Initial pact won at Canadian Press, reporter top minimum to reach $401

Ottawa—Capping a 19½-month effort, the Canadian Wire Service Guild has won an initial contract for 275 employes of Canadian Press, the national, co-operative news agency.

Agreement came at 6:30 a.m. Nov. 10 after a bargaining session that lasted 20 hours.

The three-year agreement provides for an $85.75-a-week increase in the reporter top minimum, to $401.75, effective Jan. 1, 1978.

It also settles a vital issue on which bargaining had been deadlocked for months—union security. Those who join the Guild must remain members in good standing for the duration of their employment.

The Guild applied to the Canada Labour Relations Board on March 27, 1975, for certification as bargaining agent for employes in the CP's news and business departments as well as employes at the wire service's Broadcast News operation.

First Saskatoon pact yields $274 at reporter top ..... Page 3

A series of delays, unfair labor practice charges and hearings ensued. The Guild was finally certified on Sept. 17, 1975. Bargaining began in December.

But CP, which had defeated a Guild organizing campaign in 1950, appeared determined to do so again and bargaining dragged on for months, Guild leaders said.

Guild members at CP began a series of rotating strikes for various lengths of time at various bureaus on July 27.

A number of Guild locals invoked

(Continued on Page 6)

The GUILD REPORTER

OFFICIAL PUBLICATION OF THE NEWSPAPER GUILD (AFL-CIO, CLC)

Vol. XLIII, No. 20 **Washington, D.C.** **November 12, 1976**

IEB sets up international pension plan

Washington—An international, portable industrial pension plan for Guild members has been set up by TNG's International Executive Board.

An Agreement and Declaration of Trust establishing The Newspaper Guild International Pension Plan, approved by the IEB at its fall meeting here Oct. 18-21, takes effect Jan. 1.

An equal number of Guild and employer trustees will administer the plan. TNG's initial trustees are TNG President Charles A. Perlik, Jr., and Secretary-Treasurer Robert M. Crocker.

Employer trustees will be selected from among those which become signatory to the plan.

What the IEB approved was the declaration of trust establishing the plan, not a schedule of benefits. That will be set up by the trustees. The trust declaration outlines the functioning of the plan and establishes its regulations.

It was approved contingent upon review by a Canadian pension attorney. If any provisions are not in line with Canadian law, the IEB will make the necessary adjustments.

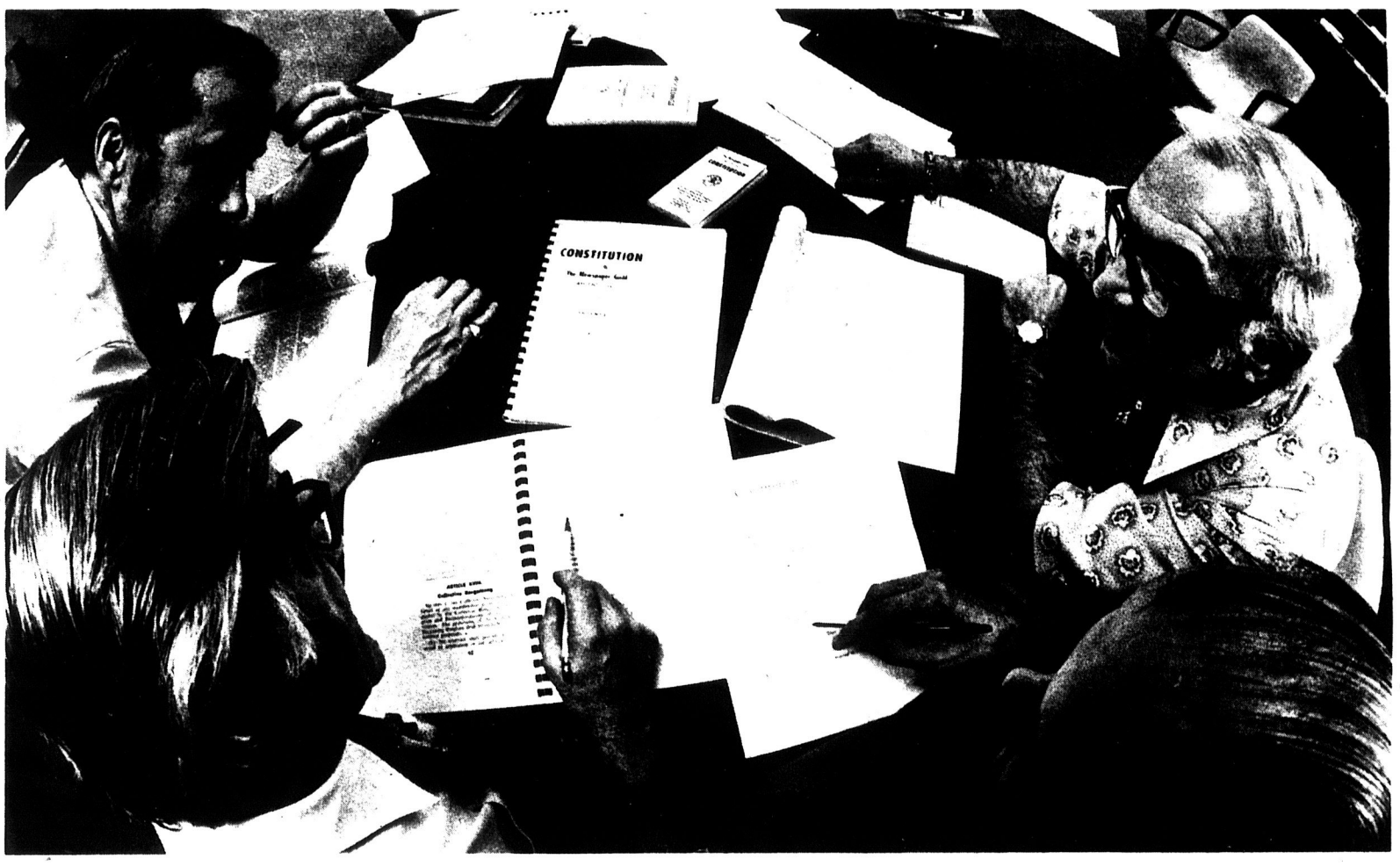
Establishment of a portable, international pension plan was called for by TNG's 1976 Washington Convention upon recommendation of the IEB.

To join the plan, Guild locals and the employers with which they bargain must agree to do so in their contracts. The employers would pay into the plan those amounts specified by the contracts.

Portability is achieved if a Guild-covered employe moves from one plan-covered employer to another. There would, however, be no portability if the employe moved from a covered employer to one who is not, even though the latter employer might be party to another Guild-bargained pension plan.

The number of trustees may be increased to a maximum of six for the Guild and six for the employers. Although the trust agree-

(Continued on Page 6)



Guild, ITU constitutions through the 'fish eye'

TNG-International Typographical Union unity task force's launching of detailed study and comparison of the unions' constitutions, programs, policies and procedures in bargaining during a meeting at TNG headquarters Nov. 8 as seen through a camera's "fish-eye" lens. The study is being done with a view toward codifying and meshing where possible and may result in recommendations for constitutional changes at the unions' 1977 conventions. On the table, enlarged copies of the ITU and TNG constitutions. Around them from left: Allan J. Heritage, ITU third vice president; J. William Blatz, TNG field operations director; Robert Wartinger, assistant to the ITU president, and Charles Dale, TNG international representative. (Speed steps to merger, Western Canadians say, Page 5.)

Guild honors ITU Thomson strike

Canton, Ohio—Six Thomson-chain newspapers in Ohio and West Virginia—five of them part of the old Brush-Moore chain—have been struck by locals of the International Typographical Union and Guild members are honoring the picket lines here and in Steubenville, Ohio, the only two employing Guild members.

Ottawa Journal locks out Guild, four others ..... Page 5

The strikes began Nov. 1 at the Canton Repository, Steubenville Herald-Star, Marion Star, East Liverpool Review, Portsmouth Times in Ohio, and the Times and West Virginian in Fairmont, W.Va.

The Cleveland Guild has a 115-member unit at the Repository here and 114 of them are respecting the printers' picket line. About 110 persons in Guild jurisdiction (which includes drivers and mailers) have been waiting about 15 months for a representation election sought by the Guild in Steubenville; all but about 20 are respecting the printers' line.

The Fairmont papers were reported by Editor & Publisher as being closed, but a representative of the Times and West Virginian said the papers were being published "on some days" and that "most" subscribers were getting them by mail. "A lot of the stores aren't carrying our papers," she admitted.

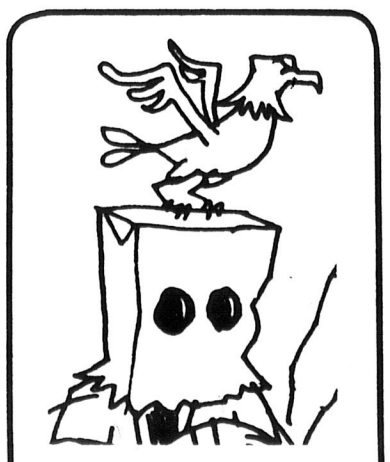
Jim White, an ITU international representative, said job security is the issue at all six papers.

A "front-end" electronic system will be introduced at the Canton paper in the near future. The smaller papers all have gone to tape-generated cold type, and the ITU locals there want to bargain job protection language before they, too, go electronic, White indicated.

Associated Press reported that Thomson is demanding elimination of all job security language from the printers' contracts at the six papers.

The Canton Repository, which has a normal circulation of approximately 70,000, could only print 250 copies on Nov. 1 and since then has been able to produce about half its normal run.

(Continued on Page 6)



See Page 5

Monterey's Burton hired as third special organizer

Washington—Alice L. Burton, vice-chairperson of the San José Guild's unit at the Monterey Peninsula Herald, has been appointed a temporary international representative under TNG's special organizing program.

Burton will join the staff on Nov. 15 and initially will spend some time at TNG headquarters here. She also will attend the AFL-CIO's George Meany Labor Studies Center in nearby Silver Spring, Md.

Her appointment fills the third of four new temporary field staff positions authorized by passage by the Washington Convention this summer of two special assessments to continue the organizing effort for another two years.

(Continued on Page 6)

IEB okays two mergers with N.Y.

Washington—Mergers of the 56-member Connecticut (Waterbury) Guild and the 236-member North Jersey Guild into the 6,555-member New York Guild have been approved by the International Executive Board.

The IEB acted after North Jersey members approved the merger, 106 to 39, in a referendum on Sept. 27-28, and Connecticut members approved, 40 to 5, in a referendum on Oct. 19.

New York's executive committee and representative assembly also have approved the mergers.

George B. Dawson, first vice president of the North Jersey Guild, appeared before the IEB's constitution committee and opposed the North Jersey merger, arguing instead for a subsidized servicing program in the jurisdictions of the North Jersey, Hudson County and Lehigh Valley Guilds.

But the committee said the locals had expressed no interest in such an arrangement.

The Connecticut Guild represented editorial employes at the Waterbury Republican and American. The North Jersey local represented employes at the Elizabeth Journal, Woodbridge News-Tribune, New Brunswick Home News, Alco-Gravure in Hoboken, and the Dover Daily Advance.

In an associated action, the IEB appointed Vice Presidents Harry Culver of Wire Service and Jim Robinson of Toronto to study the mergers' effects on the definition of two of the six regions established by TNG's Constitution for the election of regional TNG vice presidents.

One of the two regions—Region 5—as defined in the constitution is composed of the New York boroughs of Bronx, Manhattan, Queens, Brooklyn, Richmond and Westchester, Nassau and Suffolk counties, in effect the New York local before the mergers.

The North Jersey and Connecticut locals, meanwhile, were in Region 1 as currently defined, along with other locals in New Jersey, Pennsylvania, Maine, New Hampshire, Massachusetts, Rhode Island, Delaware, and the rest of New York State.

In January editorial employes of the New Haven, Conn., Journal Courier and Register voted for representation by the New York Guild as well. And the New York local has represented advertising, circulation, business, editorial and wire-room employes of the Daily Racing Form in Hightstown, N.J., since 1973.

Culver and Robinson are to report the results of their study to the IEB at its meeting in January and recommend any action deemed necessary.

Photo by Richard T. Koles, New York Guild

'. . . for untiring efforts . . .'

Donald W. Rosselet, administrative officer of the North Jersey Guild, at right, receives a plaque for his service to the local from Elias Holtzman, local president, during the local executive committee's final meeting. The local membership in September voted to merge with the New York Guild and TNG's International Executive Board approved the action at its October session.

IEB donates $1,000 to farm union

Washington—A $1,000 contribution to the embattled United Farm Workers of America was authorized by TNG's International Executive Board during its fall meeting.

The IEB also authorized contributions of $50 to the Martin Luther King, Jr. Center for Social Change in Atlanta, $500 to ERAmerica, which campaigns for the Equal Rights Amendment, and $50 to the United Negro College Fund Sponsors Committee.

Acting on a report of its human rights committee, the IEB also called for discussions of the 1976 Convention directive that TNG "explore ways of dealing with economic dismissals in a fair and equitable manner that would avoid deterioration of gains that have been achieved for women and minorities."

TNG, the board decided, should invite contributions to the discussions from members at seminars and/or forums organized by TNG staff and held in conjunction with district council meetings during the coming year.

The board called upon TNG to write to all district council presidents urging that the issue be placed on council agendas and inviting suggestions on how to deal with the question.

Protests of British and American theatrical trade unions against the arrest of two prominent South African actors were supported by the IEB.

The two—John Kani and Winston Ntshona, stars of "Sizwe Banzi Is Dead" and "The Island"—were arrested in the Transkei, an area to which South Africa has granted nominal independence.

Kani and Ntshona also were forbidden to assemble publicly with more than five persons, which prevented them from practicing their profession, the IEB noted.

They were released shortly after the IEB passed its resolution. The actors were confined for 15 days "in dark, narrow and wet cells, sleeping on straw mats on the cement floor, eating gruel and being allowed out into the air for no more than five to 10 minutes a day, if at all," Henry Kamm wrote in the New York Times of Oct. 28.

They had been arrested for performing "Sizwe Banzi Is Dead" in Butterworth, the Transkei.

$500 given Bolles death probe

Washington—TNG's International Executive Board has approved a $500 contribution to the group of reporters investigating the murder of reporter Don Bolles in Phoenix and will consider a further contribution at its January meeting.

"Reporters from 20 newspapers—including eight Guild papers—are involved in this unique team effort, which reportedly has already uncovered information of major importance," the IEB said.

Investigating Reporters & Editors (IRE) is co-ordinating the inquiry into allegations of high-level corruption in Arizona and has asked for funds to continue its activities.

The IEB also contributed another $2,500 to the Reporters Committee for Freedom of the Press, a group which serves as a watchdog on reporters' First Amendment rights.

Bolles, an investigative reporter for the Arizona Republic in Phoenix, was murdered earlier this year and the out-of-state reporters are trying to discover if there is a link between Bolles's murder and corruption he uncovered.

A TNG Convention suggestion that the Guild establish a writing award in Bolles's memory was not taken up because, the IEB said, "Investigative Reporters & Editors is establishing such an award and a Guild award would inevitably compete with, and diminish, the Broun Award."

TNG's annual Heywood Broun Award, named for the Guild's founding president, has most often been won by reporters who wrote investigative stories.

The IEB noted that IRE needs at least $43,000 to finance its efforts and that only $20,000 has been raised or pledged so far.

"There can be no more suitable memorial to Bolles than this effort to complete and extend the investigative effort that led to his death," the IEB said.

It urged Guild locals to join TNG in making a contribution to IRE. A letter outlining details was sent to locals from TNG headquarters on Oct. 22 and at least one local had responded by Nov. 8: the St. Louis Guild, which contributed $100.

And the Western District Council, at its Oct. 23-24 meeting, also called upon its member locals to make contributions to IRE.

Local or individual contributions should be sent to Harley Bierce, executive secretary, Investigative Reporters & Editors, 307 N. Pennsylvania St., Indianapolis, Ind. 46206.

In Phoenix, meanwhile, a mistrial was declared in the case of John Adamson, who was charged with the car-bombing murder of Bolles.

The judge cited prejudicial publicity in his mistrial declaration because of the prosecutor's statements that more arrests were near.

Gov. Raul Castro dismissed Maricopa County Atty. Donald Harris from the case and placed it under control of State Atty. Gen. Bruce Babbitt.

A new trial was scheduled for no later than Dec. 20.

The IEB's contribution to the Reporters Committee followed a $2,500 contribution made a year earlier and another $2,500 in May, 1974.

Efforts to raise a two-million-dollar endowment fund for the committee have fallen through "and the committee is urgently in need of continued support from media organizations if it is to continue its good works," the IEB said.

"The Reporters Committee is unique in the service it performs to newspapers and newspersons embroiled in legal battles against press restrictions and attempts to curb the free flow of information," the IEB said.

TNG reaches half of COPE quota

Washington—TNG has reached half its AFL-CIO COPE quota as a result of a contribution by the International Executive Board at its fall meeting here.

Added to a previous total of $2,780 was an appropriation of $520 to COPE's voter education and registration fund, bringing the grand total to $3,300.

The previous total was the product of an earlier IEB appropriation, donations from three individuals, a floor collection at the Washington Convention, and a contribution by the Unity Committee in last year's TNG election of its unused campaign funds.

A $40 contribution from International Vice President Harry Culver of the Wire Service Guild on Nov. 8 brought the total to $3,340.

Locals were urged to turn their attention quickly to raising the other $3,260.

Mid-Atlantic, Empire councils ask merger

Union, N.J.—Delegates to a joint meeting of the Mid-Atlantic and Empire State District Councils here Oct. 30-31 voted to ask TNG's International Executive Board to approve merger of the two organizations.

The councils asked TNG Vice Presidents Eugene B. Jones of Philadelphia and Betsy Wade of New York to present the request to the IEB on their behalf.

The officers of the Mid-Atlantic Council would head the new body until new elections are held and the Empire State Council's treasury transferred into that of the MADC.

In an effort to minimize travel by member-locals' delegates to quarterly meetings, the merged organization would hold its spring and fall meetings in New York City, its summer meeting would be rotated among small locals and its winter meeting would be held in Philadelphia, said MADC President Francis J. Fanucci of Harrisburg.

The merged organization also would operate under the by-laws and dues structure of the Mid-Atlantic Council.

In other action, the two councils also:

✓ Endorsed the proposed definitive, controlled study of short- and long-range effects of video display terminals on users' vision being sought by TNG (GR, Oct. 22).

✓ Commended Sid Benjamin of Scranton for 20 years of service to the MADC as a delegate and officer. It was the last council meeting as a delegate for Benjamin, who will soon retire from the Scranton Times.

✓ Urged that the ITU-TNG unity task force seek to improve the relationship between the Guild and craft unions in New Brunswick, N.J., holding that co-operation was less than maximum during a recent bargaining crisis there.

✓ Heard Steve Magler, executive secretary of the New Jersey American Civil Liberties Union, outline reporters' rights in such areas as source protection and access to public records.

The two councils will again meet jointly in February, in Philadelphia.

Correction

South San Francisco—The San Francisco-Oakland Guild has petitioned the NLRB for certification as bargaining agent for about 30 advertising, business and editorial employes of the South San Francisco weeklies group. The unit was incorrectly described in the Oct. 22 Guild Reporter.

Guild-wide effort to update GR lists

Washington—A Guild-wide effort will be made to update the Guild Reporter's mailing lists, the International Executive Board decided at its fall meeting here.

The IEB approved a report of its Guild Reporter Committee, chaired by Vice President Roger Stonebanks of Victoria, calling on TNG to supply each local with its portion of the GR mailing list.

When the local sends a corrected list back to TNG, the updated material will be entered on TNG's computers.

The committee noted that the process was used successfully by TNG and the Victoria Guild.

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

Monterey's Great Pumpkin returns

Halloween in Monterey, Calif., can only mean another installment of the annual celebration marking the Great Pumpkin Revolution of Oct. 31, 1973, when Peninsula Herald employes voted for representation by the San Jose Guild. The party was attended by almost as many members of Monterey Typographical Union as Guild members. Featured was a skit in which management was depicted as attempting to thwart the Guild by running General Manager "R. B. Grufford" for local president. From left are Sandy Chambliss, Frank Ramos of the Typographical Union, Everett Messick, Louis Hidas and Alex Hulanicki. And to the right is the symbol of it all—the Monterey Unit's "Great Pumpkin," 1976 edition, with TNG spelled out in its teeth. The Great Pumpkin will make its next appearance at 1977's fourth annual party—on the day the current contract expires.

1st Saskatoon pact yields $274 at top

Saskatoon, Sask.—General increases of eight percent the first year and at least six percent the second have been bargained in an initial Saskatoon Guild contract for editorial department employes of the Star-Phoenix.

The two-year contract also sets a reporter top minimum of $274.75 a week effective Jan. 1, 1977.

The contract also provides a modified Guild shop and guarantees continuation of periodic meetings with management to discuss the paper's editorial content. The meetings were initiated while the contract was being bargained.

If the "basic protection factor" under federal wage-control regulations is increased to more than six percent next year, the contract's second-year percentage will be increased to match it, said James Duggelby, president of the Saskatoon Guild.

The maximum allowable increase is eight percent in the anti-inflation program's first year, six percent in its second, and four percent in its third.

But there is some hope that the Anti-Inflation Board will increase the second year ceiling, Duggelby said.

Reporters, photographers and **desk persons'** top minimum is set at $259.20 a week retroactive to Jan. 1, 1976. On Jan. 1, 1977, it will go up another $15.55, to $274.75. The top goes to those with five years' experience.

Editorial writers and **slot persons'** top minimum is set at $280 retroactive to Jan. 1, and will increase $16.80, to $296.80, next Jan. 1. It goes to those with two years' experience.

Clerks' top minimum, reached after 18 months' experience, is set at $155 retroactive to Jan. 1, and increases $9.30, to $164.30, Jan. 1, 1977.

Copy clerks' top minimum, also reached after 18 months, goes to $130 retroactive to Jan. 1, and increases $7.80, to $137.80, next Jan. 1.

The new contract establishes a work week of 37½ hours and a work day of seven and a half hours. Overtime is paid at the time-and-a-half rate for the first three overtime hours and double time for the rest.

Also established is a vacation schedule providing for three weeks after one year's employment, four weeks after 10 years, and five weeks after 25 years.

Nine holidays are provided: New Year's, Victoria, Dominion, Saskatchewan, Labour, Thanksgiving, Remembrance, and Christmas days, plus Good Friday. An employe required to work on a holiday—or a night shift employe required to work on the holiday's eve—will receive double time for the hours worked in addition to holiday pay.

The mileage rate is set at 15 cents.

Full-time employes and dependents will be covered by dental insurance, extended health care insurance, supplementary hospital benefits, short term disability benefits, and life insurance.

A modified Guild shop is established under which employes who were members on Aug. 11, 1975, must maintain their memberships, and those who were hired after that date must become and remain members. Employes not required to become and remain members must pay the equivalent of dues.

Bereavement leave of up to three days with pay is established on the death of a spouse, child, mother, father, brother, sister, father-in-law, or mother-in-law, and one day with pay on the death of a grandparent.

The Saskatoon Guild was certified as bargaining representative of the Star-Phoenix's editorial department employes on July 14, 1975, four months after a petition for the certification was filed with the Saskatchewan Labour Relations Board.

Guild wins round two in Duluth

Duluth, Minn. — A National Labor Relations Board hearing officer has recommended that the Guild be recertified as bargaining agent for advertising, business office, circulation, editorial and maintenance employes of the Knight-Ridder chain's Herald and News-Tribune here.

Louis V. Cimmino did so Nov. 3 after holding that seven challenged ballots in an Aug. 12 representation election were cast by supervisors and should not be counted.

Simultaneously, the board's regional director, Robert J. Wilson, ruled that a pro-Guild ballot upon which the word "editorial" had been written should be counted. The NLRB agent who conducted the election had not counted it because of the mark.

The twin actions, if sustained in the face of an appeal the company said it will make to the full NLRB, will put the final tally in the election 57 for the Guild and 56 for no union.

The papers' management had precipitated the election after the old Lake Superior Guild merged with the Twin Cities Guild Sept. 1, 1975. The Lake Superior local had held contracts with the papers since 1938.

NLRB orders directing the election had allowed seven persons in five jobs to vote challenged ballots on grounds the record was "inconclusive" on whether they were supervisors or not. They were two news editors, two city editors and the editorial-page, "Today's Living" and night sports editors. The company challenged the ballots of all seven on grounds they were supervisors.

Cimmino, pointing to "the entire record" and his "careful observation of the demeanor and manner of the witnesses" at a post-election hearing, found that all seven were supervisors and ineligible to vote.

An objection by the Guild to disallowing the night sports editor's ballot because he had been transferred to a copy editing job a few days before the election was overruled on grounds that he "was not employed as an employe on the payroll eligibility date" for the election. The Guild said it is considering appealing.

In ordering the marked pro-Guild ballot counted, Wilson pointed out that the NLRB invalidates ballots only when they contain extra marks which "inherently" identify the voter and thereby "destroy the secrecy of the voting process."

DAY BOOK

Great Lakes District Council, winter meeting, Feb. 12-13, Toledo.

Western District Council, winter meeting, Feb. 19-20, Great Falls.

Mid-Atlantic and Empire State District Councils, joint winter meeting, Feb. 19-20, Philadelphia.

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, Ilikai Hotel, Honolulu.

San Jose scores victory at suburban weekly chain

Cupertino, Calif.—Employes of 11 weeklies published by Suburban Newspaper Publications, Inc., have voted for representation by the San José Guild.

The Guild received 34 votes to 27 votes for no union in an Oct. 28 election conducted by the National Labor Relations Board. Six challenged ballots are too few to affect the outcome.

The Guild and Bay Area Typographical Union Local 21 had filed a joint representation petition with the NLRB eight months earlier, covering the advertising, business, inside circulation, editorial and composing departments.

During a long series of NLRB hearings and delays, Suburban owners Morton and Elaine Levine conducted "the dirtiest campaign we've ever seen," according to William T. Davis, special Guild organizer, and Gene Bryant, administrative officer of the San José Guild.

This included charges that the unions were composed of "hoods and thugs," that the Guild was broke, and that the chain might fold if employes voted for the unions.

In addition, 19 persons were dismissed, 12 in the Guild's jurisdiction.

The NLRB finally set an election in a decision on Sept. 28, but split the employes into two voting units, one in the usual Guild departments and the other for the Typographical Union in the composing room. The printers lost that election, 6 to 12, with three challenged ballots.

There are approximately 75 employes in the Guild departments on the 11 papers in the chain.

Shortly after the election, the employer filed objections with the NLRB regional director concerning the conduct of the balloting and the campaign in the Guild unit. The NLRB will assign an agent to investigate.

LaPresse bid ended

Montreal, Quebec — The Quebec Labour Board has dismissed the Montreal Guild's application for certification as bargaining agent for ad-department employes of La Presse. The petition was filed in March, 1975, and was challenged by the Office & Professional Employes' Union.

Coast local seeks vote in Roseville

Roseville, Calif.—The Central California Guild has petitioned the National Labor Relations Board for certification as bargaining agent for the 25 editorial, advertising, business-office, inside circulation and composing-room employes of the 6,000-circulation Press-Tribune here.

Simultaneously on Nov. 8, the Sacramento Pressmen's Union petitioned the NLRB for bargaining rights for the five-day-a-week paper's seven camera and press-room employes.

And the Sacramento Mailers' Union (ITU) was expected to petition shortly for bargaining rights for the paper's 30 drivers and mail-room employes.

The organizing effort that led to the petitions was a joint project of the unions in the Central Valley Newspaper Union Unity Council.

Secretary of the corporation that owns the paper and its editor and publisher is Carmela Martin, former women's editor at the Sacramento Bee. Her husband, Ben, is vice president of the Press-Tribune and chief lobbyist for the California Newspaper Publishers' Assn. at the state capitol in Sacramento.

Roseville is about 20 miles from Sacramento, on the road to Lake Tahoe.

Guild petitions for New Yorker editorial

New York—The New York Guild has petitioned the National Labor Relations Board for bargaining rights for about 110 editorial department employes of the New Yorker magazine.

A "substantial majority" of the group had applied for Guild membership and representation when the petition was filed on Oct. 27, according to Michael Crumrine, New York Guild staffer directing the effort.

The group includes the magazine's salaried writers, copy editors, researchers, clerical and makeup employes as well as its proofreaders, editorial assistants and messengers.

Members of the local's Time Inc. Unit are assisting the in-plant organizing committee at the magazine, Crumrine said.

TNG Defense Fund near 2-million level

Washington—TNG's International Defense Fund stood at almost two million dollars Sept. 30 even though second-quarter expenditures outstripped income, the International Executive Board's Finance Committee reported during the IEB's fall meeting here.

The fund's assets at the end of the first half of the fiscal year totalled $1,950,705, off $49,295 from the start of the second quarter, the committee said.

Principal Defense Fund expenses during the second quarter included $51,181 at the Washington Post, the committee noted. The bulk of the amount was to reimburse the General Fund for costs of TNG staff and members and staff of other locals who worked in the successful defense of Washington-Baltimore Guild bargaining rights at the Washington Post in July. The $51,181 also includes benefits to about 20 Post Guild Unit members continuing to honor pressmen's picket lines at the paper.

Second quarter expenditures were $182,788, compared to income of $133,483.

Other locals which received Defense Fund payments were Vancouver-New Westminster ($76,674), Canadian Wire Service ($25,000), the Chester Unit of Philadelphia ($1,600), and San Francisco-Oakland ($12,000).

Meanwhile a cumulative deficit of $63,569 was posted by the General Fund during the first half of the fiscal year, "almost totally because of failure of Guild locals to send their remittances when they were due," the committee reported.

Per-capita remittances in the first quarter were $9,758 less than the $358,915 that had been anticipated. In the second quarter, the income was $62,811 less than the anticipated $379,105, the committee pointed out.

For the two quarters together, it added, the shortfall was $72,569, almost $10,000 more than the actual, cumulative deficit.

"Expenditures, on the other hand, ran close to the budget," the committee told the board.

"In the first quarter, we spent $405,203 from the General Fund, compared to a budget estimate of $396,430. In the second quarter, we spent $389,098, compared to a budget of $395,035, overruning the total budget for the two quarters by only $2,836," it said.

On the per-capita matter, the committee added, there had been a "marked improvement" in September over "near-disastrous" July and August.

This "indicates that our basic fiscal plan for the year is still viable and that the income lapse was due chiefly to the fact that local treasurers did not remit on schedule," it stated.

Among items which contributed to the first quarter's deficit were payroll and personal property taxes, a sharp increase in unemployment taxes because of the recession, costs of the TNG-Graphic Arts International Union Legislative Conference, and rent, maintenance and equipment.

On the other hand, the committee said, less than the budgeted amounts were spent on miscellaneous organizing and servicing, Research & Information expenses, and data processing.

In the second quarter, factors contributing to the deficit were international representatives, R&I and Guild Reporter personnel expenses, delegates and committees (chiefly the International Referendum & Election Committee), and payroll and property taxes.

During the second quarter, TNG was under-budget on miscellaneous organizing and servicing, directly billed transportation, data processing, and IEB meetings, among other items, the committee reported.

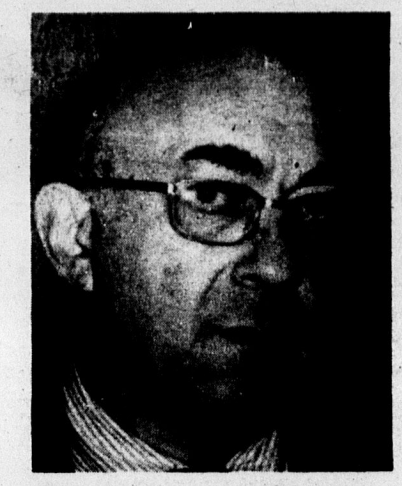
The board approved a third-quarter General Fund budget of $399,585.

The IEB took no action on a request from the Wire Service Guild for TNG to further assist the local with expenses in connection with a checkoff dispute with Associated Press and a court case stemming from the picketing of United Press International's bureau in the Miami Herald building during the local's strike against UPI in 1974.

In April, the board paid $4,500 in legal costs in the Herald-UPI case, "which in itself was an unusual step," the IEB said.

Remaining legal bills are of approximately the same amount, "which would mean that approximately equal cost-sharing already has occurred," the IEB said.

It also said that the dues checkoff case does not meet TNG convention policy for financial aid "in that there is no suggestion that prosecution of the grievance will be dropped for lack of funds, nor will other necessary activities of the local be seriously affected at this time."



THOMAS LASK

Lask again is named Broun Award's head

Washington—Thomas Lask, a past president of the New York Guild, has been re-appointed chairperson of TNG's annual Heywood Broun Award contest.

Lask, who is an assistant cultural editor with the New York Times, was president of the New York local from 1971 through 1974.

He was named to head the Broun Award contest by the International Executive Board at its Oct. 18-21 meeting. He will name the contest judges and preside over conduct of the competition.

The Broun Award is presented annually for journalistic achievement "in the spirit of Heywood Broun," the Guild's founding president. It carries a citation and $1,000 prize.

The winner will be announced at a luncheon on Jan. 24, the first day of the IEB's winter meeting here.

Entries should be addressed to the Broun Awards, c/o TNG at 1125 15th St. N.W., Washington, D.C. 20005.

The IEB also appointed Vice Presidents Eugene B. Jones of Philadelphia and Shirley Caldwell of Pacific Northwest, along with Ellis T. Baker, TNG director of administrative operations, as judges for the 1977 Guild Service Award, presented annually for Guild achievement on the local level.

The service award provides a scholarship of up to $1,500 for a course in labor education.

Nominations for the Guild Service Awards must be made by a local's membership meeting, executive committee or representative assembly.

Deadline for receipt of entries at TNG headquarters for both the Guild Service Award and the Broun Award is Jan. 15.

Schick contest slated for local publications

Washington—An awards contest for local Guild newspapers was set up by TNG's International Executive Board during its fall meeting here.

The contest not only will "provide recognition for local Guild publications but will encourage locals to upgrade and improve them" as well, the IEB said in implementing a recommendation of TNG's 1976 Convention.

The awards will be financed from the interest from the David S. Schick Memorial Fund, established by members of the Philadelphia Guild.

Three award categories were established — mimeograph, linecast, and camera-ready (typewriter composition and pasteup).

Awards—citations to the locals and citations and/or appropriate prizes to the editors—will be presented during the 1977 TNG Convention in Honolulu, which will feature an evening seminar on local publications. The winning editors will be invited to be among the panelists.

March 1 is projected as the deadline for entries, which will be judged by two IEB members and a member of TNG's staff. Publication at least four times a year is required for eligibility, and three consecutive issues must be submitted.

Board rejects Ball trial appeals

Washington—The International Executive Board and its Appeals Committee have upheld the Buffalo Guild trial board's conviction of William L. Ball on three counts of violating TNG's Constitution. Ball had appealed to the IEB.

The evidence "fully supports, and the IEB agrees with, the findings and conclusions of the trial board," in two of the cases, the IEB said in ratifying the actions of its Appeals Committee. In the third case the local trial board's reprimand of Ball was upheld, but its $250 fine was set aside.

The Buffalo local's membership earlier had voted to uphold the trial board's actions in their entirety.

In the first case, the IEB upheld the trial board's penalties of expulsion from membership and a fine of $1,125 upon Ball's conviction of violating TNG's Constitution by filing a unit clarification petition with the National Labor Relations Board that sought to exclude from the Buffalo Courier-Express bargaining unit 16 positions Ball contended were supervisory.

"His action threatened the Guild's bargaining unit positions throughout its jurisdiction," the IEB said. The NLRB regional director had thrown out the unit clarification petition on the ground that such an action cannot be filed by an individual.

In the second case, the IEB upheld Ball's conviction and penalty of expulsion and a $1,125 fine for violating the constitution by filing a discrimination charge against the paper with the Equal Opportunity Employment Commission (EEOC) in the name of the local when not authorized to do so by the local. The EEOC dismissed the charge.

Ball "was usurping the responsibility of the local and endangering the interests of the membership as a whole," the IEB said. Ball also refused to turn over the EEOC case materials to Buffalo Guild President Paul H. MacClennan, MacClennan said.

In the third case, the board upheld Ball's conviction on a charge of violating the Constitution by impeding the local's activities in trying to nominate almost 40 percent of its membership for seven convention delegate seats. The IEB also upheld the trial board's reprimand of Ball for the action, but set aside its $250 fine.

Appearing before the IEB were MacClennan, Robert Buyer, chairperson of the trial board, and Richard E. Baldwin and Raymond C. Hill, who brought some of the charges. Ball was notified of the IEB proceedings by certified mail, but did not attend.

Should Ball appeal any regional dismissals of his NLRB petitions, the board decided, TNG will pay the cost of Guild participation in litigation before the full NLRB or the courts. If there is no appeal, TNG will reimburse the Buffalo Guild for half its expenses in defending itself at the local and regional levels. The local estimates its expenses at more than $16,000 to date.

The NLRB region in Buffalo set for Nov. 29 a hearing on another petition, which charges the Buffalo Guild and the Courier-Express with unfairly discriminating against Ball and Kenneth W. Kostolecki, who filed similar charges with the NLRB.

The IEB's Appeals Committee, headed by Vice President John J. Breed of Boston, read 2,000 pages of trial board transcripts in preparation for the IEB discussion.

Bryant named to Toronto post

Toronto—John T. Bryant, local representative with the Toronto Guild the past two years, has been named the local's new executive secretary.

He replaces Hugh Peacock who resigned from the position after four years effective Oct. 9 to become legislative representative for the Ontario Federation of Labour.

Bryant went to work for the Toronto Guild after 20 years as a stereotyper at the Toronto Star. During that period he was vice president of the Toronto Stereotypers Union for 10 years and its financial secretary for three years.

He holds both a business administration certificate and a bachelors degree in political economy from the University of Toronto.

JOHN T. BRYANT

Ex-office manager is sentenced

New York—Frank Bongiorni, the Wire Service Guild office manager who was fired last year after $30,200 was discovered missing, has pleaded guilty to an embezzlement charge.

Judge Whitman Knapp of U.S. District Court sentenced him to five years, with four months in jail and the balance on probation; the first three years to be psychiatric probation.

The loss was covered by a bonding company and the Wire Service Guild received an interest-free loan from TNG to continue operations.

Women workers' pay 48% of male average

Washington—The average income of full-time, year-round mature women workers was $7,773 in 1974, about 48 percent of the $14,817 average for men 45 and over and slightly less than for women 25 to 44 years old ($7,856), according to the U.S. Labor Dept.'s publication, "Mature Women Workers: a Profile."

Toronto Seeks Local Representative

The Toronto Guild is seeking a local representative. Duties include organizing, bargaining and grievances. Applications, with resumé of qualifications and indicating salary requirements, received through Dec. 1, 1976, by:

John T. Bryant
Executive Secretary
Toronto Newspaper Guild
37 King St. E.
Suite 29
Toronto, Ontario

So it's a contract story. So read it anyway.

Wayne, Mich.—The top minimum for reporters and outside salespersons rises $21.43, to $281.43 a week, in the first year of a new, three-year Detroit Guild contract at the Wayne Eagle.

Wait a minute.

That's a standard Guild Reporter contract lede. But this isn't a standard contract story.

Let's take it from the top.

The Panax chain bought the Eagle in this Detroit suburb a few years ago and converted it from weekly to daily publication. In March Panax cut it back to a weekly again. And it refused to bargain with the Guild, which was seeking a new contract with the paper at the time.

The Guild filed unfair labor practices charges with the National Labor Relations Board. Finally, the Eagle agreed to bargain.

As bargaining continued, Panax suddenly announced that it had sold the paper to someone it wouldn't name. Detroit Guild Administrative Officer Willard Hatch was told that the sale was contingent upon the paper and the Guild reaching agreement on the new contract.

But Hatch didn't know with whom he was bargaining. The new owner was represented by an attorney who wouldn't identify his principal.

A strike was close. Strike headquarters had been rented. Picket signs had been made—aimed at Panax.

At last agreement on a new contract was reached.

Then the new owner's identity was revealed.

He turned out to be David J. Willett.

David J. Willett is the son of the man who sold the Eagle to Panax in the first place.

As an ad salesperson on the Detroit Free Press, he also happens to be a Guild member.

And he has a pension grievance going against the Free Press.

His representative in the grievance case—Willard Hatch.

Now back to the standard contract story:

The three-year agreement includes reopeners in the second and third years on wages.

The first-year increase amounts to two percent each three months compounded.

That means increments of $5.20, $5.30, $5.41 and $5.52 for the **reporters** and **sales representatives,** a total increase of $21.43, to a new top of $281.43 (that's in the lede, remember?)

The increases and resulting new top minimums for others include:

Classified telephone salespersons—Up $3.32, $3.39, $3.45 and $3.52 to $179.68, a total increase of $13.68.

Switchboard operator, mailroom clerk, editorial assistant—Up $2.68, $2.73, $2.79 and $2.84 to $145.04, a total one-year increase of $11.04.

Production personnel and cashier—Up $3.66, $3.73, $3.81 and $3.88 to $198.08, a total increase of $15.08. The Guild represents all departments at the Eagle.

A clause excluding some employes from the Guild shop provision is eliminated.

A six-month waiting period for sick leave eligibility is dropped and maximum accrual increased to 18 days.

Overtime will be assigned by seniority, with the most senior employes having first chance to refuse overtime.

Bargaining—Wayne Eagle style

Detroit Guild Memo cartoon by John Walters

Brockton social reps up $85

Brockton, Mass.—Top minimum for social representatives on the Brockton Enterprise & Times rises $85.70 a week—$68.90 of it immediately—in a three-year, six-day contract bargained by the Brockton Guild.

The new top is $256.50 and goes to those with two years' experience.

The top for **reporters, photographers** and **advertising solicitors** rises $62.45, to $314.25 a week.

Top minimum for **wire editor** and **assistant advertising manager** rises $64.60, to $325, and the top for **copy desk** employes and the **woman's editor** rises $63.90, to $321.50.

For reporters, photographers and advertising solicitors, the increases come in installments of $20.15, retroactive to April 24, 1975, $21.75, retroactive to April 28, 1976, and $20.55, next April 27.

For social representatives, the increments are $51.15 retroactive to April 24, 1975, $17.75 retroactive to April 28, 1976, and $16.80 next April 27.

Increases and resulting top minimums for other classifications include:

District managers — Up $17, $18.40 and $25.40 to $273.60, a total raise of $60.80.

Bookkeepers, inside ad takers, keypunch operators and **clerks**—Up $15.90, $12.05 and $11.40 to $174.05, a total increase of $39.35.

Office persons — Up $9.65, $10.40 and $9.85, to $150.40, a total increase of $29.90.

Employes who were paid more than the minimums will maintain their dollar differentials.

The employer's contribution to the pension fund increases $2.50, to $7.50 per week.

Maximum prolonged illness coverage rises $200,000, to $250,000.

Mileage rate increases one cent, to 16, for all mileage; previously it was 15 cents per mile for the first 100 miles and 13 cents per mile thereafter.

The publishers will pay for part of employes' auto insurance if they are required to use their cars on company business.

5 unions locked out; paper faces boycott

Ottawa—With all members of five unions locked out by the F. P. chain's Journal since Oct. 25 and the paper publishing with nonunion help from here and elsewhere, the Ottawa Council of Newspaper Unions has launched a campaign to dissuade advertisers from using the paper and the public from buying it.

And the boycott efforts have been given the support of the Canadian Labour Congress, the Ottawa and District Labour Council and the Public Service Alliance, which has about 50,000 members working for the government in the Ottawa area.

The paper, meanwhile, has hired outside circulation employes to do the jobs of the 50 Ottawa Guild members among those locked out, and it has been advertising in its own columns and on radio for printers and pressmen to work in the places of those locked out.

A representative of the unions' council said the paper also has brought in employes from the Winnipeg Free Press and other parts of the F. P. chain to enable it to continue publication.

No progress was reported in a bargaining session Nov. 10, the first since the lockout began.

All the unions' contracts are open and they are bargaining jointly through the council, made up of the Ottawa Guild, the Typographical Union, the IMU mailers and the pressmen's and stereotypers' unions.

The lockout began when the Journal's organized employes who arrived to begin their work shifts at 9 p.m. on Oct. 25 were met at the door and turned away by guards.

A few days previously the printers had told the company that they could not accept as presented a company proposal for the introduction of new, automated equipment.

Disagreement over protection of printers' jobs has had Journal bargaining stalled for some time.

Before locking its employes out the Journal and the Southam-chain's Citizen had both suspended publication on Oct. 15 and 19, the Journal had been late off the press eight days in a three-week period and the Citizen had delayed its press run to within a half hour of the Journal's on three of the eight days.

The Citizen, where the Guild represents business, editorial and other employes as well as circulation people, also is bargaining with the unions' council.

The printers told the Journal that while they could accept parts of its last proposal, like guaranteed jobs for 85 then employed by the paper, they could not agree to what amounted to total elimination of contractual protection of their jurisdiction. They also asked that printers displaced in the composing room be given first opportunity to fill openings in the Journal's classified department. And they asked that their members enter copy produced outside the Journal into its new computerized production system.

Newhouse's Booth buy a record

Ann Arbor, Mich.—S. I. Newhouse has outbid the Times Mirror Co. and acquired control of Booth Newspapers, Inc., for a total of about 307 million dollars, the costliest such purchase in U.S. newspaper industry history.

Booth, which will remain a separate though now privately held corporation, publishes eight dailies in Michigan (including the Guild-covered Bay City Times), Parade magazine and the ComCorp chain of weeklies in the Cleveland area.

Newhouse's other holdings include 22 dailies, five magazines, six television stations, four radio stations and 20 cable-TV systems. Among the newspapers are the Guild-covered Cleveland Plain Dealer, Harrisburg Patriot and News, Jersey (City) Journal, Long Island Press and St. Louis Globe-Democrat.

Newhouse earlier this year had become the largest single stockholder in Booth when he bought about 25 percent of the company's outstanding shares for nearly 47 million dollars.

James E. Sauter, chief Booth executive officer, and other shareholders had expressed displeasure with the first Newhouse purchase and had extracted from him assurances that he did not intend to try to take over the company and would not even participate in its management.

Newhouse announced on Oct. 24 that he had offered $47 a share, a total of about 260 million dollars, for the other 75 percent of Booth stock. His bid followed by two days a bid of $40 a share from the Times Mirror Co. Newhouse said he wouldn't sell to Times Mirror.

Sauter, upon announcing that Booth's directors favored sale to Newhouse, said that "personal contact . . . experience with his associates and a study of his operating policies has led to a high regard for him and his organization."

Largest previous newspaper-chain transaction was the merger of Ridder into Knight for more than 170 million dollars in 1974.

IEB's bargaining unit will ponder revisions

Washington—The International Executive Board's Collective Bargaining Committee will meet a day ahead of the full IEB in January to consider clarifying and reordering TNG's Collective Bargaining Program and Convention Recommendations on Collective Bargaining.

Any revisions it proposes will be submitted to the full IEB at its Jan. 24-27 meeting and, if approved, will be sent to the 1977 Convention for final action.

Purpose of any changes would be to streamline the documents and to make them more helpful, according to Richard J. Ramsey, executive secretary of the IEB's Contracts Committee. Material on some topics now is scattered throughout the program and recommendations, he pointed out.

The IEB's bargaining committee is chaired by Vice President Harry Culver of Wire Service.

Its other members are Vice Presidents Louis M. Calvert of San José, Warren E. Howard of Washington-Baltimore, Jim Robinson of Toronto, Betsy Wade of New York and Diane M. Woodstock of Madison.

The proposed study was approved by the full IEB during its fall meeting here.

Western Canadians urge speedy action on merger

Banff, Alta.—The TNG-International Typographical Union unity task force has been urged to negotiate proposed terms for the merger of the two unions "as soon as possible."

The call was adopted by the first Western Canada conference of Guild and ITU locals here, which "enthusiastically" endorsed the "concept of merger"and urged "all steps be taken to bring this about on a local and an international level."

Locals of both internationals were urged to open their meetings to members of the other union and to begin consideration immediately of ramifications of a proposed merger on the local level.

Commending the TNG-ITU task force for its work to date, the conference urged expansion of merger information to membership meetings in as many areas as possible and strongly urged both unions, at the international and local levels, to "disseminate all available information on proposed merger so that the membership of both unions may vote in a referendum in a knowledgeable manner."

Guild honors lines at Thomson papers

(Continued from Page 1)

The paper skipped its Sunday edition on Nov. 7.

At the Steubenville Herald-Star, the paper's normal press run of 29,000 has been cut to 10,000 and an advertising boycott has been launched with nine major advertisers pulling out of the paper, TNG International Representative Harry McCormick said.

All craft unions are observing the picket lines in both cities as well as in most of the other towns.

In Canton and Steubenville, home delivery has ceased and only street sales are being made. Jack F. Weir, executive secretary of the Cleveland Guild, said a number of Canton stores are refusing to handle the Repository.

In the third day of the strike, 26 printers and four Guild members were arrested and charged with rioting in Canton, Weir said.

The Cleveland Guild's attorney obtained the Guild members' release without bond, but the printers each had to post $100 bond, Weir said.

Weir reported that the pickets were gathered around an exit from which delivery trucks were expected soon to roll when sheriff's deputies and city police swooped down on them.

There had been no overt acts on the picket line, he said, although there was some pushing and shoving. The police and deputies had arrived before the trucks rolled and had parked paddy wagons nearby.

Officers moved in and read the pickets a restraining order obtained by the company to limit pickets to three at the front and back of the building and two on each side, then made the arrests, Weir said.

He said the 26 were jailed for three and a half to four hours.

A similar injunction also was obtained in Steubenville.

Management personnel and Wackenhut security guards were manning the delivery trucks in Canton and were being escorted by police, Weir said.

Canton Mayor Stanley Cmich and a federal mediator were trying to get the parties together. The printers and management met in Canton Nov. 8, and proposals were discussed.

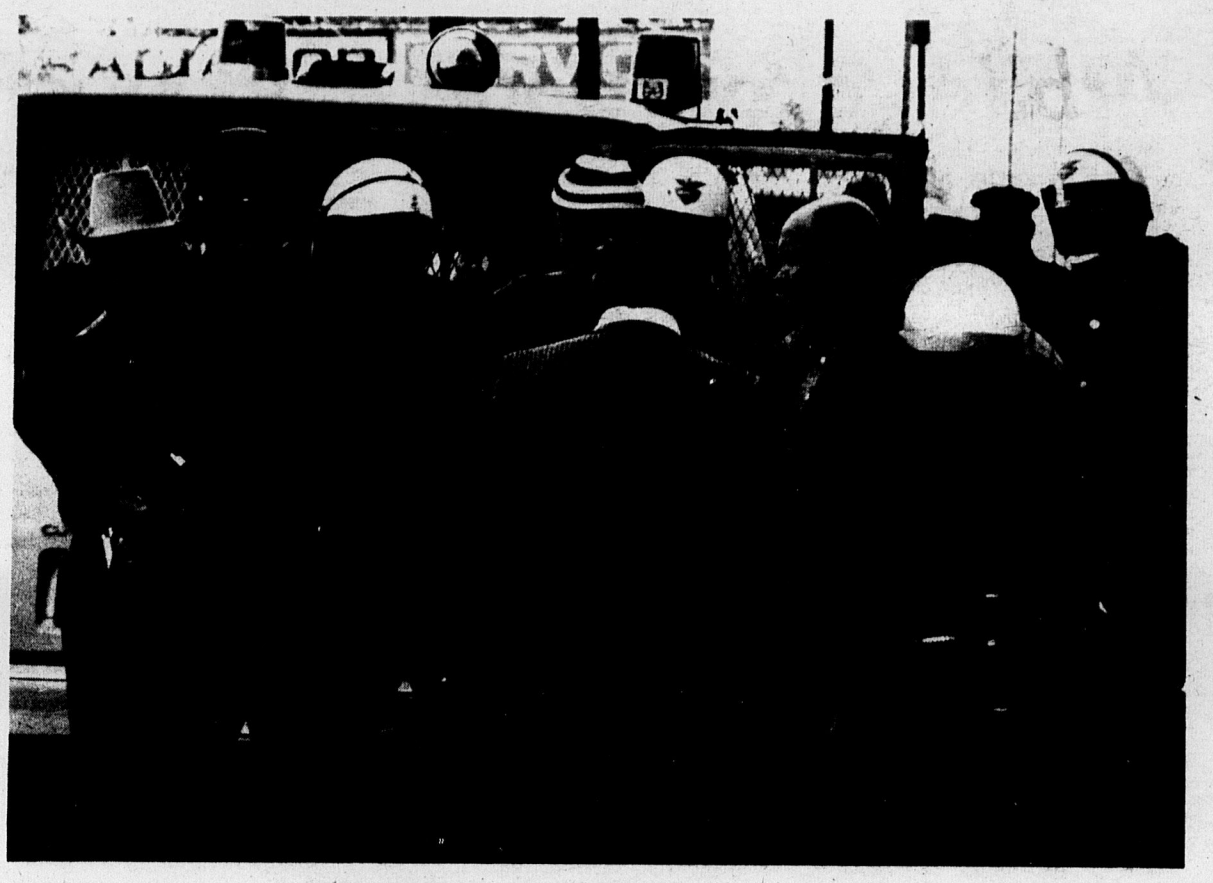
The Guild's Great Lakes District Council, meeting in Terre Haute, Ind., Nov. 5-6, contributed $50 to the Cleveland Guild's Canton Unit.

The Repository suspended publication druing a Feb. 19-July 23, 1972, Guild strike during which the crafts were locked out.

It could not immediately be determined how many, if any, employes from other Thomson or Thomson-Brush Moore papers were brought in to cover Guild and ITU jobs here and in Steubenville.

Thomson-Brush Moore is a subsidiary of the Thomson chain, which purchased the Brush-Moore papers in 1967.

Four days after the ITU locals struck the six papers, Thomson announced that it has purchased yet another paper in Ohio, the 24,000-circulation Newark Advocate. Price was not disclosed.



Printers herded off to jail

Members of the Canton Typographical Union are put into a paddy wagon after being arrested in front of Repository loading dock. A witness said he counted 31 police and sheriff vehicles at the scene. Four members of the Cleveland Guild's Canton Unit also were arested early in the printer's strike against the Thomson-Brush Moore paper. Five other Thomson papers also are struck by Typographical Union locals in Ohio and West Virginia.

1st pact won at Canadian Press

(Continued from Page 1)

struck work clauses or told their members they need not handle CP copy during the rotating strikes and several Guild-management disputes arose.

All 10 CP parliamentary correspondents launched a day-long strike in September by walking out of a press conference called by Prime Minister Pierre Elliott Trudeau.

Another series of rotating strikes was begun when Parliament opened its session at noon on Oct. 12. Trudeau turned away from the National Press Building, across from Parliament, in the face of a Guild picket line.

The labor minister, John Munro, entered the dispute on Oct. 15 and assigned mediators.

But he was told in Parliament on Oct. 19 that "there is such a thing as cowardice." The speaker was John Diefenbaker, the former Progressive Conservative prime minister, who called the Guild's efforts for a contract "both reasonable and responsible" and added that "something must be done to end a situation that has become intolerable for these journalists."

J. E. MacDonald, the Guild's Eastern Canada-Canadian Wire Service servicing-organizing representative, said the mediators were the nations' top four—the deputy labor minister, his assistant, the acting director of the Federal Mediation and Conciliation Service, and a consultant to the federal labor department.

The three-year contract is retroactive to Jan. 1 and includes increases on Jan. 1 of 1977 and 1978.

The three increments of the general increase are 9 percent, 8½ percent and 7½ percent.

This would take the key reporter top minimum from the pre-contract $316 a week to $401.75 on Jan. 1, 1978. A $28.44 increase, to $344.44, is retroactive to Jan. 1, 1976.

The general increases also apply to CP's business-office employes and messengers. They will receive an additional $10 on Jan. 1, 1977, and Jan. 1, 1978. For messengers, it will mean an increase of 50 percent—from $101 a week before the contract to about $150 effective Jan. 1, 1978.

Accounting clerks will go from a pre-contract top minimum of $201 to $220.18 retroactive to Jan. 1 and $277.56 in the last year of the contract. Bookkeeping machine operators will go from a pre-contract top of $173 to $189.66 retroactive to Jan. 1 and $241.97 in the last year. Over the term of the contract, this represents a $76.56 raise for the accounting clerks and a $68.97 increase for the bookkeeping machine operators.

Other provisions of the settlement include:

✓ The mileage rate is increased two cents, to 18, with a $3 a day minimum.

✓ Medical care, long-term disability and hospitalization benefits will be fully employer-paid, and the employer will buy the employes' first $25,000 of life insurance.

✓ Vacations are established at three weeks after one year of service, four weeks after eight, and five weeks after 20.

✓ Eleven holidays are provided, one of which is a "floater" to be taken at the employe's discretion.

Monterey's Burton named to staff

(Continued from Page 1)

TNG President Charles A. Perlik, Jr., who announced Burton's appointment, earlier had said that it was TNG's intention to fill the third and fourth positions with female and/or minority persons.

The other two new temporary international representatives are Bob Forsyth, former president of the Central California Guild, and Lee Clifford, former president of the Canadian Wire Service Guild.

Burton, a display advertising sales representative at the Peninsula Herald since 1970, was instrumental in the San José Guild's organizing drive at the paper in 1973.

She also was active on the unit's bargaining and strike preparations committee. The Monterey Unit's initial contract with the Herald is widely considered the best such in TNG history.

ALICE L. BURTON

Burton also served as chairperson of the unit's grievance committee for three years.

She also assisted in Guild organizing drives in Van Nuys, Santa Cruz and suburban San José, and has attended several meetings of the Guild's Western District Council. She was an observer at the 1975 TNG Convention.

Burton also participated in a women's conference sponsored by the California Federation of Labor, AFL-CIO, where she represented the San José Guild. And, for the last five months, she has been the co-ordinator of the Monterey Peninsula Chapter of the National Organization for Women.

On Oct. 29, 1975, Burton was the center of a storm at the Herald when she refused an order to remove her "Alice Doesn't" armband. The armband was part of a nationwide "Alice Doesn't Day" of protest organized by NOW. The paper suspended her for the remaining hour and a half of her shift and docked her pay. The next day, nearly every employe in the plant was wearing a plain white armband. The Guild grieved the supension and the company agreed to restore Burton's pay.

NOW asked women to not clean house, cook or go to work on "Alice Doesn't Day," but instead to attend rallies protesting the subservient role into which women traditionally have been cast. Those women who went to work were asked to wear the armbands as a symbol of support for the protest.

The assessments which will fund the special organizing program will be collected next March and April, but the program is under way because the Guild borrowed the money from the AFL-CIO's Industrial Union Department at no interest. The loan will be repaid after the assessments are levied.

Burton will attend the Labor Studies Center's New Staff Institute, which instructs staff from several unions on organizing, servicing, and bargaining. Also attending the two-week institute starting Nov. 28 will be Janet David, chairperson of the New York Guild's Amsterdam News Unit, who has applied for the remaining international representative position, Perlik said.

Dudnick is promoted to associate editor

Washington—Robert Dudnick, assistant editor of the Guild Reporter and assistant director of research and information for TNG since May 10, was promoted to associate editor and associate director Nov. 1.

He was founding editor of a statewide tabloid newspaper for the American Federation of State, County and Municipal Employees in California before joining TNG's staff. Previously, while working on the copy desk at the San José Mercury, he served two terms as president of the San José Guild and one term as its secretary-treasurer.

International pension plan gets green light from board

(Continued from Page 1)

ment specifies that a quorum shall consist of at least one trustee from each side, the IEB voted to require as a matter of board policy that there be at least two Guild trustees at each meeting. But that was not written into the trust agreement itself.

Trustees will receive no compensation, although they will be reimbursed for "reasonable and actual" travel and other expenses.

They are required by the agreement to follow the "prudent man rule"—doing what a prudent person in a like situation would do insofar as their fiduciary and administrative duties are concerned.

The agreement requires that a certified public accountant audit the plan at least annually.

The trustees will select two chairpersons, one from each side, according to the agreement.

Arbiter okays sports moonlighting in San Jose

San Jose—A sportswriter may operate a sports public relations service without obtaining permission from his employer, an arbitrator has decided in a case involving two San José Mercury and News staffers.

Morris L. Myers, the arbitrator, based his opinion and award on the particular circumstances of the case and on the San José Guild's contract language and bargaining history.

The Guild's contract provides that "without permission in writing from the employer, no employe shall use the name of the employer or his connection with the employer or any featured title or other material of the employer to exploit in any way his outside endeavor."

This provision replaces one that said that "employes on agreement with the publisher shall be free to engage in publicity work."

One of the sports writers was a beat reporter when first approached by a local community college to do some publicity work. He since has become a copy reader on the sports rim. The other was—and is—a rim employe three days a week. He works in the sports slot the other two days, where his duties include dummying the pages.

While the copy reader declined to meet with the college representative under the old contract language, he agreed to do some PR work after the Guild bargained the new language. The second sports department staffer came in on the arrangement.

Testimony at the arbitration hearing showed that both staffers clearly told the college and subsequent clients that their PR work had nothing to do with their jobs on the papers and that they could guarantee no increased—or any—coverage in the Mercury and News or elsewhere.

Although not required to do so, the sports staffers told management of their PR sideline. Management forbade the activity and the PR business was closed. The Guild grieved and ultimately moved the matter to arbitration.

The company contended that the staffers were exploiting their connection with the employer and that if they were allowed to engage in public relations the papers' ability to guarantee fair and impartial reporting would be undermined.

The Guild said that the PR activity did not fall within circumstances which might prohibit such activity under the new contractual lagnuage, pointing out that all of the PR clients were told in advance that they could expect no favorable treatment in the Mercury and News because of the staffers' connection with the papers.

Furthermore, the Guild said, the employer had sufficient safeguards against any potential exploitation without resorting to prior restraint of the PR enterprise.

After citing dictionary definitions of "exploit," the arbitrator ruled that they did not fit what the staffers were doing.

He also said that while their being sportswriters "contributed to their credentials" for the public relations work, they nevertheless were being paid for "providing specific services to their clients" and that work was "distinct from their employment with the employer."

Myers also said that it semed "most reasonable" that a reporter should be able to use his or her expertise in performing outside publicity work so long as the connection with the employer wasn't exploited—and in this case it wasn't.

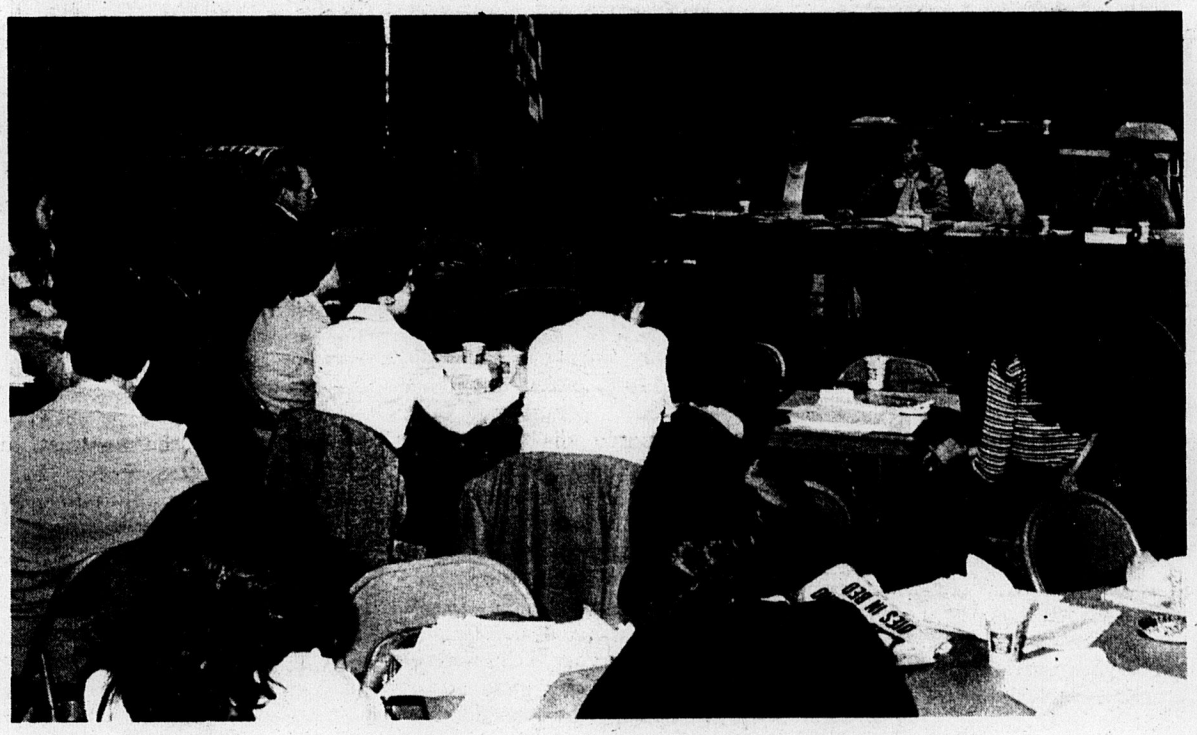
Testimony had revealed that there was a customary process through which material was sent in the sports department and that play of the "minor" sports—which the PR operation mostly handled—was determined by a format from which deviation was rare.

"No one individual," Myers said, "has the opportunity both to make editorial decisions as to amount of coverage, size of headline, length of article, etc., *and* to originate material by writing feature stories or reporting events."

The situation might be different, however, were either of the staffers regular columnists or if they were beat reporters who covered the activites of their PR clients, the arbitrator said. Then there might be the necessity to obtain employer approval under the contractual language.

Local Copy

A PAGE FOR OFFICERS AND STEWARDS



On equal opportunities in New York

About three dozen leaders of New York Guild units participate in TNG seminar on equal employment opportunity at local's headquarters. Conducting the sessions, from the left at table in background: TNG Vice President Betsy Wade of New York, TNG Human Rights Co-ordinator Hannah Jo Rayl, Donald Barker, chairperson of the New York Times Unit and of the local's human rights committee, and Mary O'Melvany, New York Guild counsel.

'Free lances' cost Tacoma publisher

Tacoma, Wash.—The Tacoma News-Tribune has paid $2,710 to Richard Campbell and $544 to Craig Macdonald after an arbitrator found that they and another person actually were employes while contributing "free-lance" material to the newspaper.

The third person, Jerry Howarth, received no money award because the paper had paid him more for his baseball coverage than he would have received at the reporter minimum slot in which he would fit as an employe.

The case was brought by the Pacific Northwest Guild and heard by arbitrator Joseph A. Sinclitico, dean of the University of Puget Sound's law school.

Campbell, who is now with the Seattle Post-Intelligencer, and Macdonald contributed coverage of the arts. Howarth, a radio baseball announcer, wrote stories about the away-from-home games of the Tacoma Twins.

The arbitrator ruled that they are employes because of the "regularity, volume and reliance the company placed upon them," along with "the degree of control, method and number of contacts."

Sinclitico, however, said that several others named in the arbitration were not employes because they failed those tests.

He also held that the company did not violate the contract in assigning bargaining unit work to outsiders because "the right to subcontract does exist in the absence of specific contract language to the contrary if exercised in good faith and with reasonableness."

"Each case must be determined in light of its own particular circumstances," he added.

He also found that a "limited amount" of outside material is in the nature of the newspaper business and that such is past practice at the News-Tribune.

But he cautioned that it is "inconceivable . . . that this particular case could be used as precedential value to make any serious inroads on the agreement," and "must not be construed" to foreclose future grievances on jurisdictional questions.

Canada probes newsprint makers

Ottawa — Federal combines (antitrust) investigators are examining files at the corporate offices of most major Canadian pulp and paper companies.

The investigation is concentrating on newsprint pricing and marketing policies, according to the Wall Street Journal.

While the Combines and Investigation Branch of the Canadian Consumer and Corporate Affairs Dept. refused to identify the firms involved, officials of three companies acknowledged that government officers had been at their offices with search warrants the last week in September, the paper said.

The companies are Consolidated-Bathurst Ltd., Montreal, MacMillan Bloedel Ltd. and Crown Zellerbach Canada Ltd., both of Vancouver.

Investigators also examined files at the Montreal headquarters of the Canadian Pulp and Paper Assn., an industry group, the Journal reported.

A Consolidated-Bathurst representative said combines investigators have visited pulp and paper companies in the past "and nothing much ever came of it."

Meanwhile, at least two newsprint firms—Reed Paper Ltd. and Kruger Pulp & Paper Ltd.—announced a $20-a-ton price increase, both effective Dec. 1.

The boosts will put their price to U.S. customers at $305 a ton. Reed also increased its price to Canadian customers the same amount, to $291 a ton. Almost all Kruger's newsprint is sold to U.S. customers.

Car costs 28.1 cents per mile

New York—It costs 28.1 cents a mile to own and operate a typical, new intemediate-sized car.

The information comes from the annual study by Hertz Corp. of auto expenses, in which the big rental company includes gas, oil, parts, service, repairs, licenses, fees, insurance, interest and depreciation.

Bigger cars cost more to operate.

A so-called "standard" model costs 31.5 cents a mile.

And the subcompacts run 21.4 cents a mile.

That figures out to a $1,000 a year difference between the "standard" and subcompact models.

Hertz reckons its rates using a "normally equipped" two-door sedan driven 10,000 miles a year and costing $4,864 new.

Projecting the data to cars owned for 10 years by one owner, Hertz said a 1975 intermediate costs 17.86 cents per mile, a subcompact 13.7 cents, and a "standard" model 19.3 cents.

The U.S. price elevator

The following table shows the ascent of the United States' Consumer Price Index over a 44-month period following a 0.7-point rise, to 172.6 in September. The first column shows the index, with a 1967 base. The second shows the percentage increase over the same month of the preceding year; the third, the increase over December, 1972.

	Index*	Percentage over: Same month prior year	Percentage over: December 1972†
September, 1975	163.6	7.8	28.5
October	164.6	7.6	29.3
November	165.6	7.3	30.1
December	166.3	7.0	30.6
January, 1976	166.7	6.8	31.0
February	167.1	6.3	31.3
March	167.5	6.1	31.6
April	168.2	6.1	32.1
May	169.2	6.2	32.9
June	170.1	5.9	33.6
July	171.1	5.4	34.4
August	171.9	5.6	35.0
September	172.6	5.5	35.6

* 1967 = 100 † Index = 127.3

Carter election patterns are rooted in 1932

By JAMES M. CESNIK
Editor

Jimmy Carter's election to the U.S. Presidency, generally credited to renewal of the coalition of workers, minorities and liberals, promises revival of at least one other pattern also with roots in the 1932 election of Franklin Delano Roosevelt:

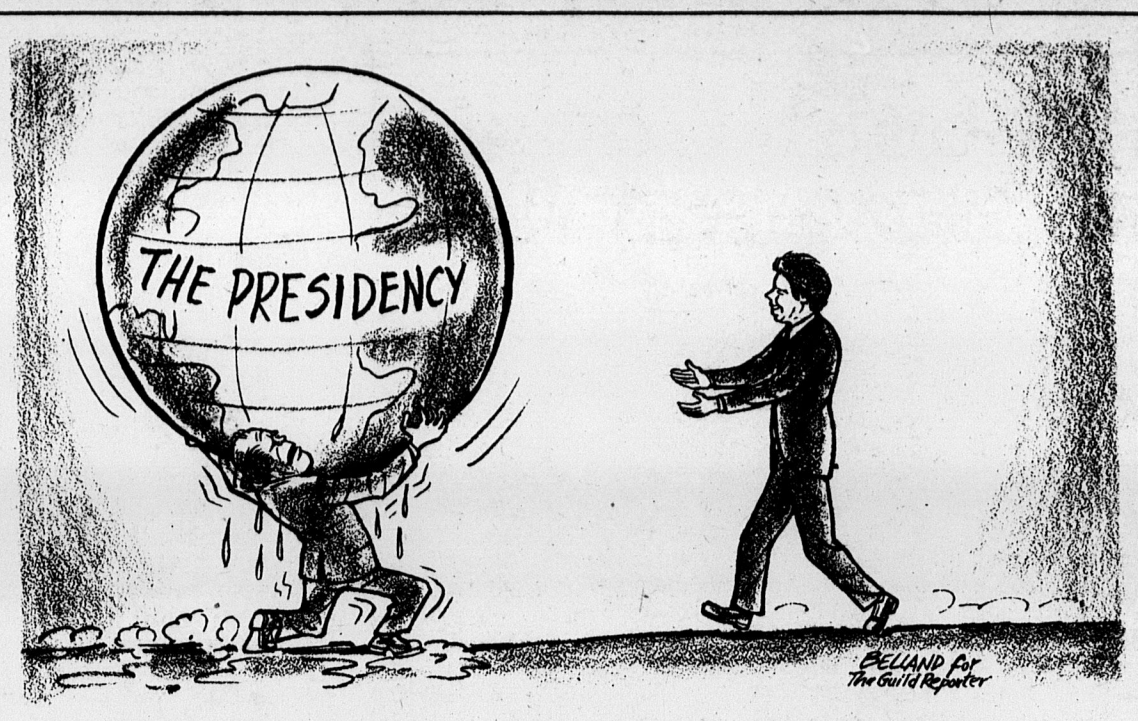
Regular and frequent presidential press conferences.

And Carter's election appears to have reinforced the proposition that the great majoriy of U.S. newspapers—except in the most extreme circumstance—can be counted on to back editorially the Republican Party's presidential candidate.

Carter, who won with a popular vote plurality of nearly two million and an electoral vote of 297, 27 more than needed, made it clear in a Nov. 5 interview that while he appreciates the campaign efforts of organized labor he doesn't feel bound to any group or individual.

At the same time he said he will consult with some who supported him and would never "be unaware of their support." He singled out four such persons: AFL-CIO President George Meany, UAW President Leonard Woodcock, Rep. Andrew Young, Georgia's only black in Congress, and Mayor Thomas Bradley of Los Angeles, also a black.

Meany said Nov. 10 that minorities' votes, especially blacks', were as important as union members' to the election's outcome. He said that Carter's only commitment to labor for its active support was to give "immediate consideration" to any problems labor brings to his attention.



'It's (puff) all (wheeze) yours (gasp), Jimmy (phew)'

Carter opened his first press conference after the election by expressing the "hope that I can have at least two full-scale press conferences a month" after he takes office. He said he felt "much more sure of myself" and sensed "for the first time in quite a while . . ." mutual respect between himself and the press.

In his 90-minute session with the press on Nov. 5 he said that what he "enjoyed most" while governor of Georgia were weekly press conferences.

At the same time, however, he repeated earlier criticism of television's "deference" to President Ford early in the campaign when "every time I made a mistake it was news and Mr. Ford's news was that he came out into the Rose Garden and signed a bill . . . no problems, no squabbles, no mistakes."

Carter said, however, that he believes news coverage of the campaign was generally fair, and said that he probably would have lost the election except for the televised debates with Ford.

An election-day poll of about 15,000 voters by CBS News, meanwhile, showed that Carter got 61 percent of the votes from homes where there was a union member, compared to a 48 percent vote from homes with no union member. Others reported the union vote as high as 63 percent for Carter.

And while Carter reassembled the Solid South for the first time since 1944, a post-election NBC poll indicated that he did not carry a majority of southern white votes, pointing up the key nature of more than four million black votes in the region, which went to Carter by margins of up to 20 to 1.

The NBC poll also showed that Carter ran well in all economic classes of voters: 46 percent of those with professional and managerial jobs, 49 percent of white collar workers, and 61 percent of blue-collar workers. The first two had been matched by only one Democrat in 25 years—Lyndon Johnson in 1964.

The CBS poll showed that Carter got 62 percent of the votes of persons earning less than $8,000 a year, 57 percent of those making between $8,000 and $12,000, half of those between $12,000 and $20,000 and 38 percent of those making over $20,000.

Newspapers' editorial endorsements, meanwhile, went to Ford by 62 percent to 12 percent, with 26 percent sitting it out, according to Editor & Publisher magazine's quadrennial poll.

This compared to 71 percent to Richard Nixon and 5 percent to George McGovern, with 23 percent for neither, in 1972, and 60 percent to Nixon and 14 percent to Hubert Humphrey, with 24 percent for neither, in 1968.

Only once since 1932, when the editorial endorsements poll was initiated, has the majority gone to a Democratic presidential nominee: 42 percent to Johnson and 34 percent to Barry Goldwater in 1964.

DATELINE: WASHINGTON

'Official Washington' remains skeptical about Carter

By WILLIAM J. EATON, *Chicago Guild*

OFFICIAL WASHINGTON is still skeptical about Jimmy Carter.

It is clear that the President-elect has few doubts about his ability to master the federal government and to display effective leadership. If anything, he has too much self-confidence.

Residents of this political village, who have seen many Presidents arrive with similar hopes, are taking the "show me" attitude of folks in Missouri.

They acknowledge that Carter has a great opportunity to succeed. The House is two-to-one Democratic, with fewer of the Dixiecrats in position to team with Republicans and block action. The Senate is going to be as liberal as it has been for years.

The nation, if only by a slim margin, seems ready for a change from the no-no-status-quo-veto policy of President Ford.

It is also clear that Carter is an intelligent, forceful executive even if he was a listless, erratic campaigner.

Why the disquiet?

Strangely enough, there is a great deal of uncertainty about what President Carter will do although Candidate Carter has been talking about his program for nearly two years.

A promise of "competence and compassion" does not tell you very much about the kind of welfare reform program Carter will propose. His proper concern about the stagnant economy and the "strong possibility" of a quick tax cut does not seem to mesh perfectly with all the talk about balanced budgets by 1980.

Carter was cheered when he spoke about "putting America back to work." But now that he and not Ford will be in command, what exactly can he do or propose to help the eight million or more unemployed?

•

DON'T GET ME WRONG. The results of the election make Thanksgiving a well-timed holiday this year. Ford, for all his decency, simply did not have it in him to come forward with a program that deviated from old-time Republican gospel.

But Carter still must send clear signals on where he wants the nation to go and how he intends to get us there. The choice of his Cabinet will be one signal. The priority of his legislative goals will be another. His ability to get along with the new leaders of Congress also will tell us something about what to expect from a Carter Administration.

There is also some concern about the staff aides around Carter. Since many of them go back to his days as governor, they have been called the "Georgia mafia." Some of the worry might be avoided by those who recall the "Irish mafia" of President Kennedy or the "Texas mafia" of President Johnson.

So far, his staff seems to be working well together in a serious, determined way. Carter would do well, however, to tap some Democrats with White House experience so he can more speedily learn the facts of Washington political life.

The new President may have the best tax reform program ever seen, for example, but he should know that Chairman Russell B. Long of the Senate Finance Committee will be able to chop it to pieces almost single-handed.

Reorganization of the federal government may be an idea whose time has come. Yet he should know that most of the plans sent to Congress by other presidents have crashed on take-off because of opposition by special interests, including those of Democratic Committee chairmen.

•

FINALLY, PRESIDENT-ELECT Carter should junk some of the myths he seems to believe about the reporters who covered his campaign. Television news was "crippling" his campaign, he protested after the election. Reporters generally were trying to trick him into a mistake every time they asked a question, he said.

Carter was more candid when he said that he as a candidate was not as good as he might have been. The reporters were merely trying to figure out what he meant by some of his more cryptic statements on taxes, foreign policy or FBI Director Clarence Kelley.

If he does not drop this suspicious attitude, the nation will suffer because the reporters who transmit Carter's views to the nation will not be able to probe deeply into his thinking.

70% of COPE endorsed win races

Washington—Nationwide, 286 (70.5 percent) of the candidates for Congress and governorships endorsed by the AFL-CIO's Committee on Political Education were elected, COPE reported.

Nine of 14 endorsed gubernatorial candidates won; 19 of 28 Senate candidates and 258 of 365 House candidates, with four House races still undecided when the tabulation was made.

In 1974, the same percentage of endorsed candidates won; in 1972, 59.8 percent; in 1970, 60.9 percent and in 1968, 67.8 percent.

The Guild Reporter

JAMES M. CESNIK
Editor

ROBERT DUDNICK, Associate Editor

Published by The Newspaper Guild (AFL-CIO, CLC) twice m
erally second and fourth Fridays, occasionally two other Friday
lished, advance notice), except monthly in July and December
year. Single copies, 35 cents.

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

Vol. XLIII, No. 20 November

The Newspaper Guild
1125 Fifteenth St. N.W., Washington, D.C. 2
Area Code 202—296-2990

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

REGIONAL VICE PRESIDENTS: Region 1—Eugene B. Jones, 300 Monroe St., Philadelphia, Pa. 19147; Region 2—Warren E. Howard, 503 2nd St. N.E., Washington, D.C. 20002; Region 3—Diane M. Woodstock, 620 W. Wilson St., Madison, Wis. 57303; Region 4—Shirley Caldwell, 2514 W. Dravus, Seattle, Wash. 98199; Region 5—Betsy Wade, 96 Park Terrace West, New York, N.Y. 10034; Canadian Region: East Jim Robinson, 109 Spadina Rd., Toronto, Ont.; West—Roger L. Stonebanks, 407-1571 Mortimer St., Victoria, B.C.

AT-LARGE VICE PRESIDENTS: John J. Breed, 1754 Commercial St., East Weymouth, Mass. 02189; Louis M. Calvert, 21755 Virdelle Dr., Los Gatos, Calif., 95030; Harry S. Culver, 4625 N.W. 32nd St., Oklahoma City, Okla. 73122; James A. McGill, Rte. 7, Box 134, Valparaiso, Ind. 46383; David M. Mulcahy, c/o Standard & Poor's Corp., 345 Hudson St., New York, N.Y. 10014; Dorothy M. Sain, 24801 Lake Shore Blvd., Euclid, Ohio 44123.

DIRECTOR OF FIELD OPERATIONS: J. William Blatz.
DIRECTOR OF ADMINISTRATIVE OPERATIONS: Ellis T. Baker.
EXECUTIVE SECRETARY, CONTRACTS COMMITTEE: Richard J. Ramsey.
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, Lee Clifford, Charles Dale, Leo J. Ducharme, Bob Forsyth, Harry L. McCormick, Luis Montanez, Jr., James H. Orcutt, G. Richard Pattison, Marshall W. Schiewe.

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