



Photo by Dick Tracy, Central California Guild

Unity under California's sun

More than 230 members of the Guild and the Typographical and Mailers' unions from Fresno, Modesto, Sacramento and Stockton turned out for the third annual unity picnic thrown by the Central California Guild's Modesto Unit. Beer at one cent a glass, lamb shishkebab, salad and pilaf were featured, but games were out—too hot in the 100-

plus degree heat. At the head of the table is Don Gergen, president of the Sacramento Mailers' Union. At left are John Turner, president, and Bill Mashburn, past president, of the Fresno Typographical Union. Serving is Bob Forsyth, former local Guild president. Modesto Unit sponsored first picnic in appreciation for help in organizing.

Minneapolis pact raises key tops by \$60, to \$422

Minneapolis—Top minimums for district managers, photographers, promotion co-ordinators and reporters at the Minneapolis Star and Tribune are raised \$60 a week in a new two-year contract won by the Twin Cities Guild.

The settlement also extends the 4/5-Guild shop to editorial employees, makes seniority the sole criterion in economic dismissals, removes all barriers to side jobs with local broadcast stations and provides for joint Guild-management administration of the pension plan.

The settlement emerged from a 20-hour bargaining session that ended four hours before an Aug. 14 noon strike deadline.

The \$60 increases come in increments of \$28.50, retroactive to Aug. 1, \$3 Feb. 1 and \$28.50 next Aug. 1.

Top minimums for artists, copyreaders, photographers, promotion co-ordinators and reporters go to \$422 a week; immediately to \$390.50, 10th highest in effect at Guild papers this Aug. 1.

Circulation district managers' top minimum goes to \$377 a week; immediately to \$345.50, sixth highest in effect for the job as of Aug. 1.

The flat minimum for 15 editor, assistant editor and similar jobs is raised \$66.25, to \$464.50; up \$31.25 immediately, to \$429.50.

Other increases for those making top minimums, or more, range from \$18.50 to \$43.50 over the contract's term, including:

Library night supervisor—up \$43.50, to \$318.50; up \$21.75 immediately to \$296.75.

Stenographers—up \$40, to \$195 a week; up \$20 immediately to \$175.

Library classifiers and researchers—up \$30, to \$220.50; up \$15 immediately to \$205.

News assistants—up \$41.50, to \$241.50; up \$20.50 immediately to \$220.50.

Copy aides—up \$18.50, to \$136.50; up \$9 immediately to \$127.50.

The Guild's last contract with the papers had exempted editorial employees from its requirement that four of every five new em-

(Continued on Page 6)

Quiz of the month

Seattle—Would U.S. Supreme Court Chief Justice Warren Burger, former U.S. Interior Secretary Stewart Udall, Washington State Attorney General Slade Gorton and Crown Zellerbach Vice President C. W. Richen be "embarrassing . . . businesswise" to the Seattle Times?

'Times pedaled,' P. 7

Chicago tops boosted \$50 over 2 years

Chicago—A new, two-year Chicago Guild contract at the Sun-Times and Daily News raises reporters' and photographers' top minimums by \$50.34 a week, to \$428.47.

General increases—for those paid more than contract minimums—range from \$11.50 to \$31 in the first year and 5.5 percent of individual salaries in the second year.

A cost of living adjustment next June 1 will add the percentage increase in the Chicago Consumer Price Index in excess of 4.5 percent from April 1976 to 1977, to a limit of 10 percent.

The settlement also improves maternity leave and pension benefits, increases the company's payments for health insurance,

(Continued on Page 6)

TNG kicks off its election-year effort for COPE

Washington—TNG has kicked off its effort to involve U.S. locals and members in this fall's national elections with an appeal to locals to appoint political action committees and to conduct COPE \$2 Drive collections among their members.

TNG President Charles A. Perlik, Jr., in an Aug. 17 memorandum to the locals, said the future of legislation important to the Guild and workers generally "depends to a great extent on the support of candidates who have labor's interests at heart."

He asked that locals follow a recommendation of TNG's 1976 Convention and appoint political action committees. Perlik also

asked that the names of the chairpersons be transmitted to him by Sept. 6, Labor Day.

Enclosed with the Perlik memo were COPE contribution receipt books and samples of COPE literature. COPE is the AFL-CIO's Committee on Political Education.

Meanwhile, David J. Eisen, TNG's Research & Information director, advised U.S. locals and district councils that "early action is important" in influencing the fate of several pieces of legislation flagged by the convention.

Major bills in which the Guild is interested are:

✓ A five-point measure designed to eliminate National La-

bor Relations Board delays "that have cost the Guild and other unions dearly in organizing campaigns." Eisen asked that letters be sent to Rep. Frank Thompson,

Jr., chairman of the House Subcommittee on Labor-Management Relations. In addition, Eisen cited the convention's urging that locals lobby congressional repre-

sentatives for introduction of legislation that would allow the NLRB to certify a union as bargaining agent if it presents membership cards signed by a majority of the bargaining unit, as is the practice in Canada.

✓ The Humphrey-Hawkins Bill (S. and H.R. 50) to make the right to employment at a living wage "part of the birth-right of every American." The measure is under consideration by the Senate Labor Committee and "a letter to Sen. Harrison A. Williams, Jr., committee chairman, in the support of the bill would be helpful," Eisen wrote.

✓ A proposal by President (Continued on Page 7)

Vancouver papers reopen

Story, Page 2

Canadian Press talks off

Story, Page 3

Speed merger, ITU asks

Story, Page 3

Late 'News' from Detroit City—all's quiet

Detroit—When last we left the stuffy old Detroit News, it was trying to stay the hounds of the Detroit Free Press by running such scholarly articles as "Nun charged with killing her baby" and "They chummed together—and died together."

What brought on this attack of high-altitude journalism was the Free Press's lèse majesté in scurrying from somewhere close to nowhere to within 5,000 copies of the News's daily circulation.

After the Detroit Guild and several civic leaders—and one of the News's own columnists—seized upon and denounced the paper's policy (GR, June 25), as outlined in a memo from the news editor—something happened.

Suddenly, with no warning, nuns were no longer charged on Page 1 with killing their babies. Couples neither chummed nor died together.

"Just the horrors that are discussed at suburban cocktail parties" presumably no longer are being discussed, for the News had gone more or less straight again.

"Well," said Willard Hatch, the Guild's administrative officer, "I do believe we've won the Memo War."

He was referring first to News Editor Mike McCormick's memo ordering up stories to scintillate the cocktail party crowd, and second to his own and other letters protesting the paper's "abandonment" of the inner city and its problems.

"They've done better than return to their previous content," Hatch said of the News. "They're more responsible now. We helped make the News a slightly better paper—and even that little bit is a smashing success."

Hatch said the Detroit Guild protested the paper's scandal policy because of Article I of the TNG Constitution, which provides that one of the Guild's purposes is to "raise the standards of journalism."

Well, it certainly got results. As papers around the continent ripped out their front pages to report a furious riot at Detroit's Cobo Hall, the News displayed the story on Page 28 in its first edition.

Meanwhile, of course, there was still the pesky problem of the Free Press and its unsporting insistence that it try to get people to buy its paper.

The Free Press has increased its circulation 22 percent in the last decade. At one end of Lafayette Boulevard there was glee; at the other, gloom.

So the News asked staff members to get new subscriptions—on their own time.

For each 13-week subscription, a staffer would earn two points which could go toward a prize, much like a trading stamp scheme.

One hundred points, for example, would be good for a digital watch. For those of more modest ambitions in life, six points would buy a bird feeder.

First staff reaction, Hatch said, was anger and disgust. The second reaction was amusement. No one is participating.

Which may be a mistake. There's a rumor going around that 1,000 points get you a lifetime subscription to the Police Gazette.

Guild, crafts return in settlement at Vancouver

Vancouver—Members of the Guild and the printing crafts unions began returning to work at the Vancouver Sun and Province late Aug. 19 after accepting agreements for an end to the papers' suspension of publication.

The Sun resumed publishing Aug. 20; the Province, Aug. 21.

The jointly published papers had suspended operations Aug. 7 in the midst of a dispute with the unions over whether the papers had agreed to fully implement first-year wage increases of 16 percent prior to approval from the federal Anti-Inflation Board.

Publication was resumed after the British Columbia Labour Board upheld the papers' contention that they could not immediately implement the 16 percent without risking stiff penalties under Canada's wage control legislation and after the papers and unions accepted a subsequent labor board recommendation that the papers drop damage actions and dock employees 1½ days' pay for production disruptions resulting from employee meetings during the two weeks before publication was suspended. The damage actions were aimed at the unions, their officers and members.

Guild members, while loudly critical of the labor board's recommendations, voted by 76 percent to accept them on Aug. 19.

The dispute began July 23, within hours of the announcement that all unions in the Joint Council of Newspaper Unions had ratified the agreement, retroactive to Nov. 1. D. J. H. Stinson, general manager of the papers' joint publishing company, started telling employees that the papers would not pay the full negotiated amount within the pe-

riods the unions said had been negotiated.

On July 26, more than 250 employees from throughout the plant marched on Stinson's office. He told them there was no agreement on when wage increases and retroactive pay would be paid—despite the posting of a document over his name which outlined the periods for payment.

Stinson later told employees that the company felt that only the initial eight percent was within the federal wage guidelines and that the full 16 percent could not be paid prior to government approval. Stinson said that to pay the negotiated raises would be illegal, and would make the company liable for fines.

After holding "study sessions" in the intervening days, a large number of employees again marched on Stinson's office Aug. 5. He refused to see them. At the papers' request, a union leader urged employees assembled in the cafeteria to return to work. They did.

The next day, employees again congregated in the cafeteria and the afternoon Sun and the next morning's Province were cancelled.

On Aug. 7, the Sun again failed to appear as employees continued the cafeteria meetings.

That evening, after discussions with the labor board's chairman, Paul Weiler, the company announced it was suspending publication of the papers until a labor board hearing Aug. 10.

The application to the board, originally filed by the Guild and later joined by the unions' joint council, sought a declaration that an agreement was in force and its terms should be executed.

Stinson again argued it would be illegal to pay the 16 percent before the Anti-Inflation Board had made a ruling. He did, however, concede that the agreement on when the increases would be paid had been written by the



Photo by Rod Attwood, Vancouver-New Westminster Guild

EMOTIONS ARE HIGH, SPEAKERS MANY, AS VANCOUVER MEMBERS OKAY RETURN

At the mike, Paul Musgrove, followed by John Griffiths, Peter Jensen and Nelles Hamilton; seated member says it without words

company and had never been withdrawn.

The unions argued that there could be no contravention of the guidelines, because the Anti-Inflation Board had not yet made a ruling and that payments would be illegal only after an order.

On Aug. 12, the board ruled in favor of the company, but its 23-page report left many questions unanswered. The report simply ended: "This board now assumes that the employer will reopen its operation, that the unions will instruct all of their members to return to work forthwith, and that the employees are prepared to do so."

With the threat of lawsuits unresolved, the unions again met

with labor board officials seeking clarification of the "assumptions."

In four days of meetings, the papers said they were willing to withdraw the legal action only if all union members agreed to accept 50 percent of normal wages for the two-week period prior to shutdown. The unions told the board that all union members had been paid for at least one week and Guild members for the entire period.

The board recommended that the papers withhold from retroactive pay an amount equal to one and one-half days' pay in redress for the loss of production.

"In the event of a return to work on this basis, the employer's complaint before the board for a

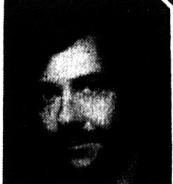
cease and desist order is rendered academic," the report said. "Accordingly, the panel proposes as a final condition of settlement that the employer agree to withdraw its complaint and otherwise abandon all related requests," including the damages suits.

Agreements embodying the board recommendations were ratified and signed Aug. 19.

The unions have been informed that Sept. 28 has been set for the Anti-Inflation Board to receive submissions on the agreement.

The unions hold that the 16 percent is permissible under the guidelines in recompense for elimination of "restrictive work practices" under their settlement.

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Gerald

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- WDC 1st VP
- Local Pres. 4 yrs.
- Guild Officer 7 yrs.

NLRB upholds law judge on Wheeling reinstatement

Washington—The National Labor Relations has upheld a decision by one of its administrative law judges ordering reinstatement and back pay for a fired Guild activist in Wheeling, W. Va.

The Wheeling Intelligencer and News-Register had fired David Gossett, a reporter on the Intelligencer, during a Guild organizing drive last year.

Administrative Law Judge Russell M. King, Jr., found that the discharge was because of Gossett's Guild activity. He ordered the employer to offer reinstatement, pay back wages and cease "interfering with, restraining or coercing employees in the exercise of their rights."

The company had appealed King's findings to the full board.

ATTENTION: WEST COAST & HAWAII LOCALS
X VOTE FOR
SHIRLEY

CALDWELL

VICE PRESIDENT—REGION 4—TNG

Nomination seconded at '76 Convention or subsequently endorsed by following locals: Central California, Eugene, Great Falls, Los Angeles, Pacific Northwest, San Francisco-Oakland, San Jose and Wire Service.

Hugh Harrison, Chair, Elect Caldwell Committee

Printers act on unity, organizing; endorse Carter

Chicago — The International Typographical Union's 118th Convention here called for stepping up the "pace and timetable" toward merger with other unions in the communications industry and authorized the ITU Executive Council to initiate a membership referendum for special assessments for an expanded organizing effort.

The convention also overturned a tradition as old as the ITU itself and for the first time in the union's 124-year history endorsed candidates for U.S. President and Vice President—Democrats Jimmy Carter and Walter Mondale.

Meeting Aug. 7-13, the week before the Republicans picked their candidates, the ITU convention said it would make no difference if the GOP ticket is headed by Gerald Ford or Ronald Reagan.

Both have a "lack of empathy for working people," are "spokesmen for big business" and are "antagonistic to organized labor," the convention declared in approving the endorsements ini-

tiated by delegates from San Francisco, Minneapolis and Cleveland.

The convention called for acceleration of steps toward merger "at all levels" after hearing reports from ITU President A. Sandy Bevis and TNG President Charels A. Perlik, Jr., on activities of the past year aimed at building unity from the local level. [Guild Reporter, Aug. 13.]

The convention noted that the ITU and the International Printing & Graphic Communications Union (pressmen) last year agreed to "realistically pursue mutual goals with any other willing union" in the industry.

And it noted that both Bevis and Perlik called for more joint bargaining, more joint organizing and more joint membership activity.

Endorsing "those steps already taken," the convention urged all ITU locals to "continue their efforts toward better co-operation and co-ordinated bargaining."

It also called for joint participation in grievance sessions, "fraternal delegates" to each

other's meetings, conferences and conventions and formation of local task forces, modeled on the one the ITU and TNG established on the international level in November, 1974.

The movement toward full merger "will only succeed in the end if both unions' memberships—the grass roots—make it happen," the convention said.

Convention delegates left it up to the ITU's Executive Council to determine the amount and number of organizing assessments the union's membership will be asked to approve. They are to extend over no more than 12 months, however.

The convention said the assessments are needed because the ITU's "present level of funding" for organizing is "not sufficient to insure the survival of the ITU" in the face of the industry's "accelerated technological revolution."

Money is needed, it said, to enable the ITU to conduct more area organizing conferences, hire more organizers and for more financial assistance to local unions

engaged in organizing.

The convention also called upon each ITU local to compile information on "every unorganized shop within its jurisdiction . . . both non-mechanical and mechanical departments . . . front door to back door, where no other unions are involved."

The convention also called for establishment of federally sponsored "automation impact insurance" which would assure technologically displaced persons, "beyond retraining levels" and "below retirement planes," economic security until they find other suitable employment or reach retirement.

Referring to those displaced by automation as "victims of technological shock," the convention said the insurance could be modeled on the unemployment compensation system but should provide a higher level of benefits.

Delegates also condemned Canada's wage-price control program for placing a disproportionate burden on wage earners and declared its strong support for the Canadian Labour Congress's fight

against the program's continuation.

The "only effective results" of the program have been "control of wages and severe hampering of the normal collective bargaining process," delegates declared.

In other actions, the ITU convention also:

✓ Urged the California Supreme Court to set aside contempt sentences facing four editorial employees of the Fresno Bee for refusing to disclose the sources of a story about grand jury testimony on city corruption.

The sentences would accomplish nothing but "judicial revenge," the convention stated.

✓ Pledged the ITU's support for the Bakery & Confectionery Workers' boycott of Russell Stover candies and for the Clothing & Textile Workers' boycott of J. P. Stevens & Co.

Continued support for the United Farm Workers also was declared in a call upon members to lend the UFW their "time, talent and money."

✓ Reaffirmed the ITU's support for ratification of the Equal Rights Amendment.

✓ Condemned Senate Bill 1, the proposed massive revision of the U.S. criminal code, as a threat to workers' rights to organize, bargain and strike.

✓ Disavowed all contact with the Trade Union Congress of South Africa "until such time as they discontinue their support of the racist system of apartheid."

✓ Called for immediate enactment of national health insurance and urged Congress to investigate the "alarming" escalation of health-care costs and to put a stop to "apparent profiteering" by the health-care industry.

In voting its endorsement of the Carter-Mondale ticket, the convention called upon the ITU's "individual members" to support them and urged locals to "become politically active" to help assure election both of the Democratic nominees and of a Congress that will be "responsive to the needs of organized labor."

"Labor has suffered heavily under the Nixon-Ford Administrations," being "victimized by the twin evils of unprecedented inflation and unemployment," the convention declared.

It also pointed to what it called the Nixon-Ford Administrations' "employer oriented appointments to the federal courts, the National Labor Relations Board and other governmental agencies."

Both TNG members of the ITU-TNG Task Force—Director of Field Operations J. William Blatz and International Representative Charles Dale—attended the convention as observers.

So did three other Guild members—Justin McCarthy, executive director of the Chicago Guild; Steve McAlear, Ottawa Guild treasurer, and Helen McCartney of Philadelphia.

Mediator breaks off Canadian Press talks

Toronto—Talks between the Canadian Wire Service Guild and Canadian Press broke off here Aug. 20 in the continuing effort for a first contract at the news agency.

The Guild on Aug. 13 had suspended its rotating strikes and study sessions as bargaining resumed.

Among outstanding issues as the talks were stopped by a mediator were union security, hours, money, a grievance procedure and severance pay.

J. E. MacDonald, the Guild's Eastern Canada-Canadian Wire Service servicing representative, said the Guild had "attempted everything" in an effort to move the bargaining toward settlement, including proposals to put remaining issues to "last offer" arbitration.

There was no indication as to when bargaining might resume.

The rotating strikes—for varying hours at various bureaus—had a fallout effect on other Canadian Guild locals which had declared Canadian Press copy "hot" or had advised members that they need not handle it or supply local copy to CP.

In Toronto, the Guild agreed to waive the grievance procedure and go directly to arbitration of grievances submitted by the Star and the Globe & Mail.

The Toronto Guild had declared all CP copy as struck work and told its members that they didn't have to handle it. The papers claimed this violated the Guild's contracts and the Ontario Labour Relations Act.

The parties are awaiting dates for the arbitrations.

In Victoria, no CP copy or photographs were handled by Guild members on the Times and Colonist after the Victoria Guild called members' attention to a "hot copy" clause in the contract. No CP stories appeared from July 30 to Aug. 13.

The Guild's notice subsequently was modified to put the matter on an informational basis—calling attention to the contract clause rather than telling members CP copy was struck work.

Victoria Press, Ltd., which publishes both papers, grieved the Guild's first notice, but appeared not to be pursuing it.

In Vancouver, where the Guild also declared CP copy "hot," the Sun and the Province submitted a complaint against the Guild to the British Columbia Labour Relations Board, but withdrew it

before a hearing could be held.

In Ottawa, the Ontario Labour Relations Board, on Aug. 23 ordered the Ottawa Guild to cease and desist its boycott of CP copy. The local previously had called off the boycott at the Citizen, before it was informed that the company had filed a complaint with the board.

The board agreed with the company that the boycott was an "illegal strike" under the Ontario Labour Relations Act.

The cease and desist order has legal force and applies to the local and President James McCarthy in regard to any future discussion of boycotting CP copy.

McCarthy is precluded from discussing or counseling Ottawa members about CP copy under threat of contempt of court.

"I'm unhappy with the effective gag of the president in his office as president. I think that's pretty harsh," McCarthy said. He added he feels that the board failed to distinguish between a narrow boycott and a "total work stoppage."

Ontario's labor relations act defines a strike as cessation of work, refusal to work, slowdown, or "other concentrated activity by the employees designed to restrict or limit output."

The Guild contended that output was not restricted since employees were working even harder to produce the newspaper, finding stories from other wire services to replace those of CP. The Ottawa Citizen also has UPI of Canada, Southam News Service, Associated Press and Reuters.

McCarthy said the local did not boycott AP and Reuters copy even though the material moves over CP circuits.

In Winnipeg, Guild members on the Tribune refused to supply dups to Canadian Press late in the rotating strike sequence. Management queried the provincial labor board, but did not submit a complaint.

Until the rotating strikes were called off, CP bureaus in Halifax, Toronto, Ottawa, Montreal, Winnipeg, Edmonton, and Vancouver were closed for from two to 24 hours.

The Canadian Wire Service Guild was certified as collective bargaining agent at CP last September.

Baldinger, Guild Reporter editor during heated '40s, dead at 69

Washington—Wilbur H. Baldinger, editor of the Guild Reporter from 1941 through 1944, died here Aug. 18. He was 69.

Baldinger was appointed GR editor by the International Executive Board which took office late in 1941 after a heated campaign in which the leftist administration of President Donal M. Sullivan and Executive Vice President Milton Kaufman was defeated by a ticket headed by Milton Murray, for president,

and Sam Eubanks, for executive vice president. It was the first membership-wide election in the Guild's history. Officers and vice presidents previously had been elected at conventions.

The Murray-Eubanks IEB fired Fred Myers from the editorship at its first meeting and named Baldinger to the post.

Baldinger resigned at the end of 1944 and the IEB commended him for the job he had done.

In 1945 he became White House correspondent for the New York daily PM. Later, he worked for Newsweek, where his specialty was labor reporting. He also worked for Television Digest and from 1961 to his retirement 10 years later was editor and publications director of the United States Conference of Mayors.

Before assuming the editorship of the Guild Reporter, Baldinger was an assistant city editor of the Pittsburgh Post-Gazette, which he joined in 1937.

Before that, he worked for the Associated Press in Philadelphia and Pittsburgh. He started on the Butler, Pa., Eagle.

Baldinger was a member of the old Philadelphia-Camden Guild from 1934 to 1936 and later of the Pittsburgh Guild. In Pitts-

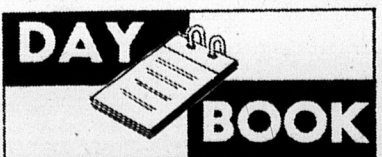
burgh he was a unit chairman, executive board member, first vice president and convention delegate.

Survivors include his wife, Mary Alice, former executive director of the National Civil Liberties Clearing House; his mother, two sisters and a brother.

Services were private. The family requested memorials to the American Cancer Society.



WILBUR H. BALDINGER



Referendum election of Region 4 (U.S. West) TNG Vice President, Sept. 14 through 19, all locals and Wire Service Chapters in 12 Western-most states.

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. 6-7, 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, Ilika Hotel, Honolulu.

Printers 'desex' ITU book of laws

Chicago—The International Typographical Union's 118th Convention changed all sexually specific nouns and pronouns in the union's constitution and by-laws to sexually neutral ones.

Even the word "journeyman" went in at least one article, being replaced by the word "member."

TNG's 1973 Convention ordered the same sort of revision of TNG's Constitution.

A look at myths periling Equal Rights Amendment

By CAROLYN J. JACOBSON

THIS U.S. Bicentennial year is a reminder both that the nation's goal of equal rights dates back to the Declaration of Independence and that we have learned in the intervening years that that declaration and the Constitution alone do not always insure equality.

The labor movement, which has struggled often and hard for enactment of laws and constitutional amendments to guarantee equal treatment for all citizens, sees ratification of the Equal Rights Amendment as the next necessary step toward securing individual liberties.

The ERA states simply that:
Equality of rights under the law shall not be denied or abridged by the United States or by any state on account of sex. Congress shall have the power to enforce, by appropriate legislation, the provisions of this article.

Ratification of the ERA would guarantee for the first time that sex cannot be a factor in determining legal rights of either men or women. For while the 14th Amendment guarantees "equal protection of the laws," the courts have been reluctant to apply this protection universally to women.

ONCE THE ERA is ratified, every state, as well as the federal government, would be required to examine all laws, regulations and government practices in order to end unequal treatment of men and women. The significant phrase, "under the law," means that the ERA would affect many laws, but would not interfere with personal relationships and private activities.

But, unless four more states ratify the measure by March 22, 1979, U.S. women will remain without a constitutional guarantee of their equality under the law.

Many labor and general-circulation periodicals this summer are carrying features on the Equal Rights Amendment to the U.S. Constitution. This piece, by Carolyn J. Jacobson, assistant editor of the Bakery & Confectionary News, was distributed by the International Labor Press Assn.

The ERA, passed by overwhelming votes in both houses of Congress in March, 1972, has been endorsed by more than 100 organizations, including the AFL-CIO and many of its affiliates, the Democratic and Republican parties and every U.S. President since Dwight D. Eisenhower. [TNG conventions every year since 1970 have urged ratification of the measure.]

The AFL-CIO's support went to the ERA after court decisions had made it clear that protective laws for women workers were being removed when tested against the equal-employment section (Title VII) of the 1964 Civil Rights Act. Both the 1973 and 1975 AFL-CIO conventions called upon unions and state and local labor federations to actively support the ERA's ratification before state legislatures.

As unions have done so they have discovered that many of the groups actively opposing ratification of the ERA are extremist and anti-union ones which also support so-called "right-to-work" laws. Among ERA's opponents are the American Conservative Union, the John Birch Society, the Ku Klux Klan and the U.S. Communist Party. Much of the financial support for some anti-ERA groups is believed to come from ultra-conservative employers and the insurance industry, whose sex-differentiated practices would be scrutinized severely upon the amendment's passage.

Phyllis Schlafly, who heads the STOP ERA Committee, has been a public champion of the far-right since authoring the 1964 pro-Barry Goldwater book, *A Choice Not an Echo*. She and her allies arouse fears by advancing myths and distorted interpretations of the effects of ERA. They insist that "women have it better than equality," that women are a protected group who "like things as they are."

Some more of the myths, and the facts:

Public facilities

Myth: Men and women will have to share restrooms and sleeping quarters in public institutions.

Fact: The right to privacy would not be abridged by the ERA. Separation of the sexes in places such as public restrooms, sleeping quarters in public institutions and living quarters in the armed forces would continue.

Abortions

Myth: The ERA will legalize abortions.

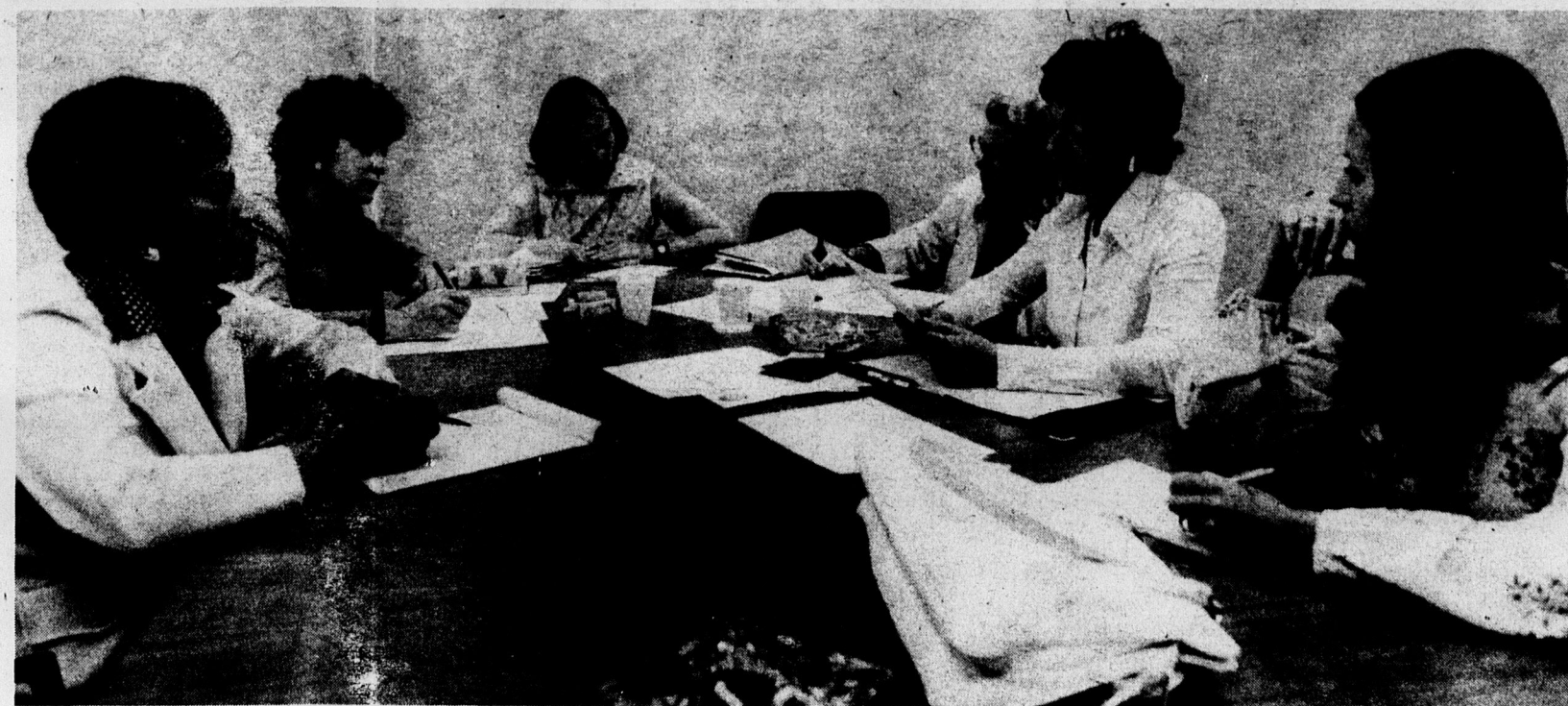
Fact: The ERA will have no effect on abortion laws. The Supreme Court has already ruled that abortion laws come under the constitutional right to privacy.

Military draft and combat

Myth: The ERA will make women subject to both.

Fact: Congress already has the power under the constitution to draft women. If the draft were reinstated, men and women would both be eligible. Deferments and exemptions would still be available. No Congress would pull mothers away from their children. As long as the present volunteer system remains, it would apply equally to both men and women. A very small percentage of military personnel are assigned to combat.

The ERA would remove existing barriers to women in the military. Restrictions on assignments and promotions based



TASK FORCE OF THE 'LABOR COMMITTEE FOR ERA' MEETS AT AFL-CIO HEADQUARTERS

From left, Jocelyn Thompson of the Machinists; TNG's Hannah Jo Rayl; Marjorie Rachlin of the George Meany Center for Labor Studies, committee chairperson; Cynthia McCaughan, AFL-CIO women's co-ordinator; Lela Foreman of the Communications Workers and Jackie Bowman of the Assn. of Flight Attendants

on sex would no longer be legal. Women would be entitled to the same benefits men have had for years, such as educational aids, loans and vocational training, preferences in government employment and pensions, mortgages, insurance and medical treatment.

State protective laws

Myth: State protective laws based on sex would be abolished, bringing back sweatshop conditions.

Fact: The ERA, instead of abolishing all protective legislation, could extend beneficial protection to men as well as women. Title VII of the 1964 Civil Rights Act already prohibits discrimination in employment. In many states so-called protective laws are used to deny women higher pay and advancement in traditional "male" occupations, as well as overtime pay.

Protective legislation has rarely covered the poorest working women, those in service occupations, which have generally been outside the coverage of these laws. The ERA would end this.

Alimony

Myth: The ERA would cause women to lose their rights to alimony.

Fact: The ERA would not deprive women of alimony payments. It would require that men be eligible for alimony under the same conditions as women—already the case in one-third of the states.

Child support

Myth: The ERA would eliminate child support payments by the father.

Fact: The ERA does not eliminate child support. Its requirement of sexual equality would insure that the parent with the children not be in a worse financial position than the other parent.

Child custody

Myth: The ERA would cause mothers to lose the custody of their children in divorce and separation cases.

Fact: Ratification of the ERA would not result in large numbers of children being awarded to their fathers in custody battles. Under the ERA, custody would be awarded to the parent judged better able to provide for the interests of the child. Courts already make the welfare of the child the main consideration in custody awards and would continue to do so on a case-by-case basis.

Marital relationships

Myth: The ERA would deprive women of enforceable rights of support and would weaken the father's obligation to support his family.

Fact: Courts have always been reluctant to get involved in ongoing marriage relationships and this is not expected to change. With the ERA, homemakers would continue to be homemakers and wage earners would continue to provide financial support.

Social Security

Myth: A woman gets higher Social Security benefits than a man with the same salary to compensate for her years of lower earnings. The ERA would wipe this difference out.

Fact: The ERA would not take away a single Social Security benefit women now have. It would extend to widowers of covered workers benefits now provided only to widows of covered male workers. It would permit a husband to draw on his wife's Social Security which he cannot do now unless it can be proved that he has sup-

plied less than half the family income.

Other areas where women would gain with ratification of the ERA include voiding some states' restrictions on women's property rights, equalization in inheritance rights, nullification of state laws providing greater penalties for female law violators. Laws punishing rape would not be invalidated.

While 34 state legislatures have ratified the ERA, two of them, Nebraska and Tennessee, subsequently rescinded their actions. Debate continues over whether rescission is legal. The Constitution empowers states to ratify amendments; it says nothing about rescinding ratifications. The Supreme Court has refused to make a final decision on the question, calling it a "political" issue and referring it to the Congress.

ERAmerica, an organization to spearhead the campaign for the ERA's ratification, was established earlier this year and headquarters set up in Washington. An unofficial Labor Committee for ERA, made up of representatives of 15 national and international unions, is working with ERAmerica, the AFL-CIO and the United Auto Workers to keep up with state actions on the ERA and to alert unions to action needed on behalf of the ERA.

[TNG's International Executive Board endorsed ERAmerica at its spring meeting and voted it a \$200 contribution. TNG Human Rights Co-ordinator Hannah Jo Rayl is a member of the Labor Committee for ERA.]

[Other unions represented on the labor committee are the Brotherhood of Railway and Airline Clerks, the Auto Workers, the American Federation of Government Employees, the American Federation of State, County and Municipal Employees, the Bakery & Confectionery Workers, the International Union of Electrical Workers.]

[Also the International Ladies' Garment Workers, the Retail Clerks, the Communications Workers, the Clothing & Textile Workers, the American Federation of Teachers, the Assn. of Flight Attendants, the Machinists and the Meat Cutters & Butcher Workmen.]

The campaign for the ERA will focus on the following states which have not yet ratified it: Alabama, Arizona, Arkansas, Florida, Georgia, Illinois, Indiana, Louisiana, Mississippi, Missouri, Nevada, North Carolina, North Dakota, Oklahoma, South Carolina, Utah and Virginia.

Experience has proved that current legislation is insufficient to address the question of inequalities based on sex that are built into the U.S. economic system. Past practice has demonstrated that changes in the legal structure can be accomplished effectively by a constitutional amendment. In 1972 Congress voted overwhelmingly for the Equal Rights Amendment. Now it is up to the people to insure its ratification by March 22, 1979.

Chavez would mediate but Guardian is silent

San Francisco—The struck Bay Guardian has refused to reply to an offer of mediation by Cesar Chavez, president of the United Farm Workers of America.

Chavez said he made the offer because the alternative weekly and the two striking unions—San Francisco-Oakland Guild and Bay Area Typographical Union—had always assisted in farm worker struggles.

The Guild and the printers have been on strike since June 15 in an attempt to obtain an initial

contract for the paper's staff. They won a joint certification in the news and mechanical departments in a National Labor Relations Board election last Dec. 26.

The company walked out of the last meeting arranged by the Federal Mediation & Conciliation Service. Management presented a "final offer," which the unions rejected.

Guardian display ad linage has been cut in half, the San Francisco-Oakland Guild reported.

Uncounted votes hold key to Guild's future in Duluth

Duluth, Minn.—Continuation of Guild bargaining rights at the Herald and News Tribune remained in doubt after a 56-56 tie in a representation election held Aug. 12.

Seven ballots were challenged and one was voided by the labor board agent who supervised the election to determine if the Twin Cities Guild would be bargaining agent for employees in the advertising, business, circulation, editorial and janitorial departments.

The National Labor Relations Board will determine if any or all of the challenged ballots will be counted. The Guild also is asking the board to order the voided ballot counted. The voter marked the pro-Guild box, but also wrote "editorial" on the side of the ballot.

James H. Orcutt, TNG international representative, said the voter's intent was clear and that the additional notation did not violate the ballot's secrecy.

The election came about after

the employer filed with the NLRB a "good faith doubt" of the Guild's majority. The company did so after the old Lake Superior Guild merged into the Twin Cities Guild last autumn.

Northern Ontario files for 13 in circulation

Sudbury, Ont.—The Northern Ontario Guild has applied to the Ontario Labour Relations Board for certification as bargaining representative for 13 circulation employees at the Sudbury Star.

The Guild has a contract at the Thomson paper covering accounting and editorial employees.

Labor board dismisses certification petition

Vancouver—The Canada Labour Relations Board has dismissed the Vancouver-New Westminster Guild's petition to represent 23 newsroom employees of CHAN-TV, saying the unit was not appropriate.

A woman's phrasebook for travel in the land of supervisors

By BETSY WADE

WHEN WE TRAVEL to foreign countries, many of us use phrase books to understand what people are saying. But there's another language used closer to home that also needs translation. It's the language of the male supervisor. Here's a phrase book to help translate what some of them are saying to women workers.

What you hear

"Everyone was perfectly happy here until this women's lib thing came along."

"There are both women and men in our management and we think this settlement is perfectly fair to you."

"We have drawn up an affirmative action program that guarantees that women and minorities will get half of all the professional openings in the next five years."

"I don't have time to meet with you girls right now."

"We can't run a department with the kind of absence record you have."

"You wouldn't want that job that's posted. It would keep you late some nights and you'd have to work weekends."

"I remember when you could tell the girls from the boys by their clothes."

"For heaven's sake, don't bring that up at the union meeting, they'll laugh at you."

"I remember when you used to be a nice lady."

What it means

It was easier to balance the budget when I could pay the women less than the men.

The president's sister is on the board of trustees, too, and she always agrees with the president.

We are going to have one opening in the next five years.

You are all 50 years old, but I think that mentally you are children.

Negotiations begin in three weeks.

The overtime is good, and a man should have that job.

It was more fun when all women wore skirts.

As long as you don't speak up, we can continue to run this place the way we want.

That was before it was your job to tell me what to do.

Betsy Wade is a TNG vice president from New York. This appeared in 1199 News, publication of the National Union of Hospital and Health Care Employees.



Plain Dealer photo by Richard J. Misch, Cleveland Guild

Wynne's a winner

William A. Wynne, longtime member of the Cleveland Guild and a veteran photographer on the Plain Dealer, examines medal he received when he was selected as one of 17 most distinguished citizens in history of Parma, Ohio. The 100,000-population suburb is 10 miles from Cleveland. Wynne was cited for his contributions to photojournalism and the community. Among his other prizes is an honorable mention in the Guild's Heywood Brown Awards in 1973 for an expose of brutal treatment of mental patients.

Chicago key tops boosted to \$428

(Continued from Page 1)

and improves provisions dealing with automation.

The reporters' top minimum is raised \$28 retroactive to June 1, and another \$22.34, to \$428.47, next June 1. Minimum for beginning reporters is raised a total of \$34.36, to \$285 a week, with \$19.50 retroactive to June 1.

Copyreaders, rewrite, makeup and assistant picture editors top minimums go up \$51.95, to \$443.10, with \$28.85 retroactive.

Flat minimums for assistant city and telegraph editors, columnists and critics are up \$55.14, to \$474.22.

Among other classifications' top minimums:

Clerk, stenographer, receptionist, head copy clerk—Up \$18.09, to \$193.59, with \$8 retroactive.

Copy clerk—Up \$14.91, to \$162.47, with \$6.44 retroactive.

Editorial assistant—Up \$31.07, to \$260.28, with \$17.50 retroactive.

Library classifier—Up \$33.06, to \$278.36.

Library assistant and secretary—Up \$30.87, to \$256.55.

Reference librarian—A new classification, an initial top of \$320, going to \$336 next June 1.

The employer's payment toward the health and welfare plan rises \$4.50 a week, to \$19, for

family premiums and \$1.50 a week, to \$6.25, for individual premiums. A provision for individuals to transfer health and welfare coverage to a health maintenance organization also is added.

Maternity leave is increased by four months, to a year.

A Guild-management committee is established to deal with introduction of new equipment. It is composed of two representatives of each party and will deal regularly with, among other things, the employer's intent to introduce new equipment, treatment of employees displaced by such equipment, retraining, and resolution of physical problems, including radiation and eye-strain.

An employee displaced as a result of new equipment will be placed in another position as comparable as practical and will be given adequate training at employer cost and on company time.

Pension parity is established for retiring Daily News employees with Sun-Times employees by crediting Daily News employees' years of services before 1961. The improvement adds as much as \$1,000 a year to pension benefits for Daily News employees with service before 1961.

An additional pension improvement adds about \$1,100 to annual pension benefits available to Guild-covered employees of both the Sun-Times and Daily News, making the total pension improvement bargained for some Daily News employees as much as \$2,100.

Mileage allowance for required auto use is up \$1 a day, to \$10, or one cent a mile, to 16 cents, whichever is greater. Insurance allowance for required auto users rises \$100 a year, to \$300.

The employer will pay \$75 a year toward insurance for personal photo equipment used on the job.

The settlement also adds an eighth holiday to the contract, each employee's birthday, or another day agreed to by each employee, and boosts the vacation bonus for employees with 25 years' service by \$75, to \$225 a year.



Stockton activist retires

Elizabeth Chapman McKnight, a Guild member for 33 years, cuts cake at retirement party at the Stockton Record, where she was a reporter and columnist. She will continue her column on a freelance basis. McKnight joined the old Stockton Guild in 1943 and served as its president in the early 1950s. She also was president of the old California-Nevada District Council and was chairperson of the Conference of Councils at an international convention. In a letter to McKnight, TNG President Charles A. Perlik, Jr., said that "without members such as yourself, this union would not be what it is today."

IT



Photo told the 'real' story of Post win, Weir charges

CLEVELAND, OHIO

Editor:

Bob Dudnick's tedious, slanted and silly Guild-Washington Post "victory" piece [GR, Aug. 13] notwithstanding, the real Guild-

SEEMS TO US

Post story was told in Bill Brown's front page "Faces (and book jacket) . . ." photo in the same issue.

Jimmy Breslin's presence at the vote counting—albeit in book jacket form—seemed most appropriate and wholly in keeping with the Guild Administration's role in the Post strike and its aftermath. Time was when Breslin, Guild picket line crosser and fink of yesteryear, and everything about him was anathema to the Guild. But all that has changed.

Now, apparently, Breslin and his ilk are "Good Guys" who have "Finally Won." Harrumph.

JACK WEIR
Executive Secretary
Cleveland Guild

Editor's note: Present and former officers of the New York Guild, including the chairperson of its unit at the old Herald-Tribune where Breslin worked, report that while they and the local had many disagreements with Breslin, and he with them, Breslin never worked behind a Guild picket line.

Cement Workers' editor is surprised at reference

CHICAGO, ILL.

Editor:

When the Wall Street Journal reported CLGW's fight for the health and safety of 17,000 cement-manufacturing workers because of a switch in coverage from OSHA to MESA, they called us "a tiny union."

Thus, it was a surprise to see

Post renews move to cut unit by 140

Washington—The Washington Post again has filed a unit clarification petition with the National Labor Relations Board to exclude 140 persons from the Guild's newly certified bargaining unit.

On the same day it filed the petition—Aug. 17—the Post also told the Washington-Baltimore Guild that it would no longer honor dues checkoffs submitted for new employees or from those who were restoring withdrawn checkoff authorizations.

The Post's unit clarification petition is similar to one it filed 16 months ago. That petition was dismissed by the NLRB as untimely.

During hearings on the recent representation election at the paper, the Post requested the NLRB to remove the 140 from the bargaining unit on grounds they were supervisory or management personnel.

But the Post abruptly withdrew its request during the hearings, saying it would reinstate it after the election between the Washington-Baltimore Guild and the unaffiliated Washington Newspaper Union. The Guild won the election by 445 to 315, with 28 for no union.

In a letter to the local, the Post said it would not honor checkoff authorizations because, it claimed, there is no contract in effect and, therefore, no contractual obligation for it to comply with check-off authorizations.

The contract expired March 31. The Guild maintains that its provisions remain in effect.

Fresno Four may get new hearing

San Francisco—The California Supreme Court will decide Sept. 2 if it will hold a hearing on whether four Fresno Bee journalists must go to jail for refusing to reveal their sources.

Earlier, the high court had stayed execution of sentence on the same day the four were to have begun their jail terms.

The four are Central California Guild members Joe Rosato and William K. Patterson, reporters, and Bee managing editor George F. Gruner and former city editor, now ombudsman, James H. Bort, Jr.

At issue is from whom they obtained information on grand jury testimony about municipal corruption and if they must reveal the source.

Each has told the Fresno County Superior Court that he would refuse now and in the future to reveal the source. Their attorneys, who are asking for an evidentiary hearing, argue that coercive sentences would serve no purpose because they would not make the four talk.

Minneapolis pact . . .

(Continued from Page 1)

ployes in Guild jurisdiction join the Guild. The new contract removes that exemption.

The old contract had been silent on criteria to be applied in deciding on economic dismissals.

It had forbidden employees to work for radio and television stations in the area without specific

permission, on grounds they were "in competition" with the papers.

In agreeing to remove the bar, a Guild representative said, the company "apparently finally recognized what we have maintained for years—that there is a promotional value for the papers in having their employees on the air."

Hospitalization and medical insurance provided under the contract is improved and options for three health maintenance organizations are added.

The settlement also assigns responsibility for dealing with any problems that arise from automation to the contract's Worker Participation Committees. The company also pledged that no one will lose his or her job because of inability to operate any new equipment that may be introduced.

Mileage rates are increased a cent, to 16 for the first 100 miles a week and 13 cents thereafter, while the weekly minimum guarantee is raised a dollar, to \$16.

Local took aim at the board room

Minneapolis—The Twin Cities Guild proposed that it be given seats on the Minneapolis Star and Tribune Co.'s board of directors during the contract bargaining it completed Aug. 14.

It happened during discussion of the Guild's proposal that it participate in administration of the pension plan covering its members.

The company said the pension's administrative committee was being eliminated and its responsibilities placed in the hands of the company's board of directors.

Guild bargainers pondered that briefly, then formally proposed that Guild representatives be named to the board.

"Wherever the decisions are made, that's where we want to be," Guild bargainers said.

The settlement provides for a joint Guild-management committee to administer the pension plan.

in the report on TNG's convention [July 16] that things look different to the GR.

Michael Dresser of Washington-Baltimore praised the Cement, Lime, and Gypsum Workers magazine as one of the "good" labor papers. As managing editor and sole staff, I appreciate that.

I also think the GR is a good union paper.

Union publications, because of the political nature of unions, have their problems. Those of us who work on them, who believe in unions and union papers, generally do the very best we can. That is certainly true of all the many GR staffers and ex-staffers I've known.

However, there is a fallacy in your indication that a union is necessarily in better shape for having 36,600 members in 312 locals than one with 33,000 members in 83 locals. It takes a lot of time, money, and effort to service all those small locals out in the hills. CLGW does it, and well, but it ain't easy.

PAT STRANDT
At-large
Chicago Guild

College revives N.Y. Guild's 'Living Newspapers'

Fairfax, Va.—The "Living Newspapers," a theater project sponsored by the New York Guild in the 1930s to dramatize social concerns, was revived this summer by a Virginia college troupe.

A medley of highlights from the Federal Theater Project productions was presented throughout Northern Virginia after being dug out of the Library of Congress archives. Maintaining the tradition of the original project, it was shown without admission charge by performers from George Mason University.

The "Living Newspapers," including the celebrated "One Third of a Nation," were produced by the late Morris Watson, who served on the early Guild's National Executive Board, after his dismissal from the Associated Press in a case that made newspaper history. The dismissal's reversal was upheld by the Supreme Court in a decision that held newspapers are not exempt from the National Labor Relations Act.

The plays dramatized such social issues of the '30s as housing, unemployment, energy and health care. The Federal Theater Project, an arm of the New Deal WPA, produced them to give em-



HEARST'S ON THE FLOOR, BUT WINS OVER GUILD, IN '30s 'LIVING NEWSPAPER' REVIVAL
New York Guild's theater project returned to stage by Virginia college troupe

ployment to performers and stagehands and free theater to tens of thousands during the Depression.

When the Theater Project closed down in 1939, the "Living Newspapers" scripts, set and costume designs and research ma-

terials were put in storage by the Library of Congress. They remained there until 1974, when they were turned over on perma-

nent loan to the Research Center for the Federal Theater Project at George Mason, located in the Washington suburb of Fairfax.

They were pulled out of mothballs this summer with the aid of a grant from the Virginia Endowment for the Humanities.

The performances were followed by a discussion of the "Living Newspapers" series and the extent to which the concerns it dramatized still exist today. Discussion leaders included Dale E. Larson, former assistant editor of the Guild Reporter, now on the AFL-CIO public-relations staff.

Among the scenes revived is one in which a landmark Guild case, Hearst's ouster of Dean S. Jennings for Guild activity in San Francisco, was dramatized in the form of a boxing match between Hearst and the Guild in which Hearst is knocked out four times and then declared the winner.

The "referee" in the original is revealed at the end as President Franklin D. Roosevelt, a fine point that is skipped in the current revival. Roosevelt reversed the National Labor Relations Board's reinstatement of Jennings by stripping the board of authority to act on newspaper cases.

Times is pedaled to distraction—says 'park the bike'

(Pacific Northwest Guild 'Bulletin')

Seattle—Burger, Udall, Gorton and Richen have one thing in common: They have ridden, or now and then continue to ride, bicycles to and from their work.

William Aiken wanted to ride a bike, too.

Aiken is one of three employees in Seattle Times outside retail sales who does not get a gasoline-

mileage allowance . . . because, the Times reasons, their sales territory is downtown Seattle, where's its more trouble and more costly to drive, park and repark a car than it is to walk or take a bus. The paper has always picked up the tab for the latter.

Aiken, however, reasoned that it was even less of a hassle to drive and park a bicycle on his sales rounds.

He had read in innumerable

news stores the Times had carried since the '74 gas crisis of how quiet, nonpolluting, healthy, efficient and inexpensive cycling was; of how 16 bikes could be parked in the space required by one car.

Aiken had seen the enthusiastic endorsement of Seattle "Bicycle Sundays" in Times columns week after summer week. Further, he had read an article or three by a Times associate editor extolling

the virtues of riding a bicycle to and from work. Aiken had even heard of an occasional reporter pedaling to an assignment.

Aiken felt on safe ground with such an understanding employer. Not only that, he would be saving the Big E [employer] bus reimbursement.

Hold on, said the Times, figuratively stepping in front of Aiken's handlebars, you can't do this.

Why? asked Aiken.

Yes, why? echoed the Guild in grieving the issue.

Because, replied the Times to both, "we think riding a bicycle in your job is not in good taste . . . it is embarrassing to this newspaper, businesswise."

The Pacific Northwest Guild's executive committee has unanimously authorized taking the dispute to arbitration.

TNG opens election-year political-action campaign

(Continued from Page 1)

Ford to establish official secrets legislation. This proposal appears "headed nowhere at the moment," Eisen wrote, since it is stalled in the House Armed Services Committee and hasn't even received a number in the Senate. But another measure, S. 1, which contains punitive sections on the press, needs final burial.

In another development, the House Agriculture Committee approved a bill (H.R. 13613) that

would bar food stamps to strikers.

Perlik in a letter Aug. 23 to all members of the House, pointed out that not only does denial of stamps to strikers serve "no substantial purpose of economy" but it doesn't serve "any reasonable principle of equity."

"Corporation executives, when they choose to undergo a strike or to lock out their employees, do not starve. Their salaries go right on being paid," he noted.

Terror is Semple of holy spirit

Regina, Sask.—Ron Semple, publisher of the Helena, Mont., Independent Record, told a conference of Canadian editors how to get reporters to write about what interests the average person rather than trying to emulate investigative reporters.

"Those that won't do it are being fired" at the Independent Record, he said.

"Terror is a tremendous training mechanism," he said.

Guild life insurance costs to rise 20 cents on Oct. 15

Washington—U.S. locals participating in TNG's insurance plan will pay 20 cents more per \$1,000 of coverage, starting Oct. 15.

TNG Secretary-Treasurer Robert M. Crocker said Canada Life Assurance Co., the carrier, told TNG the new rate will be \$1.22 per \$1,000 per month.

The company paid out \$1,718 more than it took in during the policy year ended Feb. 29. This

brought the cumulative deficit to \$8,302 and the deficit is continuing, Crocker quoted Canada Life as saying in a notice he sent to the two-dozen-plus locals in the insurance plan.

Another reason cited by Canada Life was the advancing average age of participants.

The increase does not apply to Canadian locals. Although the deficit is larger in Canada, the average age declined sharply when the Toronto Guild left the program, and Canada Life expects that the lower premium will overcome the deficit.

The increase is effective Sept. 1, but locals must remit to TNG by Oct. 15, Crocker said.

Hugh Peacock quits post in Toronto

Toronto—Hugh Peacock, executive secretary of the Toronto Guild for the past four years, has resigned to become legislative representative for the Ontario Federation of Labor.

He said his resignation would be effective Oct. 9. Local Representative John Bryant said he would apply for the executive secretary position. The local also is seeking other applicants.

Peacock defeated Jack Dobson for the executive secretary position in a local referendum in May, 1972. Before that, he was in the research departments of the United Auto Workers and the International Woodworkers Union.

Peacock is a former member of the Ontario Legislative Assembly, sitting for the New Democratic Party.

Corrections

Geraldine Oliver of the Philadelphia Guild's Chester Unit was incorrectly identified in cutlines with a picture of the presentation to TNG of a bound volume of the unit's strike paper, The Reporter of Delaware County, in the July 16 Guild Reporter. Oliver, now unit chairperson, travelled from Chester to TNG's Washington Convention just to

make the presentation.

The \$81.50-a-week increase in top minimum for traveling circulation representatives in the Columbus Guild's new three-year contract at the Dispatch takes that minimum to \$325.42 a week. Transposed numerals in the July 16 Guild Reporter resulted in its being reported erroneously.

Executive Secretary

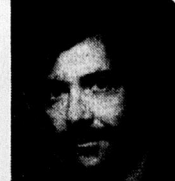
Toronto Newspaper Guild invites applications for the position of Executive Secretary, a full-time, salaried position on the staff of the Local. The officer is chief negotiator in contract bargaining and is responsible to the Executive Committee for the organizing, education and administrative programs of the Local. He or she is assisted by a staff comprising a Local Representative and three secretaries.

Toronto Newspaper Guild represents approximately 1,800 employees of the Toronto Star, the Globe & Mail, the Brantford Expositor, the Oshawa Times and the Daily Racing Form. It is a Local of The Newspaper Guild headquartered in Washington, D.C., and an affiliate of the Ontario Federation of Labour and the Canadian Labour Congress.

Applicants should send resumes and salary proposals to:

**The Secretary
Toronto Newspaper Guild
37 King Street East, Suite 29
Toronto, Canada**

**HELP
ELECT**



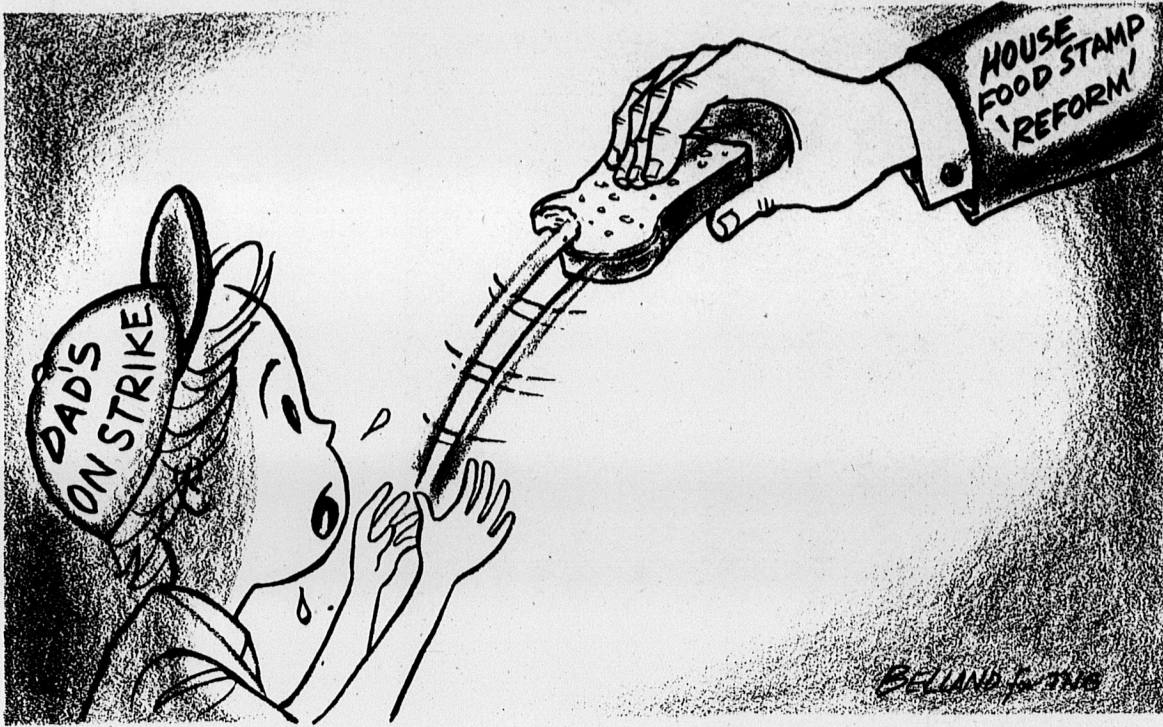
Gerald

SCHULTZ
Region IV—VP

Let Schultz Put the "You" into Your Union

- WDC 1st VP
- Local Pres. 4 yrs.
- Guild Officer 7 yrs.

'Let them eat . . .?'



DATELINE: OTTAWA

Why Canadian government fears labor's general strike plan

By HUGH WINSOR, Toronto Guild



FOR REASONS THAT have not been fully explained, the Canadian government appears very worried about the national day of protest being planned by the Canadian Labour Congress for Oct. 14, the anniversary of the imposition of wage and price controls.

Ironically, it is this very concern that gives the day of protest, or general strike, however you choose to call it, a small quiver of viability. The confusion and skepticism surrounding the plan within the labor movement would probably have been sufficient, left to its own devices, to have rendered the big demonstration a fiasco.

But then an inept federal labor minister, John Munro, weighed in, warning labor that the protest could involve legal actions that will aggravate existing labor-management problems.

That warning, coming from the minister who endorsed the original controls package which virtually wiped out collective bargaining, was tantamount to waving a flag in front of a normally docile bull. When the Canadian Manufacturers Association also recommended its members sue for damages caused by illegal work stoppages, the cause was joined.

AS ONE LABOR spokesman put it, "John Munro is the best organizer we've got."

The government's concern should not be based on fear of the general political consequences of such a protest.

The public at large has not

(AFL-CIO News Service)
Ottawa—The Canadian Labour Congress will hold a "national day of protest" against federal wage controls on Oct. 14—exactly one year after the controls went into effect.

CLC President Joe Morris announced the action following an Aug. 12 meeting at which heads of unions representing 80 percent of the CLC's affiliated membership unanimously endorsed plans for a day of work stoppages and demonstrations across the country.

Morris said he hopes every member of the 110 CLC-affiliated unions will take part, but he would regard the protest a success if a majority of them did.

shared the bitterness of CLC President Joe Morris and his fellow labor mandarins toward the controls program. Moreover, the CLC's bid for more political power through its protest and its demand for the establishment of a tripartite body of labor, business and government to plan the decontrols policy has not enhanced big labor's general standing.

What then explains the government's concern?

Is it afraid that any demonstration of militancy could act as a catalyst for more unrest? Certainly, labor's opposition to the controls policy is not new and no labor leader in his fondest dreams believes that the Oct. 14 protest will actually force the government to end the controls, especially when the Consumer Price Index has been steadily dropping during the controls period (albeit for other reasons).

The best explanation I can abstract from the situation is a double-headed one. Government planners may believe that a significant showing on Oct. 14—

if the subways in Toronto don't run and the assembly lines in Oshawa are stilled—will give credibility to the CLC's demand for a bigger say in planning the decontrols period.

THE SECOND FEAR may be that a continuing confrontation with organized labor will interfere with a major thrust in the Liberals' political program for the fall. The government of Pierre Trudeau is definitely in a popularity trough at the moment and needs to come up with some convincing program aimed at improving its popularity before the general election in 1978.

At a time when many of Canada's wage rates are higher than equivalent wages in the same industries in the United States, although Canadian productivity remains lower, the government's new program was to include proposals for better labor-management relations. Such proposals will have little credibility if they come at a time of full-fledged confrontation.

The result is confusion and uncertainty all round. What really is at issue is the differing interpretations of what is meant by consultation held by the CLC on one hand and the government on the other.

The government sees consultations as a way of convincing the labor leadership to endorse economic policies it thinks are best for the country. Labor is seeking effective leverage on policy making at the national level—something that cannot be conceded or gained without major changes in the existing parliamentary system. Thus the impasse.

Editorial

Hunger and the Congress

As TNG President Charles A. Perlik, Jr., said in an Aug. 23 letter to all 435 members of the House of Representatives:

"Hunger . . . is the last thing that should become a legislative football.

"That, incredibly, is exactly what it became, however, when it was kicked onto the field by a last-minute amendment to the food-stamp reform bill (H.R. 13613) in the House Agriculture Committee. The amendment would deprive the families of strikers of food for the duration of any labor dispute.

"The economic bias behind such action is manifest. It serves no substantial purpose of economy; the committee's own study showed that only 6,000 of 19.6 million people receiving food stamps in a typical month were strikers.

"Neither does it serve any reasonable principle of equity. Corporation executives, when they choose to undergo a strike or to lock-out their employees, do not starve. Their salaries go right on being paid.

"Continued eligibility of strikers for food stamps would hardly make striking an attractive pastime. Workers would continue to suffer all the other economic hardship that a sudden cutoff of income brings. The only factor mitigated in the equation would be hunger, for them and for their families.

"I can't believe that members of Congress in the most prosperous country in the world would want to put the starvation factor back in that equation."

Except, perhaps, any members who have adopted as their political motto the words of Marie Antoinette in the face of the French Revolution: Let them eat cake!

Amendment 1(a)?

CBS news correspondent Daniel Schorr has suggested that it may be time for an "unofficial First Amendment" to protect reporters who run afoul of their corporate employers for publicly criticizing them and/or for taking elsewhere stories those employers decide not to publish.

Schorr, suspended since leaking a secret House Intelligence Committee report to the Village Voice in February, advanced the idea before the Individual Rights and Responsibilities Section of the American Bar Assn.

It "has happened," he said, that a reporter "who takes elsewhere a story that his editor has decided—perhaps for valid reasons—not to print may be severely disciplined, or even fired."

He said there seems to be among news executives "and some other news establishment figures . . . an almost visceral reaction when a member of the team goes outside normal channels by individual decision."

"When did freedom of the press evolve into a franchise to be exercised through large press enterprises?" Schorr asked.

The First Amendment is "every journalist's and every American's individual right and . . . responsibility," he pointed out.

"Perhaps," he suggested, "it is time for an unofficial First Amendment that says no enterprise shall make rules abridging individual freedoms of speech and press."

The lawyers applauded him. So do we.

The Guild Reporter

JAMES M. CESNIK
Editor

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