

"The record of accomplishment will continue to grow as the two unions know each other better at every level," it added.

Pointing to the Task Force's new assignment, the convention said it "commends and urges continuation of TNG-ITU co-operation efforts."

A minority report was taken to the convention floor by Ralph

Craib of San Francisco-Oakland and five other delegates, but one of them, Ed Kenyon of Eugene, moved that it be tabled.

The minority report said the majority report "takes no notice of valid apprehensions about merger" expressed in straw votes in the San Francisco-Oakland and Pacific Northwest Guilds.

It proposed that merger proceed from the local level to the international level rather than the reverse.

Kenyon said he moved to table the report to expedite the convention's business "in the hope that the mere introduction of this report will serve as a reminder to the leadership of this democratic union that there is a need for widespread grassroots support of a move so momentous as this one."

Craib said, "I am content that we have made a record," and agreed to the tabling.

Then Floyd Tucker of San Francisco-Oakland moved an amendment to the majority report instructing the Task Force "to consider the significance" of the SFONG straw poll, which opposed merger (story, elsewhere this page).

Tucker made it clear that he disagreed with the results of the

poll and had written the ballot arguments against the question.

He said, however, that the results had to be taken into consideration because they came from a local which had "perhaps the longest experience" in joint bargaining, which has done considerable joint organizing with the ITU and the leadership of which is dedicated to merger.

"I think that if this can happen in a local like ours that we need to re-assess our basic approaches," Tucker said.

The poll's wording was questioned by International Vice President Roger Stonebanks of Victoria, who said it read: "Shall the membership of SFONG oppose merger of TNG and the ITU now and in the foreseeable future?" Jack Weir of Cleveland called it "the most loaded question that I have seen on a ballot."

Several delegates pointed out that the poll's significance obviously would be considered by the Task Force and the amendment was withdrawn.

In addition to Bevis's appearance, Kenneth J. Brown, president of the Graphic Arts International Union, attended the convention's dinner while Heritage attended the entire convention as a guest.

Poll turns down merger

San Francisco, Calif.—Members of the San Francisco-Oakland Guild have voted, 425 to 209 in a referendum, to oppose Guild merger with the International Typographical Union.

The vote came in a straw poll authorized by the local's Representative Assembly. Approximately 48 percent of those members in good standing voted.

The ballot question was: "Shall the membership of SFONG oppose merger of TNG and the ITU now and in the for-

seeable future; and shall it advise its International Officers to take a slow, careful and non-committal role in discussions with other unions about merger?"

The proposal carried in the Chronicle, Examiner, Printing Co., Richmond-Berkeley, San Mateo, Santa Rosa and Vallejo units and lost in the Oakland Tribune Unit and among at-large members.

Widest vote for passage was at the Examiner (103-16); closest was at Richmond-Berkeley (9-6).

Long pact, deferred increases, reopeners bargained at Post

(Continued from Page 3)

printers' negotiating committee, and the printers had representation on the Guild committee as a result of meetings between local union leaders and the ITU-TNG Task Force.

Increases in minimums range from \$24.75 to \$63 a week over the first three years of the new Guild contract that resulted.

The deferred increases will be paid one-third in addition to the third-year-increase, one-third in addition to the fourth-year increase, and one-third in addition to the increase in the fifth year.

The Guild may divert to pension, hospital and medical benefits or to annuity funds up to \$5 a week of the first- and second-year increases, but the diversion would be deducted from the deferred increases when they are paid.

Increases are figured by slots based on current salaries—e.g., \$200 to \$209.99, \$250 to \$259.99, etc.

The \$63 increase goes to those making \$316 and more now—reporters, photographers, display and outside classified sales representatives, and circulation district

managers. The increase would take them to \$379, not counting what the reopeners will produce.

Among other classifications are these, with the increases and new top minimums before the reopeners are bargained:

Classified inside sales—Up \$34.50, to \$211.80.

Stenographers—Up \$34.50, to \$209.55.

Copy aides—Up \$28.50, to \$171.

Advertising layout and copy personnel—Up \$50.25, to \$303.05.

Maintenance personnel—Up

\$34.50, to \$208.30.

Senior clerks—Up \$36.75, to \$222.25.

The agreement also provides that if during current negotiations the paper agrees to a higher economic settlement—other than work-rule changes or retirement and resignation incentives—with another union, the same increases will be applied to the Guild-covered employees.

The Guild also won improvements in the union shop area, requiring that four out of five new employees must join in all classifications, with other em-

ployes maintaining their membership during the term of the contract.

The old provision was for maintenance of membership and seven out of 10 new employees joining the Guild, except for correspondents, reporters, and editors, who were subject only to the maintenance of membership provision.

Employees dismissed during the March 1, 1976, to Feb. 28, 1980, period will receive dismissal pay based on weekly salaries they would have earned if the increases had not been deferred. The same provision applies to those who take pensions.

A provision is added whereby an employee in lieu of economic dismissal may bump back into a classification in which he or she previously worked. If the transfer requires a reduction in the classification into which the employee bumped, the least senior employee will be terminated.

Mileage rates are increased one cent, to 15½, for those who are authorized to use their cars.

The daily mileage allowance for district managers, area managers and circulation co-ordinators goes up 50 cents, to \$8.75. That for county district managers rises 50 cents, to \$9.75. District managers who are required to make a run outside normal work will receive 10½ cents a mile for the run, an increase of a cent.

Guild may appeal joint operation ruling

(Continued from Page 3)

District Court Judge Thomas A. Flannery agreed and enjoined the Justice Department from implementing its regulations. The Justice Department appealed.

Both the Court of Appeals and the District Court went into considerable detail on how legislative intent was to be measured or if it should be measured more strongly than the act's language itself.

At the heart of the dispute is an amendment to the law by Sen. Everett Dirksen, the late Illinois Republican. He said he inserted the prior consent language to assure that "the interest of the suburban papers and the unions will be considered by the Justice

Department before any new arrangements are authorized."

The Court of Appeals majority said that regardless of what the act itself says, its legislative history makes it clear that Congress did not mean that the attorney general must consent before such arrangements are made. "Legislative history is a contextual rather than a purely textual tool of construction," the majority opinion said.

Writing in dissent, Circuit Judge Edward A. Tamm acknowledged that the Court of Appeals for the District of Columbia Circuit had not adopted a "plan meaning rule which forbids consideration of legislative history when the language of the

statute is clear and unambiguous."

But, he added, quoting the late Supreme Court Associate Justice Felix Frankfurter: "In the end, language and external aids, each accorded the authority deserved in the circumstances, must be weighed in the balance of judicial judgment."

On the other hand, the majority opinion, by Judge Carl McGowan, held that "careful draftsmanship would have undoubtedly produced a provision whose language less ambiguously indicates the intended result." But the fact that Congress acted quickly "and with less than the desired degree of precision" does not argue for "rigid reliance upon

the literal text."

The bill was before Congress for nearly 3½ years.

Judge Flannery, in his District Court ruling favorable to TNG, called the act's language "clear and unambiguous."

He agreed with the Guild's contention that the act's retroactive immunity from anti-trust prosecution for 22 existing joint operations was "an enormous plum."

To take them apart would cause "considerable economic dislocation," he said. Given that problem and the "substantial opposition" to the act, "it is reasonable to assume that Congress intended prior consent for all future arrangements to be mandatory."

Press may have won subpoena war, forum told

Although the press lost the battle it may have won the war in the continuing dispute over reporters' refusal to testify at grand jury proceedings.

This was the view of Joel M. Gora, national staff counsel of the American Civil Liberties Union, one of three speakers at the convention's forum on "The First Amendment 200 Years Later."

Since the U.S. Supreme Court ruled that journalists have no absolute right to refuse to testify to grand juries, Gora said, reporters and editors "have made it absolutely clear to prosecutors and to defense attorneys and, indeed, to grand juries, that subpoenas can issue until the issuing authority is blue in the face, but reporters are not going to honor their subpoenas and, if forced to, are going to jail rather than to reveal their sources."

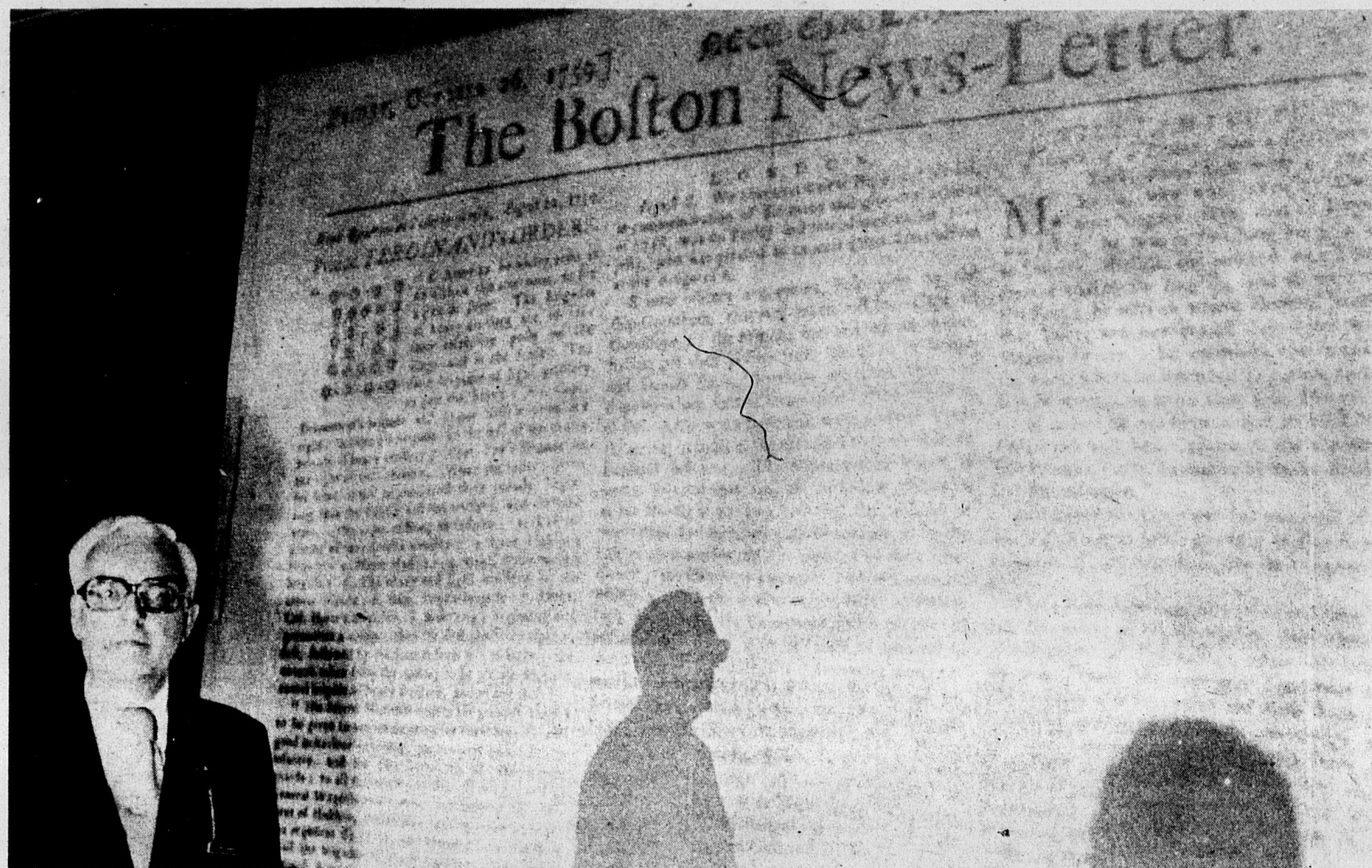
This attitude, he said, "has been far more effective" in virtually eliminating the rash of subpoenas of five years ago "than any major Supreme Court victory would have been."

The Pentagon Papers case, he said, was a virtually unprecedented effort to silence the press by prior restraint.

Although it resulted in "eloquent affirmations" of the First Amendment's importance, it "contained the seeds of problems that we are dealing with today," Gora said.

Publication of the Pentagon Papers by the New York Times was delayed two and a half weeks and now judges are likely to cite that delay and hold up publication until they can conduct a hearing, Gora said.

This started the current wave



FREDERIC B. FARRAR AND BOSTON NEWS-LETTER OF COLONIAL PERIOD

He brought his collection of early newspapers to First Amendment forum

of gag orders, he added.

Mary Ann Yodelis of the University of Wisconsin journalism school traced the history of the First Amendment.

Most First Amendment development in the law dates from 1920. World War I witchhunting had cast a pall over press and speech freedom and the public

was willing that the pall be cast, she said.

But the First Amendment "has not been defined for all time," she said. "The most dangerous tendency I see over the nearly 200 years of First Amendment development is the philosophy some Americans have had—'What I say is responsible criti-

cism. What you say is license.'"

Frederic B. Farrar, an historian of the Colonial press, displayed to the forum slides of early newspapers and some of the papers themselves.

He examined the day-by-day workings of Colonial newspapers and noted that women were of high importance to the press of

200 years ago.

"A woman in those days had absolutely no rights at all," Farrar said. "But she could hire apprentices, she could set the type, collect the news, print it, and then have it distributed."

When her husband died, therefore, she didn't have to remarry in order to make a living.

How locals voted in convention roll calls

Below are the tabulations of the three roll call votes taken at the Washington Convention.

The first was on a minority report from the Organizing Committee which would have directed the International Executive Board to study methods other than assessments to finance organizing programs.

The second was on a report of the Rules Committee making official a heretofore "unwritten" rule that convention floor sessions are open to the working

press but committee meetings are not.

The third was on a minority report from the Constitution Committee that would have amended TNG's Constitution to forbid the IEB naming a local's chief negotiator, or replacing a local's bargainer, unless the local so requested.

Some of the votes are decimalized. This occurs when a local which has fewer delegates than the number of convention votes to which it is entitled splits

its vote. For example: a local casts five votes, but it has sent only three delegates. Each delegate, therefore, has 1.667 votes. If the delegation splits, two delegates to one, the roll-call vote would be 3.333 to 1.667.

The convention's rules mandate roll call votes on any question before the convention upon motion of not fewer than 12 delegates representing no fewer than five locals.

Local	Organizing		Rules		Constitution	
	Yes	No	Yes	No	Yes	No
Akron	3	—	—	3	1.5	1.5
Bakersfield	3	—	3	—	—	3
Bay City	—	2	1	1	—	2
Boston	—	6	6	—	—	6
Brockton	—	3	3	—	—	3
Buffalo	8	—	—	8	—	8
Canadian Wire Service	—	5	—	5	—	5
Central California	8	—	4 ²	2 ²	—	8
Chattanooga	—	2	—	2	2	—
Chicago	—	7	5.6	1.4	7	—
Cincinnati	5	—	3.333	1.667	1.667	3.333
Cleveland	6.75	2.25	3.375	5.625	7.865	1.125
Columbus	4	—	4	—	—	4
Connecticut	—	2	2	—	—	2
Denver	8	—	—	8	—	8
Detroit	—	11	11	—	—	11
Erie	4	—	4	—	—	4
Eugene	2	—	—	2	—	2
Gary	2	—	2	—	—	2
Great Falls	2	—	2	—	—	2
Harrisburg	—	2	2	—	—	2
Hawaii	6	—	—	6	—	6
Hudson County	1	1	2	—	1	1
Indianapolis	2	—	—	2	2	—
Los Angeles	8	—	6	2	—	8
Madison	—	2	2	—	—	2
Manchester	—	3	3	—	—	3
Memphis	4	2	6	—	6	—
New York	—	66	66	—	—	66
North Jersey	3	1	—	4	2	2
Ottawa	—	5	—	5	5	—

Local	Organizing		Rules		Constitution	
	Yes	No	Yes	No	Yes	No
Pacific Northwest	6.667	5.333	6.667	5.333	8	4
Pawtucket	2	—	2	—	2	—
Peoria	3	—	—	3	—	3
Greater Philadelphia	—	13	13	—	—	13
Pittsburgh	3	—	3	—	—	3
Portland	2	2	4	—	—	4
Providence	5	—	5	—	5	—
Pueblo	—	3	3	—	—	3
Puerto Rico	—	10	10	—	—	10
Rockford	2	—	2	—	—	2
St. Louis	—	12	—	12	—	12
San Antonio	3	—	3	—	3	—
San Diego	9	—	4.5	4.5	—	9
San Francisco-Oakland	5.625	9.375	7.5	7.5	8.571	6.429
San Jose	—	8	8	—	—	8
Scranton	—	3	3	—	2	1
Sheboygan	—	2	—	2	—	2
Terre Haute	—	3	3	—	—	3
Toledo	6	—	6	—	—	6
Toronto	—	19	—	19	19	—
Twin Cities	—	10	—	10	10	—
Vancouver	—	—	—	—	—	—
New Westminster	7.333	3.667	11	—	—	11
Victoria	2	2	3	1	4	—
Washington-Baltimore	23.833	2.167	21.272	4.727	24.769	1.231
Wilkes-Barre	—	4	4	—	3	1
Winnipeg	3	—	—	3	3	—
Wire Service	16	—	3.429	12.571	10.286	5.714
Totals	179.208	233.792	266.676	140.323	138.658	274.332

¹ Passed.

² 2 votes abstained.

³ Absent from floor.



Speak

At mike: Fran Ortiz, San Francisco-Oakland. Behind him: Chuck Turner, Hawaii; George Laine, Los Angeles; Clyde Reichelt, Central California. At table foreground: Richard England, Victoria; Lorraine Shore, Vancouver-New Westminster.



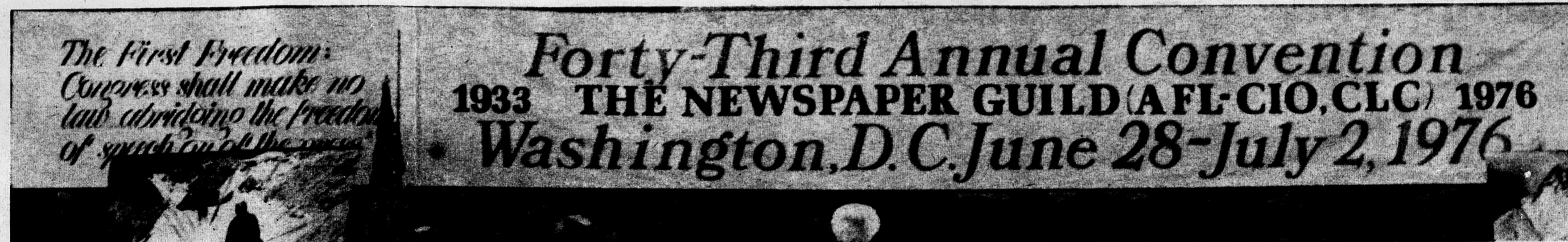
Play cards

This game developed during a lull. From left: Fran Fanucci, Harrisburg; Vic Alfano, Scranton; Gene Picker, North Jersey; Elias Holtzman, North Jersey.



Ponder

Susan Craig of Toronto and John McClintock of Washington-Baltimore think things over.



Talk rises, falls—delegates...



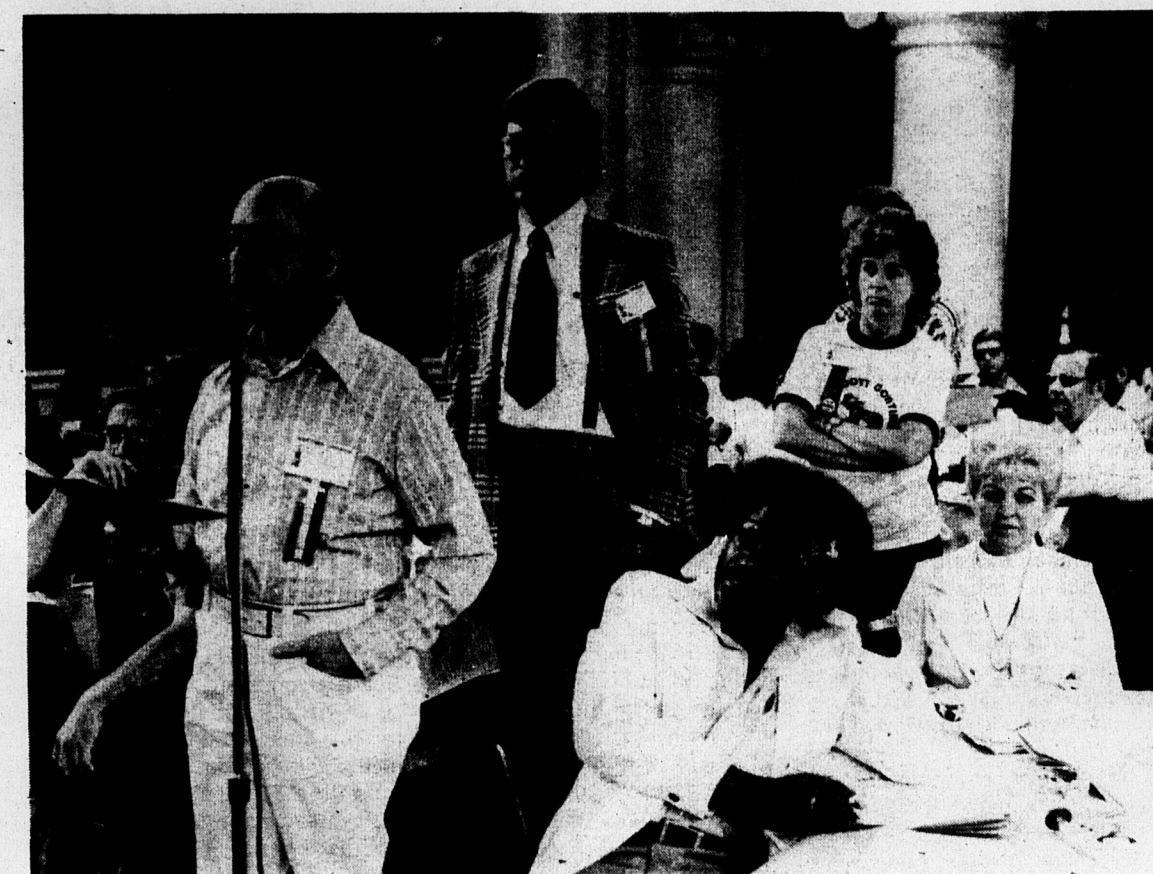
Concentrate

Paying close attention are, foreground from right: Spence Hollstadt, Twin Cities; John Carmichael, Twin Cities; Steve Dornfeld, Twin Cities, and Ben Rubendall, Rockford.



Knit

Cesar Viruet of New York listens, while Carol Clingan of New York does some needlepoint.



Discuss

At mike: Martin Goldman, St. Louis. Behind him: Richard J. Roth, Jr., Buffalo; International Vice President Diane M. Woodstock, Madison. At table: Thomas James, Toledo; Ann M. Gager, Bay City. Right background: Ben Schilmeister, Cincinnati.

Guild's guests take a stroll



Guests had their fun, too, with outings around the capital city. Heather and Todd Edgington of San Diego, 9 and 10 respectively, stroll along the Mall after visiting the Washington Monument. Other guests toured the Capitol and the several museums and galleries along the Mall.

Compromise reached on Post as vote nears

(Continued from Page 1)

begun less than 24 hours earlier.

The convention accepted the agreements as a compromise solution of the issue which had pervaded it from its opening session on June 28: a recommendation by the International Executive Board at its pre-convention meeting that the Post Unit be allowed to form a separate local to preserve bargaining rights there.

Perlik and Flores both asked that no move be made on the floor to reopen the IEB proposal, defeated in the Constitution Committee on a 32-to-32 tie with four abstentions, including the three representatives of New York's 66 convention votes. There was no such move, though a minority report to do so had been distributed to delegates.

Besides his resignation and the local's restructuring, Flores told the convention that the agreements also included a pledge that Local Representative Dorothy Struzinski be recommended as interim administrative officer and that the position not be filled permanently "without a recommendation from the newly established representative assembly."

He also asked TNG to assign a staff member to help improve communication between Post members and the local after the election. Perlik said the assignment was going to International Representative Harry McCormick, who will also service the unit.

A number of other international representatives, local administrative officers, IEB members and local leaders came to Washington to assist in the campaign.

Flores said he hoped the agreements "can provide the basis for co-operation and success in re-establishing the unit as a viable bargaining entity within Local 35."

"The road ahead," he said, "may be long. And the adversary [the Post] indeed is mighty. The members must be equal to the task."

When Flores finished his presentation, the convention gave him prolonged, standing applause.

The next morning the convention passed a resolution, introduced by Washington Star Unit Chairperson Phillip M. Kadis, praising Flores for "his decision to step down in order to protect the integrity of the institution he toiled so successfully to build."

Several delegates also spoke from the floor lauding his "militancy," "bargaining achievements" and "devotion to the Guild."

The agreements also include re-assignment of Local Representative Michael Stuart from Post Unit servicing.

Perlik said he thinks the agreements "have helped provide a road map . . . the guidelines . . . the necessary support for the Guild membership at the Washington Post to vote to stay in this union and to stay in Local 35" and to "resume its appropriate and proper and rightful role as the largest unit in the local."

He called the agreements "a tremendous message about what



BRIAN L. FLORES DURING HIS ADDRESS TO THE CONVENTION

Seated: TNG President Charles A. Perlik, Jr., Chairperson Barney Peterson

this union is able to do, what it stands for, what it is prepared to do for a beleaguered membership."

The morning after the agreements were announced, the convention, in a resolution introduced by Harry Fisdell of New York as a special order of business, pointed out that it had again demonstrated that "deep and varied differences can be overcome."

Stating that the agreements had been made in the interest of unity—"the cornerstone of TNG"—and that unity had produced the benefits provided in Guild contracts at the Post, the convention also called upon Post Unit members to "follow through" and remain as part of "the Guild family."

The agreements, however, did not satisfy all delegates.

A motion by Donald L. Bean of Cleveland to strike Flores's remarks and resignation from the convention record was tabled on a voice vote. Bean said he had just attended Flores's "funeral."

The next morning the convention voted against considering a motion by Barbara Booth of Memphis to reopen discussion of the issue by calling upon Perlik, "in the interests of understanding," to take questions from the floor about the agreements. The count, in a teller vote, was 124 to 65.

And moments later the convention upheld Chairperson Barney Peterson's ruling Joe Holt Anderson of Washington-Baltimore out of order when he referred to Donald P. Baker, Post Unit chairperson, as "chairsab." Peterson won both a shouting match with Anderson and the vote on his ruling, by a voice vote.

A short time later, Struzinski, pointing out that the local had made an agreement with TNG the day before for "reconciliation," apologized to the convention for Anderson's actions. The delegates stood and applauded.

A week later, Baker resigned as Post Unit chairperson, saying that he was dissatisfied with the agreements reached at the convention since they did not produce a separate local.

Washington-Baltimore President Tom Grubisich, however, wrote to his fellow Post employees that he felt "we got the best deal possible," that the agreements "created the possibility of a new

local that would gain the strengths of a separate local and retain the strengths of the present, larger local."

The National Labor Relations Board election at the Post is the result of a petition filed Jan. 28 to replace the Guild by the Washington Newspaper Union, an organization formed during the craft-union strike against the paper that began last Oct. 1.

Deep divisions developed between the local and the unit after a majority voted four times to work and did so despite directives from the local executive committee to honor the picket lines.

Disciplinary charges filed against more than half the unit's members were found defective by the IEB during its January meeting.

A convention-eve poll in which 65 percent of Guild-covered Post employees participated indicated that the employees would vote decisively for the Guild if they were allowed a separate local, but would reject the Guild if it meant staying in the Washington-Baltimore Local. The local refused its permission for a separate local both before and after the poll. [GR, June 25.]

After hearing proponents of both views on June 25, including Post members who have honored picket lines for nine months and who said they "reluctantly" favored a separate local, the IEB voted to recommend that the convention authorize it.

The board proposed that the convention do so, first be amending the constitution to provide for a second local in one territory after "specific authorization by convention action" in addition to upon "the written consent of the first" local; then by approving the chartering of a Post local. The IEB vote was 12 to 3.

The convention's Constitution Committee, headed by Jose Stell of San Jose, reported that its two days' debate of the proposal included members of the committee, delegates from other committees, non-delegate Guild members, TNG's officers and "an exhaustive examination of the circumstances that led to the recommendation."

The Constitution Committee didn't complete its consideration of the issue until late in the afternoon of June 30. Late that night

the negotiations that produced the agreements were begun.

In a July 7 memorandum to the IEB and TNG staff to "correct some of the erroneous press reports" of those negotiations, Perlik said that until 11 that night he "assumed, as did everyone else, that we were headed for a nasty, repulsive floor fight" on the issue.

While waiting to meet with the New York delegation, Perlik reported, Fisdell called him to his room where "Harry reported he had just returned from a meeting with Flores and Phil Kadis, requested by them, where Flores proposed" portions of the eventual agreements, including his resignation.

Perlik said he told Fisdell that the Flores proposal merited serious consideration. Fisdell suggested he continue to act as intermediary.

Fisdell also said he had made up his mind to vote for the separate local and had informed his local's delegates, Perlik said. But the New York delegate caucus had not yet taken its vote on the issue.

Perlik said he assembled a "representative group of local leadership and staff about midnight, which was joined by Baker and Grubisich.

Bargaining in various forms continued until 4 a.m. without agreement. It broke off.

"Mid-morning Thursday [July 1] Flores reopened contacts through [International Representative] Chuck Dale," Perlik reported.

With the added participation of "perhaps 15 other Post Guild members hastily summoned from their jobs" by Baker, Grubisich, Dale and TNG Field Operations Director J. William Blatz, the agreements were reached, Perlik said.

"Central" to the deliberations was the need for sufficiently far-reaching elements to win a majority vote for Local 35, "as compared with the 'shoo-in' everybody predicted for a separate local."

In the wake of the announcement of the agreements by Perlik and Flores, a second minority report—to seek reversal of Constitution Committee rejection of prohibition of delegations voting unit rule—also was not moved.

Two others arising out of the Post situation, both by the Toronto Guild, were moved and defeated, one on a roll call and the other by voice vote.

The one lost on the roll call sought to limit the ability of the IEB to intervene in a local's negotiations to cases where a local requests it. The count was 138,658 to 274,332.

The other would have required all IEB actions to be "in accordance with this Constitution, convention resolutions and referendum action."

The committee and the convention did adopt a third Toronto resolution arising from the IEB's actions on the charges against Post members.

It forbids the IEB making or issuing decisions or opinions about charges except on appeal after local trial procedures have been carried out.

The Washington-Baltimore executive committee's July 14 actions empowered Grubisich to appoint a committee to study representative assemblies' mechanisms in other locals and to make a written recommendation to the executive committee by early September. Action by the local membership is planned for later the same month.

There is to be one member on the committee from the commercial departments and one from the editorial departments of each newspaper unit—a total of six persons—and one each from the local's other three units.

Kadis, who made the motion, called the representative assembly an "idea that is long overdue."

The executive committee also voted to designate that the three Guild trustees on the health and welfare and pension boards be composed of one person from the Post editorial department, one from the Post commercial departments and the local administrative officer.

Present Guild trustees are Kadis, TNG Vice President Warren E. Howard, also a member of the Star Unit, and Flores. Kadis and Howard will resign, upon appointment of two Post Unit members.

Three members of the Post Unit attended the executive's meeting as observers under its new "sunshine" policy. Previously members could attend only if they had arranged for an appearance to discuss a problem, and could remain only for the duration of their specific business. The committee retains the right to go into executive session to deal with sensitive matters.

Delegates insure 'essential' data

Each local must "insure" that its members are "provided" a copy of its by-laws and their contract and must "make available" copies of TNG's Constitution under a constitutional amendment adopted by the convention.

The convention said the action was necessary to "insure" that each member has "pertinent" and "essential" information available.

Paul H. MacClennan of Buffalo withdrew a proposal to alter the measure with the understanding that it does not require the mailing of a local's by-laws to each member. He said Buffalo could not afford the postage he estimated at \$750.

Typos oldest union

The Columbia Typographical Union, in Washington, D.C., founded in 1815, is the oldest local union in the United States. The International Typographical Union, founded 1852, is the oldest international.



JOSE STELL PRESIDING OVER THE CONVENTION'S CONSTITUTION COMMITTEE
Chairperson from San Jose guided sessions that were many and long

S1? Bury it! convention says of bill

Expressing a fear that proponents of Senate Bill 1 will try to revive it in the next congressional session, the Washington Convention urged the Senate Judiciary Committee to give it "the burial it deserves."

S. 1, which would recodify U.S. criminal law, after amendments still contains "ominous sections," including those which would extend federal anti-riot laws to labor disputes and provisions against sabotage which could be misused against strikes, the convention said.

"Other sections untouched by compromise negotiations include provisions infringing on the right to demonstrate and to picket," it declared.

Substitute bills would accomplish the same recodification purpose without S. 1's oppressive features, the convention said. It mentioned H.R. 14488, sponsored by three liberals, Reps. Robert W. Kastenmeier of Wisconsin, Don Edwards of California, and Abner J. Mikva of Illinois.

Noting "a parallel, if less widespread threat," the convention also condemned President Ford's proposal for what it called an official secrets act. This would provide prison and fines for disclosing information about intelligence sources and methods. Reporters who received such information could be jailed for contempt if they didn't disclose their sources.

The legislation also would strengthen the government's authority to enjoin publication of information on "sources and methods" of intelligence.

The convention's resolution noted that such methods have been shown to include "bribery, burglary, extortion, wiretaps, electronic surveillance, and stealing documents."

TNG's Staff thanked for IEB report

TNG's headquarters staff was given a vote of thanks by the convention for its preparation of the annual Officers' Report to the convention.

The Officers' Report, prepared under direction of the International Executive Board, contains summations of the past year's activities and the IEB's recommendations for the following year.

Given to each delegate in a loose-leaf binder, it covers the industry, collective bargaining, organizing, research and information, the Guild Reporter, political action, human rights, finance and administration, the Constitution, and international affairs.

This year the binder was 7½ picas (1¼ inches) thick.

"We know of no union which better equips its policymakers—those persons TNG locals name delegates to each year's TNG convention—to make informed decisions," the convention resolution said.

The resolution said a "library" of the reports is "an encyclopedia beyond price that makes us the best-informed segment of the newspaper industry."

"Thank you, staff," it said.

'Housekeeping' provisions are altered

In a series of actions its Constitution Committee described as "housekeeping," the Guild's Washington Convention:

- Added a provision to TNG's Constitution requiring that all checks issued by a local carry at least two signatures, "authorized in the local's by-laws or by the

local's executive committee."

The action, the convention said, was "in continuance" of TNG's policy of following "fiscal procedures designed to assure integrity of members' funds."

- Rid the constitution of a World War II anachronism by deleting language making, effective

Jan. 1, 1944, the provision allowing a local to waive reinstatement fees for members returning from the armed forces.

- Amended the portion dealing with the Wire Service Guild's trial board, at the local's urging, "to avoid the possibility" of the local's executive committee functioning as a trial board to consider charges against one or more of its own members.

The amendment mandates that the Wire Service Guild executive committee, with the advice and consent of the local's representative assembly, appoint a trial board of five members and five

alternates.

Previously the constitution, apparently because the Wire Service Guild membership is spread from coast to coast and border to border, had exempted the local from having a separate trial board and had designated the executive committee to hear and determine disciplinary charges.

Two proposals for a constitutional ban on locals' convention delegations casting their votes by unit rule were tabled.

Also tabled was a proposal that TNG's name be changed to "The Union of News Workers (The UNW)."

IEB committee acts on several appeals

The International Executive Board, at its pre- and post-convention meetings in Washington, ratified and confirmed five decisions of its appeals committee.

The IEB dismissed the appeal of Kenneth Kostolecki from the Buffalo Guild's decision that he was ineligible for membership because he was in arrears on dues at another local. The IEB cited the constitution and said that his acceptance as a member in Buffalo would be unfair to the Utica Guild, where he is in arrears.

Also dismissed was an appeal by Kostolecki and William L. Ball from the Buffalo Guild executive committee's refusal to refer charges they made against four other members to the local trial board. The executive committee acted properly, the IEB said, because one of the signers of the charges, Kostolecki, was not a member in good standing.

Also dismissed, both by the IEB and the convention Credentials Committee, were Ball's protests to conduct of nomination and election of Buffalo's convention delegates. Ball had nominated more than half the membership as delegates (GR, June 25).

The board also denied Ball's request for a change of venue for his trial on charges brought against him by other Buffalo members.

In a final action, the board remanded to the Wire Service Guild for retrial proceedings against Dennis A. Cook, who had been convicted of working for a shop on strike in violation of the local's policy with respect to the strike.

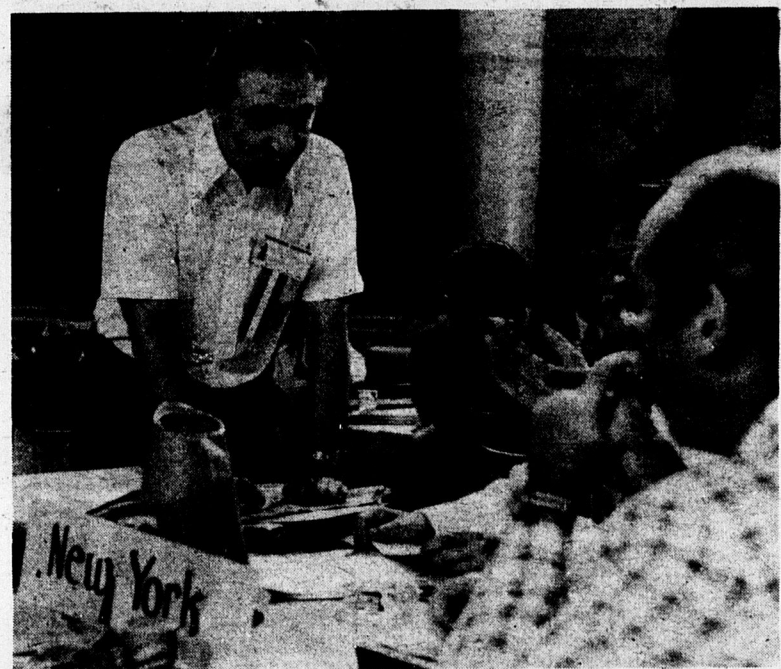
The IEB said the first trial was faulty in that Cook was denied due process because he was tried by a five-member trial board, two of whom were charging parties.

But the board found the rest of Cook's appeal without merit. The IEB said the Wire Service Guild had jurisdiction to try Cook, that he was not singled out, and that the proceedings were timely.

1980 Convention in Chattanooga

An invitation from the Chattanooga Guild that the 1980 Guild Convention be held in their city was accepted by the Washington Convention.

The action came after San Francisco-Oakland delegates withdrew their invitation, possibly averting a roll-call vote over which to choose. SFONG said it will bid for the 1981 Convention instead.



HARRY FISDELL CONFERS WITH NEW YORK
From right, Harry Ryan and Jeanne Fonseca

IT

**SEEMS
TO US**

Member at Daily News 'annoyed' by GR column

NEW YORK, N.Y.

Editor:

For many years, it has annoyed me to see the column by William Eaton in the Guild Reporter. It never deals with union issues. Instead, it's a rehash of political issues that are discussed at great length and in more timely fashion

in the daily newspapers and weekly news magazines. I think the column should be dropped in favor of more news about Guild matters. If there isn't enough news to fill your space, then reduce the size of the paper and save union members' money.

JACK LEAHY
Daily News Unit
New York Guild

By TNG convention action, letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed

longer than one issue. Deadline, Friday before publication.

Letters relating to elections or referendums to appear in the issue immediately preceding distribution of ballots and subsequent issues preceding the end of voting shall contain no new charges.

Special organizing assessments OK'd

What it will cost

Following is the table of assessments to be levied next March and April to finance extension of the Guild's organizing drive an additional two years, as enacted by the Washington Convention. Locals may elect to pay the assessments out of local defense funds rather than collect them from members.

Regular Weekly Compensation	Monthly Levy
Up to \$49.99	\$ 1.00
\$50 to 74.99	2.00
75 to 99.99	2.75
100 to 124.99	3.50
125 to 149.99	4.25
150 to 174.99	5.00
175 to 199.99	5.75
200 to 224.99	6.50
225 to 249.99	7.25
250 to 274.99	8.00
275 to 299.99	8.75
300 to 324.99	9.50
325 to 349.99	10.25
350 to 374.99	11.00
375 to 399.99	11.75
400 to 424.99	12.50
425 to 449.99	13.25
450 to 474.99 and over	14.00

sonable chance of success, and that it especially rededicate itself to organizing in the South and in existing smaller locals.

• TNG join with other unions to press for repeal of so-called "right-to-work" laws.

The convention also called upon TNG, when its own field staff is unavailable, to seek organizing aid for smaller locals from larger locals or other sources.

(Continued from Page 1)
lost on a roll-call vote of 179.208 in favor to 233.792 opposed.

Schultz's amendment would not have eliminated the assessments but would have "explored other means" to put organizing "on an on-going, regular basis and not subject to renewal every two years."

The cost would be more acceptable to members that way, Schultz said.

But Thomas P. Murphy of New York said the amendment would "open the door" to increasing dues.

Lost on a voice vote was an amendment by Jack F. Weir of Cleveland to eliminate the special assessments altogether.

While recalling that he "enthusiastically supported" the special assessments two years ago, Weir said that he now believes the program was a failure, "without assessing blame."

Almost half a million dollars were spent to gain bargaining rights for 800 workers, he said. "I find it difficult for anyone to suggest for a moment that it is a worthwhile effort," he added.

Later, in response to another

delegate's comments, International Vice President Harry Culver of the Wire Service Guild said the real figure is 1,500 over two years, since the special assessment ran for that time.

Weir suggested that immediate merger with craft unions would provide a better method to organize more workers.

Floyd Tucker of San Francisco-Oakland answered that merger "isn't now, and our needs are now."

Roy Kruse of Hawaii said he had expected difficulty with members of his local over the last special assessments but did not experience any.

"I think that Guild members throughout the nation and Canada feel that we must have organizing, we must pay for it some way, and by God, let's get down to the business of organizing this entire country, Canada, and everywhere else we can, but let's pay for it now and let's get it done," he exclaimed.

"There are a lot of organizing efforts that aren't successful in one year," Brown Allan Flynn of Memphis said, "particularly in those areas where we have the

right-to-work cross to bear."

"We have some efforts that are going on in the South that we pleaded for last year," Flynn added. "We thank TNG staff for responding to our pleas for help in the South, and there are organizing projects going on there that will just fall through if we don't have this additional money."

Elias Holtzman of North Jersey also recalled past discussions about organizing in the South and in jurisdictions of smaller locals.

He said it was "particularly ironic" for objections to come up when "for the first time we have gotten the International office to commit themselves" to Southern and small-local organizing.

Were the amendment to pass, Holtzman predicted, "the whole guts of this organizing campaign will be taken out and all the hope for the smaller locals will be down the drain."

On the other hand, Drew Von Bergen of the Wire Service Guild said another delegate had told him that one of the good things about the assessments was that "there is a light at the end of the tunnel."

"The only problem, I told him, was that at the end of the current tunnel which we are in there is another light and then another tunnel."

And Paul MacClennan of Buffalo said it would be difficult to ask the membership to come up with more money when "there's very little evidence of what we got for our half a million."

Culver, however, broke the

cost to each member down to two cents per day.

In addition, he said, the special assessments are based on a percentage of earnings. "In simplest terms it means this: You pay \$1 in assessments for each \$1,700 that you earn."

"I cannot in good conscience vote against assessing our members two cents per person per day to give these [unorganized] people help," he said.

The convention's organizing report also recommended that:

• TNG work for U.S. legislation to provide for certification by card check, as in Canada, and that locals lobby members of Congress for such legislation.

• TNG further explore joint organizing campaigns with one or more other unions.

• Additions be made to TNG's permanent field staff as financial capacity permits.

• Locals be reminded of the need to form local and unit organizing committees. The committees should advise TNG immediately by phone and confirming letter of "the first indication" of another union's interest in organizing in Guild jurisdiction, provide TNG with information about all organizing overtures, undertake no campaign without TNG clearance, and supply TNG with copies of all literature and legal documents from all parties.

• TNG acknowledge each organizing request and renew attempts to organize in any area of the United States, Puerto Rico or Canada where there is a rea-

Long NLRB delays rapped by delegates

Drawn-out National Labor Relations Board proceedings "that only management wins" were condemned as "intolerable" by the Washington Convention.

The convention adopted a resolution which demanded, among other things, that all representation elections be held within 45 days of the filing of a petition and that the NLRB regain its former authority to hold prehearing elections where there is no substantial legal issue, with unresolved unit composition issues settled later through ballot challenges.

Recalling that the Guild's 1975 Convention "catalogued a dismal record of cases" in which NLRB delays robbed newspaper employees of their right to Guild representation, the Washington Convention noted that "another year

has gone by, and board procedures continued to suffocate too many organizing efforts."

Among them were Aurora, Ill., and Van Nuys, Calif., where the Guild withdrew its petitions after its majorities were eroded during seven and 11 months of delay, respectively.

Elsewhere, there were delays of seven months in processing a petition for inside circulation employees at the San Antonio Light, where the Guild lost its majority and the election; and several delays because of the reborn issue of "professionalism."

The International Typographical Union attempt to represent editorial employees of the San Antonio Express was frustrated by the "professionalism" issue, which took the board months to resolve. The NLRB finally ruled that the decision of 25 years ago that such employees are not professionals was correct after all, the convention said.

But the issue gave publishers a chance to reopen the question of unit composition in Wilmington, Del., Steubenville, O., Philadelphia, and Bridgewater, N.J., it added.

"Decisions are still awaited 14 months after the filing of a Guild petition in Wilmington, 11 months after in Steubenville and 10 months after in Philadelphia. In Bridgewater, the Guild withdrew its petition," the resolution reported.

"Congressional action is imperative," the resolution said.

It also asked establishment of back pay equivalent to the amount of wage and fringe increases employees would have gained had the employer bargained in good faith, a provision giving NLRB decisions the force of law unless one of the parties won a federal court stay within 30 days based on a showing that the board ruling was inconsistent with the law and a requirement that the NLRB seek court orders to restore jobs of those dismissed for organizing activity, with the employee allowed to sue an employer for triple damages.

\$821 given to Canadian wage battle

The International Executive Board at its post-convention meeting contributed \$821 to the Canadian Labour Congress's "Why Me?" warchest.

The amount is 25 cents per Canadian member. It was recommended by the Guild's Canadian Policy Conference upon request of the CLC.

The money will go to fighting Canada's "anti-inflation" program, which has held down wage gains.

At its pre-convention meeting the IEB voted contributions of \$250 to the Louisiana State AFL-CIO to assist in its effort to prevent enactment of a so-called "right-to-work" law there, \$100 to a drive by the Arkansas State AFL-CIO to amend the open-shop law already on that state's books, and \$300 to the Resource Center for Consumers of Legal Services, which assists groups trying to establish prepaid, group legal plans and is a clearing house for information in the field.



Convention helps S.F. strikers

San Francisco-Oakland delegates scoop up receipts of convention floor collection for striking members at the Bay Guardian. Cash and pledges totaled \$3,028.78. From left are Floyd Tucker, Bob Guiles, Fred D. Fletcher, Ed O'Connor, Fran Or-

tiz and Ralph Craib. Allan J. Heritage, third vice president-elect of the International Typographical Union, also donned a picket sign and helped in the collection. Guild and the ITU, jointly certified at the weekly, are striking for an initial contract.

Strike cuts Guardian display 45%

San Francisco, Calif.—The Bay Guardian has lost almost 45 percent of its display advertising linage since the San Francisco-Oakland Guild and the Typographical Union struck the "alternative" weekly.

The Guild, in reporting the linage loss, said display dropped from 741 inches in the week before the strike to 411 inches in the week ending July 10.

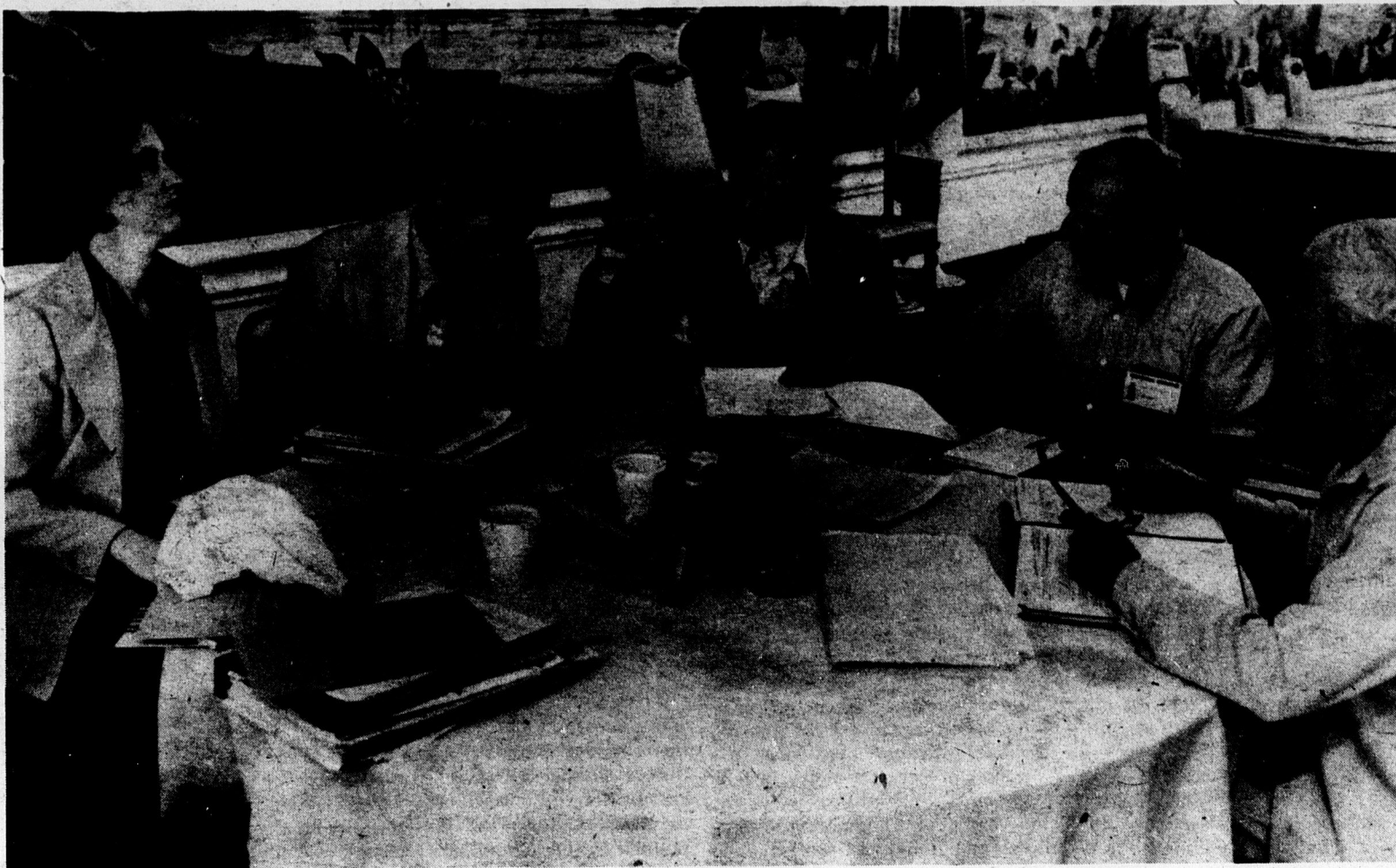
The unions struck June 15 after management representatives walked out of federal mediation talks.

Local 21 of the Typographical Union and the San Francisco-Oakland Guild have been trying to bargain an initial contract. They won elections to bring bargaining rights to Guardian employees on Dec. 26, 1975. The Guild represents non-production

employees and Local 21 represents the production force.

The paper, which continues publication, carried a three-paragraph story quoting the federal mediator as saying he would make contact with the parties.

But Doug Cuthbertson, the Guild's assistant executive secretary, said no contact has been made. The parties have not asked for a meeting, he said.



Election panel outlines September procedures

TNG's International Election & Referendum Committee meets after the Washington Convention to prepare for election of Region IV vice president in referendum in September. From left are Louise Walsh of the Wire Service Guild, TNG General Counsel David S.

Barr, Robert A. Steinke of St. Louis, Lou Mleczo of Detroit, and Elwood B. Bigelow of Portland. Absent were Jim McCarthy of Ottawa, Pat Scutto of New York, and Elinor Rednor of San Francisco-Oakland. The IERC oversees all TNG referendums.

D.C. Guild's Barthelmes dies at 54

A. Wesley Barthelmes, Jr., a former president of the old Washington Guild and a former chairperson of the Washington Post Guild Unit, died June 22 at the age of 54. He had undergone brain surgery in April.

An administrative aide to several Democratic members of Congress—including the late Sen. Robert F. Kennedy—since leaving the Post in January, 1962, Barthelmes headed the Post Unit in 1956 and the Washington Guild in 1958. (The Washington and Baltimore Guilds were merged in 1965 into the Washington-Baltimore Guild.) He continued to carry his Guild card until his death.

He was a delegate to Guild conventions in 1955, 1957 and 1958 and was honored by his local as "Guildsman of the Year" in 1956.

From 1962 until earlier this year he worked for Rep. Edith Green of Oregon; Sen. Kennedy, as press secretary; Rep. Richard Bolling of Missouri, whom he helped write two books; Sen. Frank Church of Idaho, and, since 1973, Sen. Joseph R. Biden, Jr., of Delaware.

Until earlier this year he wrote the "Washington Report" column for Commonwealth magazine, under the pen name Sisyphus, and was honored for it by the Catholic Press Assn. last year with its Journalism Award.

In 1970-74 he was a member of the Maryland State Democratic Central Committee.

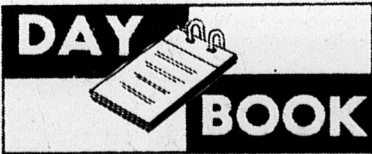
Unionists get Guild

The Washington-Baltimore Guild has been accorded voluntary recognition as bargaining agent for five administrative and professional education specialists at the AFL-CIO Studies Center in Silver Spring, Md.



Our newest

James Duggelby, president of the new Saskatoon Guild, attends his first TNG Convention as a guest. Next year he hopes to be a delegate. TNG doesn't charge dues until an initial contract is negotiated, so Duggelby had no paid-up members for whom to be a delegate this time. He got a cheer when he was introduced on the floor, as did Ken Wilshire of the Memphis Guild's new WREG-TV Unit, who also was a convention guest.



Empire and Middle Atlantic District Councils, joint meeting, Aug. 7-8, Holiday Inn, Whitehaven, Pa.
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.
Great Lakes District Council, fall meeting, Nov. 5-7, Terre Haute, Ind.
International Executive Board, winter meeting, Jan. 24-27, TNG Headquarters, Washington.
International Executive Board, spring meeting, April 25-29, TNG Headquarters, Washington.
44th Annual TNG Convention, June 27-July 1, Hilton Hotel, Honolulu.

Caldwell, Schultz run for Western IEB spot

(Continued from Page 16)

TNG's new International Election & Referendum Committee, elected by the convention at its opening session June 28.

The committee will meet at TNG headquarters Aug. 26 to approve the ballot form, certify eligible voters and mail ballots to the locals in the region. It will meet a final time on Sept. 30 to tabulate returns and certify the result.

Eligible voters will be all members in good standing as of June 1, July 1 or Aug. 1 as determined by remittance of per-capita payments to TNG postmarked by Aug. 15 from the following locals:

Bakersfield, Central California, Coos Bay, Eugene, Great Falls, Hawaii, Los Angeles, Pacific Northwest, San Diego, San Francisco-Oakland, San Jose and Yakima.

Plus Wire Service members working in bureaus in Wyoming, Montana, California, New Mex-

ico, Arizona, Nevada, Utah, Washington, Oregon, Idaho, Hawaii and Alaska.

Drawing for ballot position by the candidates during the IERC meeting gave Caldwell the top line, Schultz the bottom.

The IERC also designated the first August issue of the Guild Reporter, to be published Aug. 13, as the issue in which equal space for a statement by each candidate will be provided and the official list of candidates published, as provided by TNG's Constitution.

At one point after Harrison vacated the post there were four persons who had announced as candidates for it: Ed Horst of Central California in addition to Mayer, Schultz and Caldwell. Horst announced his withdrawal at the Western District Council's spring meeting. Had Mayer also not withdrawn, delegates from the region would have balloted to pare the list to two for submission to the members in the election.

Shirley Caldwell

Shirley Caldwell, on the Pacific Northwest Guild executive committee 10 years, is in her second term as local president.

She also served two terms each as local vice president and chairperson of the Seattle Times Unit, where she is an ad artist.

She also is serving her second term as second vice president of the Western District Council, and has been on three local bargaining committees.

A member of TNG's 1975 International Election & Referendum Committee, Caldwell has been a delegate to seven Guild conventions.

A two-term member of the Seattle Women's Commission, she recently was appointed to the Washington State Labor Council's Women's Committee.

Gerald L. Schultz

Gerald L. Schultz is serving his seventh consecutive year on the San Diego Guild's executive committee.

After two years representing the local's Evening Tribune Unit, he was president of the local four years and, since January, again is a unit representative.

He also is first vice president of the Western District Council.

And he is editor of the local's monthly publication, *The 95th Edition*, and is serving his second stint on the local's bargaining committee.

Formerly a reporter, now assistant city editor, Schultz has been a delegate to five conventions, serving on their Collective Bargaining, Organizing and Research & Information-Guild Reporter Committees.

Unit grows by 100 at S & P office

(Continued from Page 1)

here to about 400, about 80 percent of its nonsupervisory staff.

Until April the new group had been represented by the Standard & Poor's Independent Assn., an unaffiliated union. In April they voted to disband the SPIA, assign administration of its contract to the Guild and urge all former SPIA members to join the Guild. The "sign-up" was completed in late June.

David M. Mulcahy, Standard & Poor's Guild Unit chairperson and an at-large TNG vice president, said the old SPIA contract expires Dec. 31, simultaneously with the Guild's own covering about 300 employees in the firm's business, editorial and mailing departments.

Two other groups of Standard & Poor's employees, totalling about 20 persons, voted for Guild representation May 21, 1975.

Mulcahy said he has notified the company that employees in its offices in Chicago and Los Angeles, totalling about 15, also are being organized.

The Guild and the SPIA had existed side by side at Standard & Poor's since 1942.

Reuters unit recognizes Guild as agent

Toronto, Ont.—The Canadian Wire Service Guild has been recognized as bargaining agent for newsroom employees at Reuters of Canada.

At present there are seven news employees in two bureaus—Toronto and Montreal—but Reuters intends to open bureaus in Halifax, Ottawa, Winnipeg, Edmonton and Vancouver. Together there may be more than 75 news employees when the new bureaus are opened, the local reported.

The recognition was voluntary after the Guild indicated it was prepared to amend its application because the Canada Labour Relations Board would not certify sales representatives in the same group with news personnel.

Certification is for all newsroom employees except the manager for Canada, his confidential secretary, the sales manager for Canada, the sales representatives and the acting news editor for Canada.

Puerto Rico files for 19

San Juan, P.R.—The Puerto Rico Guild has filed a National Labor Relations Board petition seeking bargaining rights for 19 production and maintenance employees at El Vocero.

The Guild already has a contract covering advertising, business, circulation and editorial.

At El Nuevo Dia, meanwhile, the Guild lost an election among truck drivers, 6-7. The Guild also waived interest in representation at Metro Broadcasting Co. four days before a decertification election. Metro hired seven new employees, bringing the force to 13, and two weeks later one of the new employees filed the decertification petition.

Ford hamstringing country, AFL-CIO's Kirkland says

A stalemate between the executive and legislative branches "that has totally frustrated any serious efforts" to deal with national issues is "one of the greatest problems" facing the United States, the secretary-treasurer of the AFL-CIO told the Guild's 1976 Convention.

"For seven and a half years the country has been hamstringed by an Administration that appears to have no faith in the ability of this country to meet the most pressing needs of all her people," Lane Kirkland said.

He said the Ford Administration is telling the country that the United States cannot afford to feed its hungry, provide adequate care for its sick, supply educational opportunity for all its children, or keep the cities from falling apart.

But "evidently it can afford" high unemployment, low production rates, high profits and interest rates and more tax concessions "to the rich and to corporations."

Kirkland said Ford is contin-



LANE KIRKLAND

uing Richard M. Nixon's policies—policies that "gave us the worst recession in 40 years."

He criticized Ford for a "shabby and self-serving" message to Congress on busing, describing it as a desperate ploy by a candidate "willing to ally himself with the ban-of-busing advocates who deny others rights that they assert for themselves."

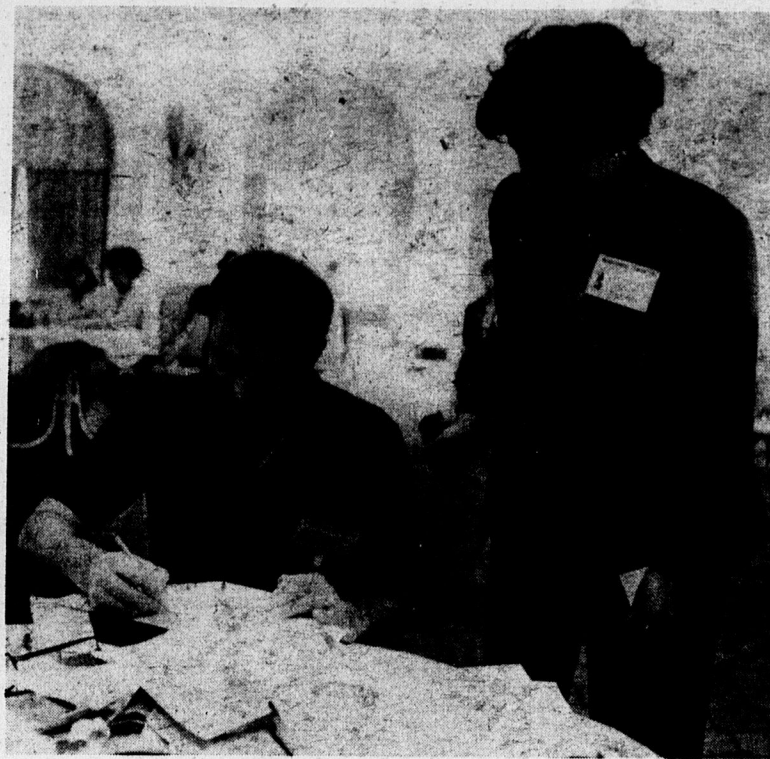
The Supreme Court, in withdrawing protection of the Fair Labor Standards Act from public employees, is following Administration lines and is the legacy of Nixon, he said.

"You might, I suppose, call it Nixon's revenge," Kirkland said, adding that the court—"one of the prices that we pay for the election of 1968"—will be interpreting the laws of the land "for years to come."

Turning to the economy, Kirkland said jobs "are the solution to poverty, to hunger, to fulfilling the ever-present needs of workers to feed, to clothe, and to shelter their families."

But since 1969 the nation has had leaders "who have been willing to sacrifice other people's jobs, who have been willing to escalate unemployment rates as a matter of national policy in the hope of holding down wages in the name of containing inflation—and it has not worked."

He said the labor movement has never been more united on what needs to be done.



Coalition expands

International Vice President Betsy Wade of New York signs up Robert E. Bruner, executive secretary of the Boston Guild, as a member of the Coalition of Labor Union Women (CLUW). Women delegates went across the convention floor immediately after the Human Rights Committee's report was adopted, distributing applications for membership in national CLUW. They hope to solicit enough new Guild members for CLUW to give the Guild another seat on its governing body. Women delegates earlier had held a caucus.

Convention urges locals to boost political activity

(Continued from Page 1)

didates were swamped in the "tidal wave of voter revulsion" over Watergate.

"To hold these seats and preserve the House from falling an easy prey to possible presidential vetoes, there will have to be maximum campaign support from union members and their traditional liberal allies," the con-

Job measure called vital to workers

Declaring that "the survival of millions of wage earners" depends on "the right to a job," the TNG Convention urged passage of the Humphrey-Hawkins Full Employment and Balanced Growth Act.

With more than 10 million out of work now, the convention's resolution said, the bill's mechanism for bringing unemployment down to 3 percent by 1980 is "surely not a Utopian goal."

The act is designed to alleviate hardships brought on by current economic policy "and ensure that no generation will have to face them again," it said.

And the Kennedy-Corman National Health Security bill again was endorsed by the convention, in its political action report. The convention urged U.S. locals to participate in the petition drive of the Health Security Action Council, of which TNG is a member.

The council hopes to gather millions of signatures to counter "massive opposition from political and medical conservatives and the hostility of the Ford Administration," the convention noted.

The bill is stalled in Congress.

On the food stamp front, the convention backed H.R. 12777, by Rep. Andrew Young (D-Ga.), which would eliminate deficiencies from the program, but preserve it from damaging cutbacks.

U.S. locals were urged also to support the Young bill and to let members of Congress from their districts know of their support.

vention warned in adopting the political action report of its Research & Information, Guild Reporter and Political Action Committee, headed by Beverly Bennett of Chicago.

While the committee tabled a resolution to endorse the Democratic nominee for president, it called upon locals and district councils to contribute to the Voter-Education and Registration Funds of the AFL-CIO Committee on Political Education and on locals to solicit their members for voluntary \$2 contributions to fulfill TNG's 1976 COPE quota of \$6,600.

"Let there be no mistake," the convention said. "If Guild members are slow in digging into their pockets, management will not be."

A COPE collection taken on the floor of the convention after the political action report was

adopted yielded \$350. In addition, TNG President Charles A. Perlik, Jr., pledged to COPE half the \$54 weekly raise to him under another convention action (see: Convention aims at second annual surplus, page 9) "until Nov. 2, 1976."

Emphasizing that the United States' Bicentennial year is also its quadrennial year of political decision, the convention said the "legacy of the last such decision is still with us: Inflation, unemployment and a chain of vetoes of virtually every piece of social and pro-labor legislation to come off Capitol Hill."

"The incumbent beneficiary of that legacy," it said, "is competing with a candidate even farther to the right—a matinee idol of reaction who has embraced the 'right to work' legislation he once denounced—for his party's nomination."

No endorsement for President is called for in '76, says Perlik

The fact that the Guild has a policy of political involvement "doesn't mean that we have to apply it unvaryingly, blinding us to the unfavorable consequences that may flow from it under specific circumstances," TNG President Charles A. Perlik, Jr., told the convention.

"We have to be sure the value of an endorsement isn't outweighed by the turmoil it may create," he said in reporting that the International Executive Board had not brought forth any recommendation dealing with endorsement of candidates in this year's U.S. presidential election.

"Unlike 1972, when I urged this convention to endorse or authorize IEB endorsement of a presidential candidate, I will make no such appeal to you this year," Perlik said. "The decision made in 1972 was the right one for us then; I believe a decision not to endorse organizationally would be the right one for us this year."

But he said his personal choice

"will become well-known for anyone who cares to pay attention, and I intend to do what I can to help elect that choice. I beseech you to do no less."

Recalling objections by some members to TNG's 1972 presidential endorsement, Perlik emphasized that when the Guild does endorse it is not intended to affect one word that enters the nation's news columns nor to "use or abuse the reputations of our members."

"It is intended to tell our members what we think their economic interests as employees and trade-union members dictate they should do when they enter the voting booth," he said.

He called the arguments against Guild political involvement "pretty thin." Pointing to the impact of U.S. and Canadian government actions on members' personal finances, he charged that the arguments, "like all other 'I-don't-want-to-get-involved' positions, ignore the fact that we

In the past seven years of Republican administration, the convention noted, a President and a Vice President were forced to resign, and the former was pardoned by his successor prior to his day in court.

"There have been one appointed President, two appointed Vice Presidents, six Attorneys General, five Secretaries of Commerce, five Secretaries of Labor, four Secretaries of Defense, four Secretaries of the Treasury, four Secretaries of HEW, four Secretaries of the Interior, four Directors of Energy Policy, four CIA Directors, four Directors of the Office of Management and Budget, three Secretaries of Health, and three FBI Directors," the convention recalled, and asked:

"Is it any wonder that we have had wrong policies—and frequently no policies—to deal with

national problems?"

Twin Cities Guild Delegate Dorothy Lewis objected to the tone of the report as "quite partisan," stating that she opposes partisanship "because I think journalists should remain objective."

Bennett responded that the committee had sought to keep the report nonpartisan but "had no alternative after what they [the Republican Administration] have done to labor in the last few years," adding that "we would certainly be willing to welcome any administration that is pro-labor."

Michael Dresser of Washington-Baltimore, noting that "we are not here as journalists" but as "labor union members," said the Guild represents "a hell of a lot of people other than people who do political reporting . . . and they won't be compromised by our taking a militant stand on political issues in their interest."

In Canada, the convention said, the critical importance of political action was demonstrated late last year when the Trudeau government suddenly imposed stringent wage controls despite the "dismal" U.S. experience and a 1974 election-campaign platform opposing them.

The convention recommended that all Guild locals—but particularly those in the United States in this national election year—appoint political action committees and that these committees conduct continuing voter information programs, meet regularly and report back to their locals.

It also recommended that locals join with other labor and non-labor groups on the local and state or provincial levels in pursuit of common political objectives and make their voices heard, as well, on national issues of importance to labor and the press.

In addition to calling upon U.S. locals, councils and members to fulfill TNG's COPE quota, the convention recommended that Canadian locals consider making contributions to provincial COPE organizations.

already are involved, whether we want to be or not."

Perlik stressed that the Guild does not plan to pull out of political action.

"We'll make ourselves heard on the important political and legislative issues, as we have in the past and as we will, I'm sure, at this convention," he said.

The convention, indeed, paid particular attention to key congressional races in its Political Action report, as well as stating that "a change to a pro-labor Administration is the year's top U.S. priority."

It also urged locals to participate in COPE, the AFL-CIO's political education and action arm. And it took positions on several pieces of proposed legislation.

The convention's Political Action Committee tabled a resolution calling for the Guild to endorse the Democratic presidential candidate.

Work, survival called top issues

"Today the reality of civil rights is the right to survive and the right to have a job," Rep. Yvonne B. Burke told the 42nd Guild Convention.

Tracing the civil rights movement from the late '50s and middle '60s, she recalled that the court decisions of the time "were correcting wrongs that most of us felt were deep-seated."

Now, however, "I find that many of those people who fought that fight, the people we marched with, we can't necessarily go back to today, because the issues now are very personal issues."

Although half the people in the U.S. earn less than \$13,000 a year, Burke said, "it is very popular for us to believe that we are all affluent."

"It is very popular to make Americans believe that they have no identity with poor people, that they have no identity with the unemployed until they happen to be part of that unemployed, and today what we say, when we look at black Americans who have not enjoyed less than six percent unemployment since 1954, unemployment is the reality of the lack of economic parity, and that's the civil rights issue of today."

Solving the unemployment problem will also wipe out the federal deficit, she said.

For every one percent of the population put back to work, the federal government will realize 14 billion dollars in added tax revenue. Welfare costs will drop, too, she said.

"We have recently suffered the kind of recession that makes everyone very concerned that we are competing just for a job," Rep. Burke said, linking that to the failure of the Equal Rights Amendment in New Jersey and New York.

"It failed because many women were very concerned that to give women a job would mean that their husbands would lose their jobs, or they felt that there would be competition between men and women for survival," she said.

The California Democrat, who is chairperson of the Congressional Black Caucus, pointed out that minorities suffer twice the unemployment rate of other groups and that there is a gap of almost a third between the earnings of blacks and whites.

Women, she said, have "not started enjoying part of [the] upturn in job hiring."

With that kind of situation, she added, talk of "reverse discrimination" is talk about "a few isolated events."

Burke supported the U.S. Supreme Court's ruling on seniority, which said, in her words, that "seniority should go back to the time a person would have been hired had it not been for an act of discrimination."

If affirmative action and that kind of seniority can be made a top priority, she said, the solution would be full employment "because if we can provide every person a job, then we are not going to have to fight over who is left out."

She said that the fact that the Guild had invited her to speak at its convention "means that you are aware . . . that sometimes you have to start within your own organizations and that you are committed to provide affirmative action and opportunities through your union."

Burke, who noted that a scholarship from a union had helped her through college, also spoke to the joint TNG-Graphic Arts International Union Legislative Conference in Washington this spring.



Welcome to the Guild

Roy Kruse, administrative officer of the Hawaii Guild, presents an orchid lei to Rep. Yvonne Brathwaite Burke (D-Calif.), chairperson of the Congressional Black Caucus, as she prepared to address the convention. The Hawaii Guild will host next year's convention.

Convention keeps floor open to working press

A decades-old "unwritten rule" that its general floor sessions are open to the working press but committee meetings are not was put into writing by the Guild's 1976 Convention.

It took a roll call to do it. The tally was 266.676 to 140.323.

The convention also wrote that part of the "unwritten rule" that provides that the only time general sessions can be closed is when the delegates vote to go into executive session—a rare occurrence—and rejected a proposal that would have mandated all convention "functions and/or meetings" be "forever open to the working press."

Saying that it does not believe that TNG should "invite the publishers to sit in on our deliberations," the convention adopted a report of its Rules Committee,

headed by William Lee of Toledo, which declared that "the Guild is not a body responsible to the general public, but a society responsible only to its members."

"Convention committees typically discuss sensitive and tactical matters of importance to Guild members such as collective bargaining, organizing goals and tactics, finances, interunion relationships and occasional 'in family' disagreements," the convention said.

But Ralph Craib of San Francisco-Oakland said, "I particularly resent language in this resolution which says that we are not responsible to the public. Who the hell are we responsible to in the press if we are not responsible ultimately to our readers?"

Decade-old farm labor aid affirmed

More than a decade of Guild support for the United Farm Workers was reaffirmed its 42nd Convention with a call for renewed help to field workers.

The convention went on record as "wholeheartedly" backing the UFW's initiative in California, which would guarantee adequate funds for the state's Agricultural Labor Relations Board (ALRB).

The ALRB, which is surviving on year-to-year appropriations, conducts representation elections and investigates and rules on unfair labor practices.

Guild locals were encouraged to work for passage of "this vitally needed measure."

They also were encouraged to help the Farm Workers financially and by "adopting" a UFW project. Individual Guild members were asked to demand the UFW label and to continue to boycott non-UFW grapes and lettuce.

The convention also supported boycotts of the striking United Rubber Workers against Firestone Tire and Rubber Co., the Amalgamated Clothing and Textile Workers against J. P. Stevens Co., the Bakery and Confectionary Workers against Russell Stover Candies, the Canadian Labour Congress against Seagram's Distilleries, and the Greater Washington Central Labor Council against the Washington Post. The last was included by an amendment offered by Joe Holt Anderson of the Washington-Baltimore Guild.

A floor collection for the Farm Workers netted \$270.22 from delegates.

Fuller rights for District, Island sought

A constitutional amendment to give the District of Columbia full voting rights in Congress and legislation to give Puerto Rico better representation in the same body were endorsed by the Guild Convention.

U.S. locals were asked to urge their senators and representatives to support the proposals.

The resolution to the convention from its Resolutions Committee dealt only with the District of Columbia. Puerto Rico was added by an amendment offered by Juan Ramos of the Puerto Rico Guild.

"Previous conventions have, year after year, affirmed the Guild's support for fully enfranchising citizens of the nation's capital," the convention said. "While the District of Columbia has been granted a measure of home rule, its residents still do not enjoy the right of other Americans to have congressional representatives with voting power."

The convention's sentiments were carried to the Democratic national convention in New York by a team of Washington runners lobbying the convention to pass a party platform plank on District home rule.

The runners had with them a letter from TNG President Charles A. Perlik, Jr., reporting the convention's action and "strongly" urging ratification of the plank.

Local human rights units ordered by convention

(Continued from Page 16)

- Directed locals—as it did in its Collective Bargaining Report—to increase efforts for pay parity for key advertising, business, circulation and editorial classifications and to obtain better settlements for clerical, maintenance, mechanical and delivery employees.

- Called upon local grievance committees to be "sensitive to and responsive to grievances and grievants" in human rights matters.

- Urged locals to pursue resolution of discrimination problems through fair employment practices laws when it is determined, in consultation with TNG, that they offer the best possibility for solution. Locals also were directed to consult TNG both before taking any legal action against discrimination and before responding to any legal action involving them.

- Directed TNG to continue human-rights seminars, "with special attention to local problems."

- Directed U.S. locals to continue working for ratification of the Equal Rights Amendment and to guard against rescission of ratifications already voted.

- Called for TNG and locals to continue support for and use of the Journalism Council's Job Scholarship Referral Service.

TNG also was directed to continue distributing information on minority job seekers from all sources and locals were urged to undertake active follow-up programs on referrals, including arrangement of job interviews for them.

- Urged locals and members to "be alert to the possibilities" of joining with other unions or groups that share the Guild's human rights objectives and of supporting positive human rights legislation at all levels.

- Directed locals to respond to TNG's women's survey and one on minorities to be conducted later this year, with the results of both to be published by TNG before the 1977 Convention, including a list of non-respondents.

- Directed TNG to continue to inform locals about federal laws affecting hiring of ethnic minorities and women as well as rules on employers' responsibilities and instructions on critiquing and instituting affirmative action agreements.

- Directed TNG to explore ways of dealing with economic dismissals to avoid deterioration of gains by women and minorities. "In the highly visible communications industry, locals should press managements to achieve model conditions for all," the convention said.

In their meeting with Perlik, black delegates, besides expressing concern lest the Guild's commitment to black and minority rights be overshadowed, protested the lack of blacks and other mi-

Rights 'methods' outlined for locals

TNG's Washington Convention suggested the following "methods" for locals to consider to "facilitate" increased participation of minorities and women in locals' activities and leadership:

- ✓ Make personal contacts between Guild officers and new employees.

- ✓ Present information which includes contracts, Guild procedures, parliamentary procedures, and times and locations of meetings.

- ✓ Seek direct involvement of members in such matters as human rights and contract bargaining.

- ✓ Provide child care and transportation for Guild activities where deemed appropriate.

Apathy hit; rights units ordered in all locals

After pointing to a "lack of co-operation from a majority of locals" in advancing the Guild's human rights program, the Washington Convention made it mandatory under TNG's Constitution that each local have an appointed, standing human rights committee.

And TNG President Charles A. Perlik, Jr., after meeting with a caucus of black delegates at the convention, issued a statement warning against permitting the Guild's commitment to women's rights to overshadow its equal commitment to black and minority rights. (See text, this page.)

"Discrimination is indivisible," he said, "and it must be fought equally on all fronts."

The constitutional amendment also provides that the terms of committee members be the same as those of local officers and that the committee be responsible for "developing and advancing affirmative-action programs for equal employment and advancement opportunities."

It also mandates that TNG be told the name and address of each local's committee chairperson and directs that locals and committees "work with TNG in developing effective human rights programs and acting on them."

The amendment is one of nearly a score of proposals adopted by the convention on recommendation of its Human Rights Committee, headed by Donald Barker of New York.

Another directs TNG and locals to "intensify" their "affirmative-action practices" toward filling staff openings with women and minorities.

Yet another directs locals to obtain payroll information by age, race and sex to help "determine the extent and pattern of any discrimination" and calls upon TNG to solicit the data from locals in order to advise them on "further action needed."

Stating that human rights prob-



DONALD BARKER, HUMAN RIGHTS CHAIRPERSON
New Yorker delivering committee's reports

lems in Guild jurisdiction "continue to grow," the convention called on TNG to "redouble its efforts" toward wiping out discrimination in the industry in the United States, Canada and Puerto Rico.

But, it said, "the major responsibility for correcting abuses in this area rests in the hands of the locals" and "lack of local participation" has "seriously" hampered efforts to do so.

While lauding TNG's Human Rights Co-ordinator for her first year's effort, the convention charged that she has been "frustrated by lack of co-operation

from a majority of locals, large and small."

As examples it pointed to responses from only 17 locals to a survey on women in Guild jurisdiction and from only 25 locals to a request for information on their human rights committees.

"The entire TNG human rights program could become hardly more than rhetoric unless a dramatic increase in locals' involvement and co-operation is forthcoming," the convention declared.

In adopting the Human Rights Committees reports, the convention also:

(Continued on Page 15)

Perlik: 'Bias indivisible'

Following is the full text of a statement issued by TNG President Charles A. Perlik, Jr., after meeting with a caucus of black delegates to the Washington Convention:

During the Washington Convention, at their request, I met with a caucus of black delegates.

They were concerned lest the Guild's commitment to black and minority rights be overshadowed by our equal commitment to women's rights.

I share their concern.

It is easy to see how this might happen—not deliberately but inadvertently—if only because in our union (as in our industry) there are relatively few blacks and minorities but many women. But it is precisely the elimination of this kind of imbalance in our industry (and hence in our membership) that is the core of our commitment to black and minority rights.

Already the nation's commitment to equal rights for all has been fragmented elsewhere in our society by what Rep. Yvonne B. Burke, in her address to our convention, called the "great polarization of the American people, blacks against whites, women against men."

We cannot permit this to happen in the Guild.

We are one union, and one people. We must renew and revitalize our commitment to affirmative action at every level of Guild operation and activity in behalf of blacks and minorities, as well as women, in actions as well as words. Discrimination is indivisible, and it must be fought equally on all fronts.

As TNG president, I unequivocally support this objective, as well as the other objectives of the convention's Human Rights Report, and I will do everything in my power to make that commitment a reality. I call upon Guild locals and Guild members to do no less.

As Representative Burke told the convention, the people of the United States will never fulfill their commitment to blacks and minorities if they turn their backs on their ideals when it comes time to make those ideals live.

That time is now, and, as Representative Burke said, it poses a very personal challenge to each of us.

On behalf of the Guild, I accept that challenge.

We will not turn our backs on our ideals.

Two seek Region IV seat

The field of candidates for election to TNG's regional vice presidency from the U.S. West was cut to two on the last day of the Washington Convention when Phil Mayer of Hawaii announced that he was withdrawing from contention.

Nominated by the convention for the unexpired one-year balance of the position's term were: Shirley Caldwell, Pacific Northwest Guild president, and Gerald

L. Schultz, immediate past president of the San Diego Guild.

They will vie in balloting by the membership in the region Sept. 14 through 19.

The West Coast vice presidency has been vacant since January when Hugh H. Harrison of Pacific Northwest resigned after being named the local's administrative secretary.

The election dates were set by (Continued on Page 13)

Crafts win picket observance case

The U.S. Supreme Court has let lower court decisions refusing to order craft-union members to cross a Guild picket line at the Cleveland Plain Dealer.

The case had arisen when the Plain Dealer asked a Federal District Court judge to compel printers, mailers, stereotypers and pressmen to cross a Cleveland Guild picket line established Nov. 1, 1974. The Guild strike ended Dec. 23, 1974.

The judge refused and the Plain Dealer appealed to the Sixth Circuit Court of Appeals.

That court also rejected the paper's contention that injunctive power should apply to all "illegal"

strikes which involve "arbitrable" disputes.

The appellate court held that the crafts' honoring of the line was a walkout concerning an issue that was not subject to binding arbitration in their contracts.

The original trial judge, Ben C. Green of the Federal District Court in Cleveland, cited the late Supreme Court Associate Justice Hugo Black's statement that "habitual respect for union picket lines has long been the practice of union men."

Green declared:

"The court can understand the emotional impact that attempts to cross a picket line might have in a community with a long history of strong unionism."

The Plain Dealer had relied on a landmark Supreme Court ruling that a strike can be enjoined when it involves a dispute that the parties are contractually bound to arbitrate. But Green said there was no such issue between the Plain Dealer and the unions.

"There is a clear difference," he said, "between a labor dispute which results from a work stoppage and a work stoppage which is the result of a labor dispute arising from conditions of employment."

It was the former that was the case at the Plain Dealer, he said, declaring that an injunction in such a case "cannot be reconciled with the express language of

the Supreme Court."

The Supreme Court, in another case considered at the same time as that at the Plain Dealer, said a federal judge cannot halt a sympathy strike in support of another union's lawful picket line even if the supporting union is bound by a no strike clause in its contract. The case involved a Steelworkers strike at the Buffalo Forge Co. The Cleveland craft unions had filed a friend of the court brief in that case.

The court had held six years ago that if a union has agreed to arbitrate, rather than strike, over grievances, it can be held to that in the courts.

The Buffalo Forge ruling, however, makes it clear that the earlier decision does not apply to sympathy stoppages.

In still another case, the high court ruled June 25 that union members' concerted refusal to work overtime during negotiations to renew an expired contract is a peaceful activity which the states may not regulate.

Concerted refusal to work overtime is neither specifically protected nor prohibited by federal labor law, the court found.

Ever since 1949, the six-member Supreme Court majority said, decisions "have made it abundantly clear that state attempts to influence the substantive terms of collective bargaining agreements are inconsistent with the federal regulatory scheme."

The next GR

The next issue of the Guild Reporter will be published Aug. 13, the second Friday of next month.

This is the only issue of the paper that will be published in July and is being published on the third rather than the second Friday to enable more thorough coverage of the Washington Convention than would have been possible had it been published on the regular schedule calling for publication on the second Friday.

Regular semi-monthly publication will resume with the Aug. 13 issue.

The Guild Reporter

JAMES M. CESNIK
Editor

Published by The Newspaper Guild (AFL-CIO, CLC) twice monthly (generally second and fourth Fridays, occasionally two other Fridays after published, advance notice), except monthly in July and December. \$7.50 per year. Single copies, 35 cents.

Guild Reporter deadlines at 1125 15th St. N.W., Washington, D.C. 20005: News, Monday before publication; features and letters, Friday before publication. Letters limited to 200 words by TNG convention action.

Vol. XLIII, No. 13

July 17

The Newspaper Guild

1125 Fifteenth St. N.W., Washington, D.C. 20
Area Code 202-296-2990

INTERNATIONAL CHAIRPERSON: BARNEY PETERSON
PRESIDENT: CHARLES A. PERLIK, JR.
SECRETARY-TREASURER: ROBERT M. CROCKER

REGIONAL VICE PRESIDENTS: Region 1—Eugene B. Jones, 30 St., Philadelphia, Pa. 19147; Region 2—Warren E. Howard, 503 N.E., Washington, D.C. 20002; Region 3—Diane M. Woodstock, 620 St., Madison, Wis. 53703; Region 4—Vacant; Region 5—Betsy Park Terrace West, New York, N.Y. 10034; Canadian Region: E Robinson, 109 Spadina Rd., Toronto, Ont.; West—Roger L. St. 407-1571 Mortimer St., Victoria, B.C.

AT-LARGE VICE PRESIDENTS: John J. Breed, 1754 Commercial Weymouth, Mass. 02189; Louis M. Calvert, 21755 Virdelle Dr., L. Calif., 95030; Harry S. Culver, 4625 N.W. 32nd St., Oklahoma City 73122; James A. McGill, Rte. 7, Box 134, Valparaiso, Ind. 46383; Mulcahy, c/o Standard & Poor's Corp., 345 Hudson St., New York 10014; Dorothy M. Sain, 24801 Lake Shore Blvd., Euclid, Ohio 441

DIRECTOR OF FIELD OPERATIONS: J. William Blatz.

DIRECTOR OF ADMINISTRATIVE OPERATIONS: Ellis T. Baker.

EXECUTIVE SECRETARY, CONTRACTS COMMITTEE: Richard J. R.

CANADIAN DIRECTOR: William H. McLeman.

DIRECTOR OF RESEARCH AND INFORMATION: David J. Eisen.

HUMAN RIGHTS CO-ORDINATOR: Hannah Jo Rayl.

INTERNATIONAL REPRESENTATIVES: Edna Berger, William M. Brown, Charles Dale, Leo J. Ducharme, Harry L. McCormick, Luis Montanez, Jr., James H. Orcutt, G. Richard Pattison, George C. Randol, Marshall W. Schiewa.

COM 910000248 7
XEROX UNIV MICROFILM
300 N ZEEB ROAD
ANN ARBOR MI 48106