

Inquirer, Daily News struck by Guild



Lines follow
logos, close
Bulletin, too

Philadelphia—The Philadelphia Guild's 850-members at the Inquirer and Daily News struck the Knight-Ridder papers at 7:07 a.m. Feb. 8, an hour and seven minutes after their contract expired.

Chief issues are wages and health and welfare costs.

The papers were virtually shut down, Guild leaders reported, as members of other unions failed to report for work.

Only one truck load of copies of the first run of the Feb. 8 afternoon Daily News—already off the presses when the picket lines went up—was taken from the plant, in trucks driven by supervisors.

A "couple of thousand" eight-page issues of the morning Inquirer for Feb. 9 were run off the presses, but offered for sale only in the plant's lobby, Guild leaders reported.

The Feb. 9 editions of the separately owned and published Philadelphia Bulletin, an afternoon paper, carried triple Page-One logotypes—those of the Inquirer and Daily News side-by-side under that of the Bulletin.

The Guild, at 5:30 a.m. on Feb. 10, extended its picket lines to the Bulletin, union workers there also failed to report for work and the Bulletin did not publish.

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1st proposals to mesh bargaining ok'd

Washington — A first package of proposals aimed at dovetailing and meshing TNG and International Typographical Union bargaining goals was tentatively approved by TNG's International Executive Board during its winter meeting here Jan. 24-27.

A second set of proposals, dealing with bargaining procedures and strike policies as well, is expected to be submitted to the IEB at its spring meeting. The full package would be sub-

mitted to TNG's 1977 Convention for amendments to TNG's Constitution, Bargaining Program or Bargaining Recommendations that may be necessary to implement the proposals.

The IEB's action on the first package of recommendations is tentative in that it is conditional upon approval of the whole and because the IEB suggested some minor changes.

The recommendations were contained in a 12-page report to

the IEB and ITU Executive Council by the joint TNG-ITU unity task force. The Executive Council approved the task force's report the same week the IEB took its action.

The final recommendations package would be submitted to the ITU's 1977 Convention, as well as the Guild's.

The task force, charged with recommending ways to mesh the unions bargaining goals and procedures by the unions' 1976

conventions, said it was "struck . . . by the great number of similarities in the bargaining goals, approaches and policies of the two unions."

"There are, of course divergencies," the task force continued, "but many of the differences are minor."

"In almost all cases, task force representatives found themselves in general agreement on objectives and methods and had only to resolve problems of implementing that agreement, flowing from the unions' differing histories, traditions and current bargaining situations," it reported.

The task force emphasized that neither this nor later reports and recommendations are an attempt to fashion a bargaining program for a merged union.

"Had we been doing that, our recommendations, in many cases would have been different or more extensive."

"Our attempt at this stage is

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VDT study requested, cataract testing begins

Washington—TNG has asked the federal National Institute of Occupational Safety and Health to initiate a comprehensive study of vision and related effects associated with working at video display terminals.

At a meeting at NIOSH headquarters in suburban Rockville, Md., Feb. 7, TNG and the New York Guild also requested that NIOSH make immediate tests at the New York Times, where two Guild members who work on VDTs have developed cataracts.

A team of NIOSH specialists conducted tests on Times VDTs on Feb. 10 and 11 with \$100,000 worth of scientific equipment.

There have been previous radiation tests of VDTs at newspapers and wire services, but these appear to have dealt exclusively with ionizing radiation—x-rays and the like—which may cause cancer or sterility. All have shown such radiation to be within governmentally acceptable limits.

The tests at the New York Times, however, were aimed at

uncovering any emissions of non-ionizing radiation—which may cause cataracts. Among the rays which occur in the non-ionizing portion of the spectrum are infrared and ultraviolet emissions.

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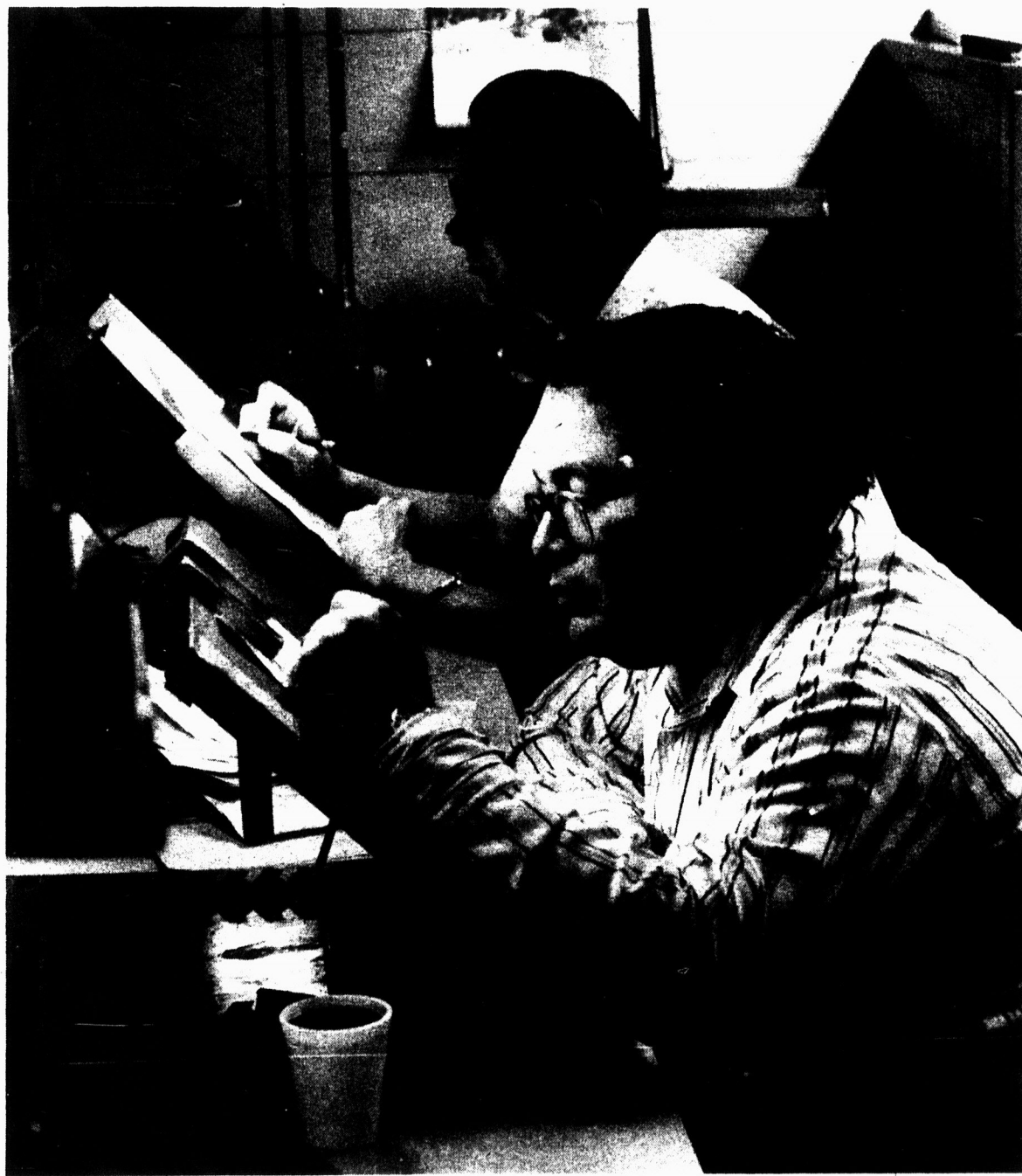
Zink winner of '77 award for service

Washington—Linda L. Zink, new president of the Los Angeles Guild, has been named winner of TNG's 1977 Guild Service Award for outstanding service at the local level.

She was chosen from among 13 persons nominated by nine locals for the award, which carries a scholarship of up to \$1,500 for a course in union education.

Honorable mentions were given to Peter Smetaniuk, chairperson

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Barney Kerr, Buffalo Guild

GUILD, ITU SHOULDER TO SHOULDER DURING BUFFALO BLIZZARD

Mike McKeatjng, Evening News political reporter, foreground, assists Frank Thuman in the proof room

Buffalo storm warms inter-union relations

By RICHARD J. ROTH
President, Buffalo Guild

Buffalo, N.Y.—On the last day of a month in which the temperature never got above freezing and in which snow fell every single day, Buffalo experienced a warming of the relationship between its locals of The Newspaper Guild and the International Typographical Union.

That relationship, so noteworthy that out of town newspapers gave it space in their news columns, was but one of many unusual events in Buffalo newspapering during a disastrous blizzard that blew horizontally through the city

during the last weekend of January and the first week of February.

Those other events included a newspaper failing to publish one day for the first time in its history and a managing editor doubling as a news boy.

After the blizzard had stranded thousands of persons in their offices and the Buffalo mayor had imposed a driving ban that stranded others in their homes, the Buffalo Evening News on the morning of Jan. 31 was able to field only 10 of the usual complement of 90 ITU members needed to publish the Monday afternoon edition.

The newspaper's management immediately contacted Robert M. Russell,

longtime president of ITU Local 9, who agreed to an unprecedented procedure—allowing Guild members to operate ITU keyboards.

Raymond C. Hill, the Guild's Unit chairman at the Evening News, agreed to management's request to deploy some 30 Guild members to the composing room only after he had reached his own oral agreement with Russell.

The substance of the agreement between Evening News management, Russell and Hill was that only Guild members specifically selected by Hill would do the ITU work.

"This kind of thing has never happened before to my knowledge," said

Russell, Local 9 president since 1964. "I could have taken a hardline position and said no one will do our work, but I figured when we're talking Guild, what the hell, we're talking our friends . . . we're talking maybe one day down the line that we'll be merged anyway."

"If it had been anyone but the Guild, I would have said no."

Russell noted that he relaxed his jurisdiction for "this one emergency only." The emergency ended after two days.

The Buffalo Guild, Local 26 of TNG, has not taken a public position on merger with the ITU.

ITU employees were stranded at the

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Operations show black for quarter

Washington — TNG's General Fund had a \$5,071 surplus for the third quarter of the current fiscal year and could well realize another in the fourth quarter, the International Executive Board's Finance Committee reported during the IEB's winter meeting here.

But, the committee hastened to add, "it is probably too much to expect" that the General Fund's deficit from the first six months can be wiped out by the fiscal year's end, March 31, despite economies that have been undertaken.

The General Fund deficit at the end of the first three quarters stood at \$58,588 (\$32,251 from the first quarter, plus \$31,408 from the second, minus the \$5,071 surplus in the third quarter, ended Dec. 31). This brought the General Fund's cumulative deficit to \$409,068.

The third-quarter surplus was achieved on record income of \$425,852 and expenses of \$420,781, the committee reported. "Prime reason" for the record income—\$33,217 above the previous quarterly high—was "catch-up" per-capita payments from a number of locals which were late with payments that were due in the second quarter, the committee noted.

Third quarter expenditures were less than budgeted for payroll and personal property taxes (\$4,010) and for "miscellaneous organizing and servicing" (\$8,604), with the special organizing fund largely responsible for the latter, the committee pointed out.

Items for which expenditures were "appreciably" over budget included employee health and welfare (\$9,328), bookkeeping salaries (\$5,976), international representatives' salaries (\$4,231) and delegates and committees (\$2,454), it said.

The IEB approved a fourth quarter General Fund budget of \$387,805, which, the finance committee estimated, could produce a quarterly surplus of \$14,935 on its estimate of \$402,740 in quarterly income.

Meanwhile, the Defense Fund's assets experienced a net gain of \$23,465 during the third quarter, putting its net worth on Dec. 31 at \$1,974,170, the committee reported.

Defense Fund income for the three months was \$111,806, with nearly \$98,000 from the regular per-capita apportionment, while expenditures totaled \$88,341.

Largest of the expenses was \$33,931—to Guild members supporting Typographical Union picket lines at the Canton Repository and Steubenville Herald-Star. Almost as much—\$31,057—went to members locked out at the Ottawa Journal. Washington Post Unit costs were \$11,565, benefits for members in Chester were \$4,199 and \$5,839 went to strikers at the San Francisco Bay Guardian, the committee said.

In other actions on finance, the IEB approved continuation of benefits to Chester members awaiting recall to their jobs at the Delaware County Times following the end of the strike there—estimated at a cost of \$2,200 for the quarter—and authorized contributions of \$50 to the National Child Labor Committee and \$100 to the National Urban Coalition.



Observing the colonists

Rosaline Kelly, upper left, president of Britain's National Union of Journalists, observes TNG's International Executive Board during its winter meeting, Jan. 24-27, during a "busman's holiday" visit to the United States. A subeditor (copy editor) on "Woman" magazine, she

is on a paid leave from her job to serve as the NUJ's first woman president. The position is comparable to that of TNG's international chairperson, she said. Kelly arrived at the meeting with Vice President Betsy Wade of New York.

Inquirer, Daily News struck by Guild

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A Page-One box in the Feb. 9 Bulletin, signed by its publisher, William L. McLean, III, said it was carrying the Daily News and Inquirer's logotypes because of "the failure" of the two papers' Teamster truck drivers to cross

the Guild picket lines.

Guild negotiators, headed by TNG International Representative James Orcutt, interrupted a bargaining session that had been going on for more than 20 hours to call the strike.

Bargaining, taking place in

offices of the Federal Mediation & Conciliation Services, resumed shortly thereafter before breaking off about seven hours later. It was resumed on Feb. 10 following a ringing endorsement of the strike the night before by a meeting of 450 striking members.

Orcutt said the company's last offer, for a two-year contract, ranged from \$28.75, for those making less than \$200 a week, to \$52 a week, for those making \$400 or more—minus \$8.50 a week now for health and welfare and minus an additional amount, estimated at \$5 a week, in October for an anticipated medical insurance premium hike.

After the diversions the company offer would add \$20 to key news and ad top minimums now and another \$12 in May, 1978, Orcutt estimated.

Eugene B. Jones, Philadelphia Guild president and TNG Vice President, said the company also wants to convert its present six-percent-of-payroll pension contribution to a nonescalating dollar figure.

Orcutt said the Guild is seeking raises ranging from 12.7 percent for the lower paid to 9.7 percent for the higher paid in the first year of a two-year contract, with the same dollar amounts in the second year—and no diversions.

The Guild also is seeking to upgrade classified telephone salespersons, Orcutt said.

The Guild's proposal would raise key news and advertising top minimums by a total of \$80.02, \$40.01 a week effective this Feb. 8 and next. Telephone salespeople's top minimum would be raised \$48 on each date, he said.

Board approves councils' merger

Washington—TNG's International Executive Board has given its blessing to the merger of the Empire State District Council into the Middle Atlantic council.

Delegates to the two councils approved the merger in August and affirmed it in October, when they asked the IEB for its approval, as well.

In other action recommended by its Constitution Committee, the IEB also:

✓ Recommended that TNG's 1977 Convention adopt a new rule mandating that all constitutional amendment language to be considered by the convention be drafted by its Constitution Committee. This would reaffirm a long-standing practice and avoid future confusion and misunderstanding, the IEB said.

✓ Directed that TNG's headquarters staff, under the IEB Constitution Committee, undertake a "thoughtful, unrushed" revision of TNG's Model Local By-Laws. It also urged that the model by-

laws be removed from future editions of the Constitution booklet, chiefly as an economy.

✓ Recommended that five amendments to TNG's Constitution be enacted by the 1977 Convention, three dealing with its disciplinary provisions and a pair which would "make it absolutely clear" that the IEB has the authority to terminate strike benefits and set their levels.

The IEB pointed to problem areas that arose during trial board actions by the Buffalo Guild due to confusing and contradictory sections of the Constitution relating to expelled and suspended members' rights in recommending the disciplinary amendments.

One section of the Constitution seems to contradict another, the IEB said, in that it permits an expelled member to revert to the status of a suspended member pending an appeal of his or her expulsion, allowing the expelled member to participate in the general operation and decision-making processes of the local.

"The severity of such punishment as expulsion is . . . sufficient reason to believe it never was the intention of the authors" of that part of the Constitution to allow an expelled member to "continue to function as an ordinary member," the board said.

The same contradictory section also could result in an automatic increase in the penalty, something "specifically prohibited by other sections of the Constitution," the board said in recommending that the section be eliminated and a new provision be added to allow the IEB or its Appeals Committee to stay a local trial board's action pending the outcome of an appeal to the IEB.

Another amendment recommended by the IEB would eliminate the possibility that a member not in good standing because of dues arrears could suffer a greater loss of rights and privileges than a member suspended by a trial board action or an expelled member who appeals his or her expulsion.

VDT study is asked, cataract tests begin

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In addition, NIOSH physicians and specialists were examining the occupational and medical histories of the two Guild members who have been diagnosed as having cataracts.

The men are 29 and 35 years of age respectively. One is a copyreader and the other a wire filer for the paper's news service. The copyreader had been working on the VDT for about six months and the wire filer for about a year.

At the request of the New York Guild, on Feb. 4 the Times took the two off the machines pending results of radiation tests. The paper also sent the men, who earlier had consulted a specialist in vision and radiation, to a specialist of its choosing at its expense.

Present at the Feb. 7 meeting

at NIOSH headquarters were TNG President Charles A. Perlík, Jr.; New York Guild Executive Vice President Harry Fisdell; Sheldon Samuels, occupational health expert in the AFL-CIO's Industrial Union Dept.; Ellis T. Baker, TNG's administrative operations director; Robert Dudnick, TNG's associate director of research and information; Dr. John F. Finklea, NIOSH's director, and Edward J. Baier, NIOSH's assistant director.

The meeting was arranged by Samuels, a former newspaper employee himself, who has been working with Baker and Dudnick on the VDT study.

TNG and the local requested the immediate "technical consultation" at the Times and the international at the same time asked for the full-scale research study into the larger problems of VDTs'

vision and related effects.

Finklea and Baier ordered the Times study at the conclusion of the meeting and instructed the institute's field specialists in Cincinnati to proceed to New York.

Earlier, the situation at the Times, where other desk personnel using VDTs have reported eye strain and fatigue and related problems, led to a meeting on Jan. 28 of the Guild unit's safety committee and other unit officials, Fisdell, Local Representative Rose Edwards, Unit Chairperson Don Barker, Baker and Dudnick with Times Senior Vice President John Mortimer and Industrial Relations Director Howard Bishow.

At that meeting, the paper agreed in principle to participate with the Guild in a comprehensive safety study. Subject to further management consultation, it

also agreed to radiation tests of the VDTs now in use and said it would consider providing eye examinations for employees using VDTs and excusing employees with serious eye problems from using the machines.

TNG's request of NIOSH for a full-scale inquiry into VDTs' effects—in both editorial and commercial departments—was taken under study by Finklea and Baier at the Feb. 7 meeting.

Earlier, TNG had been exploring the possibilities of such a study with a number of authorities, but had been unable to find an appropriate or available institution.

Discussions are continuing, however, and Baker and Dudnick met on Feb. 9 with a specialist from an Eastern university who also does consulting work in the field.

'Back to Basics' opens in Midwest

Chicago — Representatives of ten midwestern locals participated in discussions of contract negotiations, contract enforcement and local administration at the first of TNG's 1977 "Back to Basics" regional weekend institutes here Feb. 5 and 6.

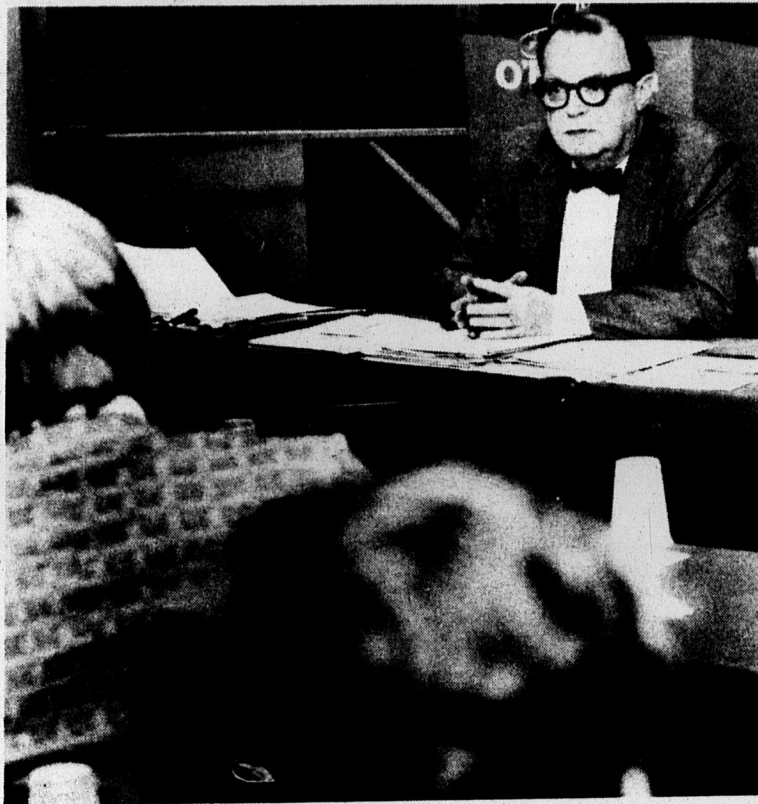
The institute, sponsored by the Midwest District Council, was conducted by TNG Administrative Operations Director Ellis T. Baker and Secretary-Treasurer Robert M. Crocker.

The Chicago Guild's new executive director, Gerald Minkinen, and St. Louis Executive Secretary Robert A. Steinke joined Baker in a panel discussion of preparing grievances for arbitration.

Other "Back to Basics" institutes are scheduled for Toledo, Feb. 12 and 13, and Philadelphia Feb. 19 and 20, sponsored by the Great Lakes and Middle Atlantic/Empire State Councils.

At its business meeting, the Midwest Council re-elected Matt Pommer of Madison, president; Norma Roth of Rockford, vice president, and James K. Meyers of Kenosha, treasurer. Nancy Burkhart of Denver was elected secretary.

The Midwest and Southern Councils will hold a joint pre-



James A. McGill, Gary Guild

THE 'OLD PROFESSOR' LAUNCHES '77 TERM
TNG's Ellis T. Baker... 'Back to Basics'... at Midwest Council

convention meeting in St. Louis May 14 and 15. The Great Lakes Council has been invited to join

in the meeting. Members of the TNG/ITU unity task force have been invited to address the session.

IEB votes aid to WBNG, Ottawa

Washington—The Guild's International Executive Board moved to assist two financially troubled locals during its winter meeting here.

On a motion by TNG President Charles A. Perlik, Jr., the IEB granted \$23,488.77 to the Washington-Baltimore Guild to help the local meet \$39,937.70 in legal fees incurred because of events surrounding the pressmen's strike at the paper and the Guild's defense of its bargaining rights there.

And the board authorized its finance committee to "negotiate the ways, and in what amount," TNG can share with the Ottawa Guild the cost of defending itself against a monetary judgment sought by the Ottawa Citizen as the result of Guild members there refusing to handle Canadian Press stories last summer while Guild members at CP were conducting a series of rotating ministrikes.

Washington-Baltimore Guild representatives listed as among the local's legal costs \$23,991.17 for disputes over management's claim that its contract was not in force last year, \$9,240.92 to prosecute and defend against unfair labor practices charges and \$11,705.61 from the labor board election in which its Post bargaining rights were challenged.

All but \$5,000 of this, or \$39,937.70, was attributable to issues which arose around the pressmen's strike at the paper and the successful defense of Guild bargaining rights.

In addition, \$7,039.85 was incurred in defending the unit against a 1976 management unit clarification petition to the labor board seeking to exclude approximately 140 positions from contract coverage. Another, earlier unit clarification action—in 1975—cost \$2,665.60.

Without the aid, the local—represented at the IEB meeting by its new president, Philip M. Kadis, Administrative Officer Dorothy Struzinski and Treasurer Patricia Wert—estimated its 1977 deficit at more than \$90,000. This would follow a 1976 deficit

of \$44,300 and a 1975 deficit of \$2,800.

Perlik's motion authorized the IEB to reimburse the local half of the total legal costs of the dispute over the contract's existence, unfair-practice charges, and bargaining rights election campaign.

Also authorized by the motion was TNG reimbursement of half the costs of the 1976 unit clarification petition.

Remaining unit clarification costs will be split 50-50, but there's no way of telling how much they might amount to, Perlik said.

The money for the 1976 unit clarification costs will come from TNG's General Fund, and the other money from its Defense Fund.

Perlik said TNG officers had concluded that the international has a "significant and substantial responsibility" to help the local, which is in "extreme financial difficulty."

He said that TNG had never wavered on its commitment to keep the Post Unit in the Guild.

"Given the relevance to the whole Guild of retaining the Post Unit, it does not seem as though the local should be required to shoulder the full cost of management's attack," Perlik told the IEB.

Management, he said, has taken the local to the mat "in every conceivable way."

In Ottawa the Citizen is seeking damages from the Guild by assigning a monetary value to each news story.

When Citizen staffers refused to handle CP copy during one of the periods Canadian Wire Service Guild members at CP were conducting rotating strikes while seeking an initial contract, the paper's management personnel rewrote and in some cases handled the struck copy.

The Citizen is seeking \$6,325 from the local for travel to hearings, salaries of management personnel for the time they were handling CP copy, legal fees—and \$4,100 for the alleged damage to the product.

The Citizen says that each is-

sue carries an average of 150 stories (including art). The subscriber pays 15 cents a paper, making each item worth about one-tenth of one cent to each subscriber. Since the paper has 100,000 subscribers, each item is worth \$100 to the publisher, the Citizen claims. Each rewritten CP story represented a loss of a local story that might have been written instead, it says.

Guild members, however, continued to write local copy during the time they were refusing to handle CP copy, the local notes.

The local requested TNG assistance because "the principle at stake, the dollar value for news items, is one that once established will work to the detriment of the Guild in every shop on the continent," James Scheer, the local's secretary, wrote to the IEB.

'Bad faith' charged in Post talks

Washington—The Washington Post is accused of a series of actions violating its obligation to bargain in good faith in unfair-labor-practice charges filed by the Washington-Baltimore Guild with the National Labor Relations Board on Feb. 4.

The Post, the charges allege:

✓ Unilaterally instituted an ad-sales commission arrangement under which "independent contractors" have been engaged to sell ads, work which "is, and always has been," within Guild jurisdiction.

✓ Unilaterally entered into "personal service contracts" with persons it has improperly excluded from the Guild Unit but who are doing Guild work in and for the editorial department.

✓ Refused to supply Guild bargainers with "relevant and necessary" payroll data that has been requested repeatedly since Aug. 31.

✓ Discriminated against an employee working a full week in two part-time newsroom jobs by taking one of them away from her in retaliation for the Guild during a bargaining session ques-

Sympathy striker is no quitter, Post told

Washington—The Washington Post has been ordered by a National Labor Relations Board law judge to rescind its discharge of a Guild member who is respecting the pressmen's picket line.

The employee did not "constructively resign" his job as an administrative publications clerk when he failed to comply with a company order to return to work last spring, John F. Corbley, the law judge held.

As a "sympathy striker," Ralph McMillan, Jr., is protected from discharge by federal labor law, Corbley said.

Corbley, however, did not order the paper to reinstate and pay back wages to McMillan—traditional remedies in such cases—because McMillan has not made an unconditional offer to return.

Instead, McMillan repeatedly has told the Post that he will not return until all strike issues at the paper are resolved.

Dorothy Struzinski, administrative officer of the Washington-Baltimore Guild, said it is expected that the McMillan decision also will apply to about a dozen other Guild members who are continuing to observe the picket line set up on Oct. 1, 1975, by Local 6 of the International Printing & Graphic Communications Union.

The company had written to McMillan saying that if he did not return to work by April 12, 1976, he would be considered to have resigned.

Corbley said that McMillan was, and is, a sympathy striker and as such protected by the law.

Since the picket line McMillan was observing was set up by economic strikers, McMillan also can be considered one, Corbley held.

Economic strikers, while they may be "permanently replaced" cannot be discharged.

This means that McMillan retains his employee status and rights to his job or one substantially equivalent should one become available and he makes an unconditional offer to return.

Corbley's decision, issued Jan. 31, noted that the Post had no ground to determine that McMil-

lan had resigned merely because he exercised his lawful right to observe a picket line.

The company had claimed that McMillan's observance of the picket line was not protected under the law because of what it called a "no-strike clause" in the Guild's contract.

Corbley, however, recalled that the Post had said that the Guild contract had expired on March 31, 1976, a month before McMillan was told to return or be considered as having resigned.

The company, therefore, cannot argue that McMillan violated the contract, Corbley held.

Besides, he added, the so-called "no-strike clause" is not that. It is, instead, an arbitration clause.

Although the U.S. Supreme Court has held that it may be inferred that an arbitration clause is, in effect, a no-strike provision, the company's position was that the clause did not survive the contract the company says expired, Corbley noted.

But even an arbitration clause as an implied no-strike provision would not bar sympathy strikes, and the NLRB has refused to apply such a bar to sympathy strikers unless the clause "clearly and unmistakably waives that right," which the Guild contract's clause did not, Corbley added.

The Post "cannot have it both ways," Corbley held.

At a bargaining session three days before Corbley's decision was issued, the Post indicated that it is willing to sign a statement that Guild members observing the picket line will be put on a re-hire list when they offer to return.

In November the Post agreed to pay three Guild members who had been honoring the picket lines their severance pay in an unfair-labor-practices complaint settlement negotiated by the NLRB.

The complaint had been issued after the Post refused to restore the three—Nancy Gonzalez, Margaret Lindsay and Don Jones—to their jobs after each had unconditionally offered to return.

The settlement was reached after the three indicated they had changed their minds and did not wish to return to the Post.

tioning the Post's failure to treat her as a full-timer.

J. William Blatz, TNG's director of field operations who is serving as chief Guild spokesperson in Post bargaining, told the company that the charges were being filed "with the greatest reluctance."

"But," said Blatz, "we have no acceptable alternative," noting that resolution of each of the situations had been sought at the bargaining table.

Under the Post's independent-contractor-ad-sales program, some regular full-time ad sales representatives have been required to "train" the "contractors," Blatz reported.

The Post's agreement with the contractors provides generally that they are to solicit display ads from advertisers who have not purchased space for 12 months or more, except for those on an "exempt list" who are scheduled for solicitation by employees.

The contractors may, however, solicit orders from regular and exempt accounts as part of special ad sections for a shopping center or shopping area.

Commissions, to be paid weekly, generally range from 15 percent to 20 percent under the agreement. But the Post provides no guarantees, no expenses and no benefits for the contractors beyond the commissions. And the Post reserves the right to take any account developed by a contractor from the contractor and make it a house account.

Lawrence A. Wallace, the Post's labor relations vice president, told Guild bargainers it's a "job" he "wouldn't particularly like."

In the newsroom, the Post has "hired" several persons as reporters to cover various kinds of news, including Capital Hill, under personal service contracts which do not provide any fringe benefits either, Blatz said.

Richard Harwood, the Post's deputy managing editor, told Guild bargainers that the practice was being followed so the editorial department would not exceed its personnel budget.

The NLRB's regional office will investigate the Guild's charges and determine whether to issue a complaint.

THE SHORT



OF IT

NEWSPAPER PUBLISHERS and their "unions" executive officers held their first national legislative conference in St. Louis recently. Sponsored by the American Newspaper Publishers' Assn., the National Newspaper Assn. and the Newspaper Assn. Managers group, topics included legal-ad rates, litter control laws, open meetings and open records laws, taxes, subpoenas, postal rates and labor law. More than 60 publishers and association executives from 26 states attended. . . . The ANPA and three other newspaper management groups have cancelled meetings in Canada this year and next in the face of the 1976 Tax Reform Act's restrictions on business deductions for expenses for conventions outside the United States. Deductions now can be taken for only two such conventions a year, travel cost deductions are limited to the lowest commercial fare and the taxpayer must file several documents listing the number of days of the trip, hours of business activity, the program of the convention and the days and hours that the taxpayer spent at convention sessions and meetings. ANPA is going to try to get the law changed for organizations with international membership. . . . ANPA signed up 77 new members in 1976 and ended the year with a record membership of 1,158 daily newspapers (53 of them in Canada) and 42 non-dailies. Among its new members: Village Voice, Editor & Publisher magazine, the National Enquirer, Grit, Army Times, the Sudbury Star and the Sapulpa (Okla.) Herald.

As the 95th Congress was preparing to convene, Sen. Alan Cranston (D.-Calif.) warned that "a professional cadre of hundreds of high ranking, well paid, tenured civil servants in the national security establishment will once again be pushing for secrecy legislation that would, in effect, short circuit the Bill of Rights." . . . Former CBS correspondent Daniel Schorr told journalism students at American University that the First Amendment may require reporters to "act in defiance of the large news corporations" as well as in defiance of the government. "It may well be that suppression by one's organization is a greater threat than suppression by the government," he said. . . . A League of Women Voters-sponsored mock convention on a "Bill of Rights for Our Time" endorsed parts of a new First Amendment proposed to it by Cedric Parker of the Madison Guild. It would require publishers and broadcasters to make time and space available "to all points of view, with due regard for the laws of libel." Parker, city and managing editor of the Capital Times from 1948 to 1972 when he retired, said the press must be free to all, "not just those who can afford multi-million-dollar presses."

THE COUNTING HOUSE: With the purchase of the Southeast Missourian in Cape Girardeau the Thomson newspaper chain has grown to 56 papers in the United States. . . . Field Communications Corp., which publishes the Chicago Sun-Times and Daily News through a subsidiary, will buy the 77.5 percent of Kaiser Broadcasting it doesn't already own for \$42,625,000 if the FCC says okay. . . . In all, 72 dailies changed hands in the U.S. in calendar 1976, according to Editor & Publisher. . . . Folio, a magazine management magazine, conducted a two-day forum on "buying, selling and merging magazines" in New York in December.

The University of Michigan and Stanford University are taking applications for National Endowment for the Humanities Fellowships for Journalists for the '77-78 school year. A total of 24 persons will get \$15,000, plus tuition and a travel allowance to study at one of the schools. Ben Yablonky, director of the journalism department at Michigan in Ann Arbor has more details. . . . The Amalgamated Meat Cutters Union is taking applications for its annual Russell Bull Scholarship of \$1,000 to go to a college student who has been active on behalf of civil liberties and civil rights. Details available from the Meat Cutters, 2800 N. Sheridan Rd., Chicago, 60657.

AMONG OURSELVES: Stella Roberts, the Wire Service Guild's unofficial "first woman," has taken early retirement after 31 years in AP's Oklahoma City bureau to become information director for the Oklahoma Employment Security Commission. Roberts was the first woman elected to the WSG's executive committee, its first woman secretary-treasurer and the first woman on the local's AP and UPI bargaining committees. She was a delegate to seven Guild conventions and chairperson of the Heywood Brown Award contest in 1973. . . . Jack Howard, TNG vice president from the U.S. West in 1957-59, has left the 20th Century Fund to become a special assistant to Jerry Wurf, president of the State, County and Municipal Employees. . . . Richard C. Widman, Cleveland Guild member and Plain Dealer reporter, has been honored by the Ohio Civil Liberties Union for a series exposing inhumane conditions in Ohio prisons and mental institutions. First time a reporter has been so honored by the Ohio ACLU. . . . Detroit Guild member William (Billy) Allan has been honored with a testimonial dinner, resolutions by the Detroit City Council and Guild local and congratulatory measures from more than a dozen persons ranging from U.S. Rep. John Conyers through the presidents of the state and city AFL-CIO central bodies to leaders of the Young Workers Liberation League. The occasion: 40 years' reporting for the Daily Worker and Daily World.



Roberts

Zink wins 1977 service award

(Continued from Page 1)

of the Philadelphia Guild's Pottstown Unit, and David Wagner, vice president of the Madison Guild.

Selections were made during the International Executive Board's meeting here Jan. 24-27. Judges were TNG Vice Presidents Eugene B. Jones of Philadelphia and Dorothy M. Sain of Cleveland plus Ellis T. Baker, TNG's director of administrative operations.

Zink was sworn in as president of the Los Angeles Guild on Jan. 26, the day before the announcement that she had won the Guild Service Award. She was the local's secretary when nominated for the award by its executive committee on Dec. 15.

A member of the Guild and the local seven years, she previously had served it as sergeant-at-arms, bargaining committee member and as a delegate to its representative assembly, the Los Angeles County Federation of Labor, the California Graphic Arts Unions' Legislative Council, TNG's 1975 Convention and the Western District Council of Guild locals.

A reporter on the Long Beach Independent and Press-Telegram's "Lifestyle" staff, Zink also has been a shop steward, chief shop steward and unit vice chairperson.

She also assisted in the 1975-76 organizing effort at the Van Nuys Valley News and Green Sheet and has been a member of the Coalition of Labor Union Women since its beginnings.

She is the third member of the Los Angeles Guild to win the award, given annually to TNG since it was established in 1955 in memory of Wilbur E. Bade, former TNG organizing director and Guild Reporter editor and executive secretary of the Twin Cities Guild. Earlier, Los Angeles winners were James V. Caddilli, in 1969, and Lynn Igoe, in 1965.

Other nominees for the 1977 award, besides Zink, Smetaniuk and Wagner were:

Karen Hasman Petite, Chicago Guild immediate past president;



LINDA L. ZINK

Claudia Hansford, chairperson of the Pacific Northwest Guild's Seattle Times Unit; Bob Lane, chairperson of PNG's Tacoma Unit; Anna Padia, chairperson of PNG's Post-Intelligencer Unit; Rita Gillmon, San Diego Guild vice president.

Also, Ogden Chamberlain, San Antonio Guild immediate past president; Gene Turner of Stockton, Central California Guild vice president; Lanny Larson of Fresno, CCG secretary; Geraldine Oliver, vice chairperson of the Philadelphia Guild's Chester Unit, and Walter Wisniewski, delegate to the Wire Service Guild's UPI National Committee and the local's representative assembly.

While nominating Wisniewski, the WSG's Executive Committee asked that he not be considered for the award, however, since "personal considerations" would make it impossible for him to take advantage of the scholarship if he were to win.

Larson and Turner were nominated as a team entry by the Central California Guild's executive committee, with the suggestion that they share the award.

Vice President Shirley L. Caldwell of Pacific Northwest, named to help judge service award entries by the IEB during its fall meeting, stepped down from the panel in view of the nominees by her local. She was replaced as a judge by Sain.

Newspaper Fund alumnus recalls 'solo' bargaining

Long Beach, Calif.—Linda L. Zink, Los Angeles Guild president and winner of TNG's 1977 Guild Service Award, says she was more than a little bemused to learn last year that the Newspaper Fund was soliciting journalism professors' support for the so-called "journalists' freedom of choice bill."

The bill would have allowed reporters and others to bargain and grieve individually with their employers without regard to any union legally representing them and any union contract establishing minimum terms and conditions of employment.

The Newspaper Fund's letter to professors said the bill "might

favorably permit interns to negotiate salaries directly with newspaper managements rather than be included under mandatory union job classifications."

Zink said her first newspaper job was as a Newspaper Fund intern on the Grand Island (Neb.) Independent in 1968, where she was paid "the magnanimous sum" of \$65 for a 44-hour week "that included a split shift, too."

Noting the absence of a Guild, or any other union's, contract at the Independent, Zink said the "freedom" she experienced there was "the freedom one has to take what management offered or leave." She was, she said, powerless to do anything else.

Tops up \$87 in 2 years at weekly

(Continued from Page 8)

was received for work in the higher classification.

The Guild will be notified at least a month in advance of any economic dismissals because of the paper's sale and two weeks in advance in case the paper folds.

✓ The company will give the Guild three months' notice of intent to automate. An employee whose displacement is agreed to will be retrained at company expense on company time and will be continued in a suitable job with no loss of salary or benefits.

✓ The company also will provide adequate substitute help whenever an employee is temporarily absent because of illness, vacation, disability or written leave of absence.

Decertification vote is set at Guardian

San Francisco—Guild and Typographical Union members who have been striking the Bay Guardian here for eight months, plus the strikebreakers who have been putting the paper out, were to vote Feb. 14 in twin elections to determine whether the unions will retain their certifications at the weekly.

The elections are the result of a decertification petition filed in early January by one of the strike replacements.

✓ Such leave now will include that for employees who wish to become candidates for public or political party office. Leave provisions also will include time off for family emergencies. Maternity leave will be granted upon request according to time limits in the Unemployment Insurance Act.

✓ Irrelevant mental or physical handicaps are added to factors for which management may not discriminate in hiring.

✓ Employees will be provided with copies of entries into their personnel files, and they and the Guild may place responses in the files.

✓ An employee may refuse without penalty or prejudice to surrender to anyone but the publisher information, notes, records, documents, films, tapes, photos or the identity of the sources thereof.

The publisher, in turn, cannot surrender such material without the consent of the employee and vice versa, except by court

order.

✓ If an employee as well as the paper is named in a libel action, the company will pay all expenses incurred by the employee, including fees and expenses of any counsel engaged by the employee.

But if the paper and the employee are named jointly in such an action, the company will select legal counsel.

The company will pay any monetary loss an employee may suffer from fines or damages, and no employee will suffer loss of wages, benefits or employee status as a result of having been named with the company in a libel action.

✓ When possible, factual changes in material will be brought to the reporter's attention before publication. If the reporter cannot be contacted, his or her byline will be removed from altered material.

✓ "Advertising support copy" will carry an overline reading, "Advertising Feature."

Eastern Canada project disbanded

Ottawa—The Eastern Canadian Wire Service Guild Servicing Program has been terminated because of the increase in the number of participating locals with their own full-time staff, the IEB was told during its

winter meeting.

The program was jointly financed by TNG and the locals. Its servicing representative, Jerry E. MacDonald, joined the CWSG as its fulltime executive secretary effective Jan. 1.

IEB: Reform grand juries, free jailed journalists

Washington—Reform of the U.S. grand jury system, freedom for journalists in jail abroad and an end the U.S. Secret Service using press badges were called for by TNG's International Executive Board during its winter meeting here.

"Reporters continue to face the threat of jail for shielding their sources, and the threat has been

transformed into reality in several cases," including that of the Fresno Four, the resolution on the grand jury system noted.

"Interim relief is badly needed until Congress and the state legislatures can be persuaded to pass adequate legislation," the board said.

Bills introduced in the last session of Congress by Reps. John

Conyers (D-Mich.) and Joshua Eilberg (D-N.Y.) and Sen. James Abourezk (D-S.D.) would provide protection for reporters' before grand juries, the board said.

Similar bills are in the process of introduction in the current session.

The measures "would have the following effect," the IEB said:

✓ Give witnesses before a

grand jury—including journalists—time to obtain counsel and require that they be told of the precise subject of the investigation, thereby discouraging fishing expeditions.

✓ Require that witnesses be given a transcript of their testimony, thus offering reporters an opportunity to prove to news sources that confidentiality was not breached.

✓ Prevent the jailing of witnesses for refusal to answer questions based on information gathered in violation of federal wiretap laws or the witnesses' constitutional rights.

✓ Limit jail terms for refusal to answer to six months, instead of the present 18. This was viewed as a first step by the board; ideally, jail sentences should be eliminated, it said.

✓ Require that grand juries vote on whether to issue subpoenas, preventing the issuance of a summons by a vindictive prosecutor out to get a reporter.

✓ Provide reporters and other witnesses with three grounds to challenge a subpoena—that it is unreasonable, that it is punitive, and that it is intended to obtain information to help prosecute a person already indicted.

✓ Enable a journalist to avoid testimony by pleading the Fifth Amendment's right to silence.

"These provisions would go a long way toward ending the abuses currently being inflicted on newsmen" in the United States, the IEB said.

In both Canada and the United States, reporters are sometimes jailed for refusing to disclose the identities of sources, but "in many

countries, imprisonment has become a routine hazard of the job"—for months, or even years—the board's resolution on journalists jailed in other nations said.

Sixty-seven journalists were in jail in 17 countries last year, according to Amnesty International (AI) reports, the board said.

AI has declared 1977 "Prisoners of Conscience Year," with emphasis on journalists and other writers.

The International Federation of Journalists (IFJ), with which TNG is affiliated, is participating in the AI campaign, the IEB noted.

A journalists' committee is being formed by AI in the United States to work to free specific journalists and raise protests whenever a prisoner's life is immediately threatened.

"For the Guild to participate fully in this effort is an elementary obligation," the IEB said.

It authorized TNG officers to "join with Amnesty International in every way feasible to aid imprisoned journalists and to intervene on their behalf in cases of extreme urgency."

"We've got a secret for the Service. You can't do anything but damage to reporters by masquerading in their roles," the IEB said in regard to the Secret Service's use of press badges when former President Ford played in a golf tournament the day after he left office.

The board called the agents' action "the latest in a long history of official infringements on the sanctity of the press badge."



300-PLUS MARCH TO SUPPORT LOCKED-OUT OTTAWA JOURNAL UNIONISTS
Noontime demonstration took place in freezing cold—15-below Celsius

Ontario probes Ottawa lockout

Ottawa, Ont.—A special, one-member industrial inquiry commission has held two days of hearings into the lock-out of 160 Guild members and other employees at the Ottawa Journal.

The commission, composed of Dean David Johnston of the University of Western Ontario Law School, will report to provincial Labour Minister Bette Stephenson, who appointed Johnston.

Additionally, the commission-

er has the power to act as a conciliation board and subpoena documents and summon witnesses.

Journal employees have been locked out since Oct. 25, when guards turned them away at the paper's doors.

All unions' contracts are open. In addition to the Guild, they are the Typographical Union, the International Mailers Union, and the International Printing and Graphic Communications Union's pressmen and stereotypers.

Agreement on a new contract earlier had been reached with the Ottawa Citizen.

One hundred thousand copies of Lockout Journal, a union tabloid, have been printed for use in the unions' circulation and ad-

vertising boycott effort. The unions said that Journal advertising had been cut substantially.

And circulation appears to have been affected by boycott efforts, as well, they reported. The Journal is offering to contribute \$2 to a hospital for every three-month subscription. Previously, it had cut its subscription price.

The Ottawa Guild reported \$4,450 in additional contributions to the lockout fund from the following Guild locals:

Philadelphia	\$ 100
Canadian Wire Service	500
Vancouver-New Westminster	500
Victoria	200
San Jose	100
Wilkes-Barre	50
Toronto	3,000

This brings total contributions to \$10,795 since the lockout began.

Maternity benefit legislation supported by TNG's board

Washington—TNG's International Executive Board has reaffirmed the Guild's "determination to intensify its efforts at the bargaining table and on the legislative front to eliminate all forms of discrimination in the workplace."

Citing the U.S. Supreme Court's ruling on maternity benefits [GR, Dec. 10], the IEB said the matter has been given back to Congress, and urged all U.S. members to "join the call for new legislation to expand Title VII of the Civil Rights Act to include maternity benefits, a responsibility

Congress shirked" originally.

"The tools for ending discrimination have long been in the Collective Bargaining Program," the board said. "It is time for us in the Guild to make greater use of them."

The board's action followed a similar statement by TNG President Charles A. Perlik, Jr. [GR, Jan. 14].

In approving another report of its human rights committee, the IEB accepted an invitation for organizational membership for TNG the President's Committee on Employment of the Handicapped.

January letter to Ball from TNG Secretary-Treasurer Robert M. Crocker also seeking specific allegations. Ball did not respond, the appeals committee said.

The committee said it had "carefully reviewed the appeal documents and the local's response" and found no evidence that TNG's Constitution, the local's by-laws or election rules had been violated.

Earlier Ball notified Crocker

that he intends to appeal to the 1977 Convention actions by the IEB during its fall meeting which upheld the Buffalo Guild trial board's conviction of him on three counts of violating TNG's Constitution.

On two of the counts, the IEB also upheld penalties of expulsion and fines of \$1,125, while in the third instance it upheld the local trial board's reprimand of Ball but set aside a \$250 fine.

Brian Flores joins FMCS

New York—Brian L. Flores, former administrative officer of the Washington-Baltimore Guild, will begin working as a mediator in the regional office of the Federal Mediation & Conciliation Service here Feb. 22.

Flores resigned his WBNG position July 22, the day after Washington Post employees turned back a challenge to Guild bargaining rights at the paper in a National Labor Relations Board representation election.

Flores, who had become an issue in the representation contest between the local and an unaffiliated group calling itself the Washington Newspaper Union, had pledged to resign effective with the Guild's victory in the election, and he did.

He had been the local's administrative officer since 1966. He ran unsuccessfully for TNG's presidency in 1969 and 1971.

IEB appeals panel denies election protest

Washington—A protest by William L. Ball against procedures in the election of Buffalo Guild officers last November has been denied by the International Executive Board's Appeals Committee.

A Buffalo Guild membership meeting had rejected the protest in December. The local reported that Ball had been asked twice for specifics, but did not reply.

The appeals committee cited a

Investigating reporters get \$975 from TNG, 9 locals

Washington—TNG and nine of its locals have contributed \$975 so far to Investigative Editors and Reporters, the Indianapolis-based combine which is probing the murder of Arizona Republic reporter Don Bolles and corruption in the state.

IRE has reporters from several papers on the story in Arizona. Some are not being paid by their papers.

TNG kicked off the contributions with \$500 authorized at the 1977 Convention.

Since then, Wilkes-Barre has sent \$25; Cincinnati, \$25; St.

Louis, \$100; Hudson County, \$25; Los Angeles, \$25; Erie, \$25; Kenosha, \$50; San Francisco-Oakland, \$100, and San Jose, \$100.

In addition, the International Executive Board was told at its winter meeting here, the Pacific Northwest Guild has contributed \$100 to a fund for the Bolles children's education.

John Harvey Adamson, a greyhound breeder, pleaded guilty on Jan. 15 to second-degree murder and implicated two other men, a wealthy contractor and plumber, in Bolles's car-bombing death.

Adamson will go free after 20 years and two months in prison. The other two—contractor Max Dunlap and plumber James Robeson—were charged with one count of first-degree murder and one of conspiracy to commit murder.

Bolles died 11 days after his car was bombed last June 2.

Order cancels food stamp cut

Washington—New U.S. Agriculture Secretary Bob Bergland has formally cancelled an order by the old Ford Administration that would have dropped some five million persons from the food stamp rolls and reduced benefits for millions of others.

The cuts had been blocked since last May by a federal court order obtained by a coalition of civil rights organizations, 26 state governments, the U.S. Conference of Mayors, 22 church groups and 53 unions, including TNG.

Earl Butz, Secretary of Agriculture at the time, characterized the coalition as a group of "bleeding hearts" who went off in search of a "soft-headed judge" to stop the program slashes.

Bergland said the order was withdrawn so the Carter Administration can shape its own food-stamp policy "free of any encumbrances."

Memphis Seeking Administrative Officer

The Memphis Guild is seeking applicants for administrative officer of the local, a new position approved by membership referendum in November. Duties include bargaining, organizing and grievances. Salary in the \$18-19,000 range. Resumes, stating experience and background, should be sent to:

Search Committee
Memphis Newspaper Guild
33 N. Cleveland
Memphis, Tenn. 38104

IEB okays proposals to mesh bargaining

(Continued from Page 1)

to bring the bargaining programs, procedures and policies of the two unions closer together as a step toward both more effective bargaining and a merged union," the task force said in its report.

The report also states that the two unions are "agreed on the concept that a contract is a listing of the rights and privileges of the employee," that individual acts of employees are not contract violations and that contract enforcement is the local's obligation.

The initial recommendations were not drafted as precise language, but as summaries, the task force also emphasized.

The initial set of proposals covers bargaining goals, jurisdiction, union security, grievances, arbitration, picket lines and struck work, contract duration and renewal, job protection, automation and discrimination bans.

Common bargaining goals—some mandatory for locals and others discretionary—were recommended: Among them:

Adequate jurisdiction protection and definition were recommended as mandatory proposals in bargaining. International approval would be necessary before a local entered an agreement or understanding with an employer (or another union) determining jurisdiction.

Locals would be required to propose a union shop clause—or, where illegal, an agency shop. Where both are illegal, the union shop would be proposed conditional upon repeal of the state's open shop law.

The recommendations also would require locals to propose grievance language making it clear that the union has the right to take up not only contract violations, but any matter affecting the employee-employer relationship.

Another recommendation would require special permission of the international for a contract to contain a no-strike clause or any other language which would require an employee to work during a strike.

Further, each contract would have to contain a clause allowing employees to support by lawful strike action any strike by a sister local against any affiliated company of the employer.

And locals would be required to propose language providing that no employee be required to handle struck work nor work destined for struck shops, nor be

required to cross the picket lines of any union.

"An immediate goal" is common expiration dates with the contracts of other unions, the task force report emphasized.

If there is no common expiration date, locals would be required to propose that a contract of more than a year's duration contain a clause allowing employees to honor another union's picket line.

Locals would also be required to propose that any economic dismissals be made by seniority and that persons dismissed for economic reasons be rehired in order of seniority.

A proposal to recognize the right of employees facing economic dismissals to return to a prior job or claim any other he or she is competent for "and entitled to by seniority, as determined locally," also would be mandatory.

The recommendations also would require locals to propose provisions for adequate notice of dismissal for any reason, and for supplemental unemployment compensation, continuation of employer-paid health and welfare and life insurance benefits and pension-service credits for all employees dismissed for economic reasons.

On automation, the recommendations would require locals to propose that employees affected by new processes or equipment be retrained at the employer's expense and time.

Contract proposals to enable employees to share in savings resulting from new processes and equipment would be required.

Protection against safety hazards of such equipment would also have to be proposed.

Prohibitions against the establishment of standards of speed



Ross Kenward, Vancouver-New Westminster Guild

For outstanding service . . .

Marlene Anderson and Dick Evans share the Vancouver-New Westminster Guild's Percy Zimmerman Award for outstanding contributions to the local. Anderson was cited for activities far beyond those directly associated with being local secretary the last six years, including production of the local's newsletter and service on the bargaining committee. Evans, local treasurer for four years and bookkeeper for six, was cited for bargaining

committee service as well, and for setting up a benefits-payment system during two shutdowns at the Vancouver Sun and Province. It is the fifth time the Zimmerman Award has been made since it was created in 1960. It includes \$100 plus a plaque. Jim Barrington, a past local president, presented the award to the two. Anderson and Evans work in the papers' business office. Background left is Jim Young, local executive secretary.

and accuracy and assignment to new equipment on the basis of proficiency were recommended.

Without international permission, the recommendations said, no contract would be permitted that failed to prohibit discrimination in hiring and employment based on race, color, creed, sex, national origin, age, marital or parental status, family relationship, political belief or activity, or irrelevant handicaps.

Locals also would be required

to propose that management be required to establish employee training programs to provide equal opportunity for placement and promotion, "with emphasis on women, minority groups and those socially or culturally disadvantaged."

Active recruitment by management of women and minorities in all classifications—with minimum goals during the shortest possible time—would have to be sought.

"While this initial report is

limited to bargaining goals," the report said, "the task force is moved to emphasize at this point that one aspect of bargaining procedure on which the two unions have been earmarked for the past two years is all-important: joint bargaining."

"The spread of such joint bargaining and its necessary corollary, common contract expiration dates, must be the two unions' immediate and urgent aim," the task force said.

The task force's members—J. William Blatz, field operations director, and Charles Dale, international representative, for the Guild, and Allan J. Heritage, 3rd vice president, and Robert L. Wartinger, contracts bureau director, for the ITU—are being assisted by a subcommittee of David J. Eisen, TNG research and information director, and Earl Jepperson, ITU international representative.

The IEB commended the six and said it "looks forward" to the completion of the study and recommendations "as an important (quoting from the introduction to the first report), 'step toward both more effective bargaining and a merged union.'"

Victoria meetings opened to ITU

Victoria—The Victoria Guild membership has opened its meetings to rank-and-file members of Typographical Union printers and mailers locals here and endorsed last fall's call by the Western Canada Conference of Guild and ITU Locals for speedier action toward merger of TNG and the ITU.

The Victoria Mailers Union has reciprocated by opening its membership meetings to Guild members and the Victoria printers' lodge is considering it.

Meanwhile, the 1977 executive committee of the Victoria Guild

was sworn in Jan. 16 by local Typographical Union leaders: Steve Majorki, president of the mailers, and Tom Ferris, chapel chairman of the Victoria printers' lodge and an executive member of the Vancouver Typographical Union.

Opening up membership meetings was among the recommendations of the Conference, held in Banff, Alta., in October.

Commending the task force for its work, the conference also urged expansion of merger information to membership meetings in as many areas as possible and

urged both unions, on 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."

Victoria Guild officers sworn in by the Typographical Union leaders were: Bridget Petersen, president; Richard England, 1st vice president; Roger L. Stonebanks, 2nd vice president; John Hutchinson, secretary, and Dick Gibbons, treasurer. Also, Harry Faerber, Brenda Wright and George Gibson as directors.

Buffalo storm warms inter-union relations

(Continued from Page 1)

Buffalo Courier-Express and no such agreement was needed there.

Many of the 560 members of the Buffalo Guild were stranded in their offices and nearby bars and hotels for two, three and sometimes more days during the blizzard. While stranded, assistant city editors ran switch boards and ad takers at the Evening News manned the kitchen, feeding some 700 persons.

The food at the Evening News was primarily fish taken from an Arthur Treacher's truck fortuitously stuck in the snow outside the News building. The publisher bought the truck load.

"It was the old fishes and loaves parable," said Hill. "We were asking 'How are we going to feed this multitude' when, miraculously, fish arrived."

At the Courier-Express and the Tona-

wanda News the food was provided by less spectacular means.

Throughout the storm, the Guild people co-operated by arriving four and five hours early for their shifts—that means 3 a.m. at the Evening News—and papers were regularly put to bed four hours early.

At the Tonawanda News, the Saturday afternoon paper of Jan. 29 was written on the afternoon of Jan. 28. The Saturday edition of the Evening News was delivered to homes on Sunday and Monday. The Courier-Express that Saturday failed to publish for the first time in its history. It did publish on Sunday, however.

All week the newspapers ran with virtually no advertising.

The drivers and hoppers at the Courier-Express, all of whom are Guild members, had particularly difficult times

during the storm because only major thoroughfares were passable. Hoppers had to lug their heavy bundles down side streets to make their drops and then run back to the trucks waiting on the main arteries.

At the Evening News, Guild district managers participated in the driving and hopping after an agreement was signed between the News management, the Guild, the Teamsters and an independent truck drivers' union. The agreement was similar to that which existed orally between the Guild and the ITU.

As for deliveries, former Guild member and now Evening News managing editor Murray B. Light pitched in by making the rounds in his neighborhood when the regular carrier was unable to get out. Many Guild district managers, drivers and hoppers also were newspaper boys for a day.

Drivers' reward: executive Scotch

Buffalo, N.Y.—What do circulation drivers do after they finish delivering Sunday papers through one of the nation's worst blizzards on record?

If they're the Guild-covered drivers at the Buffalo Courier-Express they get together with a few bosses in the paper's executive dining room and partake of the corporate Scotch.

"All you could hear them say was 'We got it through,'" according to executive editor Douglas L. Turner.

IEB issues call to aid J. P. Stevens boycott

Washington—Calling the giant textile company "the nation's No. 1 corporate lawbreaker," TNG's International Executive Board has endorsed labor's boycott of the J. P. Stevens Co. and has asked all U.S. Guild locals to assist the effort.

The board acted at its Jan. 24-27 winter meeting here after being briefed on Amalgamated Clothing & Textile Workers Union (ACTWU) efforts to win bargaining rights and contracts for Stevens workers.

"In the long and shameful rollcall of companies that have sought to keep their employees in industrial servitude, the current place of dishonor belongs to J. P. Stevens," the IEB said.

In the course of a 13-year anti-union campaign, Stevens has been found guilty of violating the National Labor Relations Act 15 times, violating federal anti-discrimination laws twice, and has been cited for numerous violations of the federal Occupational Health and Safety Act "endangering the lives of its employees," the board pointed out.

"Stevens has fired employees for union activity, wiretapped the motel rooms of union organizers and, when all else failed, closed an entire plant to avoid collective bargaining," the IEB noted.

The board quoted a National Labor Relations Board regional director as characterizing Stevens' conduct as "a massive, multi-state campaign to deny its employees their rights . . . to seek collective bargaining representatives of their own choosing" and accusing the company of committing unfair labor practices of "unprecedented flagrancy and magnitude."

ACTWU and one of its predecessors, the old Textile Workers Union of America, have been



THIS IS THE PLANT J. P. STEVENS CLOSED WHEN WORKERS SOUGHT CONTRACT
Company closed Statesboro, Ga., facility while facing contempt action for refusal to obey court orders

seeking to gain bargaining rights in Stevens plants for years. Most of the plants are in the South, where state laws generally compel the open shop.

J. P. Stevens is the second-largest textile company in the United States.

"Wholeheartedly endorsing" the nationwide boycott of Stevens products, the IEB joined ACTWU in "asking consumers to cross all Stevens products off their shopping lists in an effort to bring Stevens to the bargaining table and deter any company that may be thinking of following its example."

A previous massive boycott, by the old Amalgamated Clothing

Workers against Farah Manufacturing Co., ended in victory for the union's attempt to gain bargaining rights at a plant in El Paso, Tex.

"Guild members know how important a boycott can be in combatting a company that refuses to bargain with its employees," the IEB said. "We hope to find them in the forefront of this one."

Boycott cards and other material were sent to all U.S. Guild locals on Feb. 2 by David J. Eisen, TNG's research and information director.

He asked local presidents to spread the cards and other information to members, seek boycott

pledges, volunteer help to local ACTWU offices, obtain speakers or the ACTWU's boycott film for Guild meetings, and to urge members to participate in boycott leafleting and demonstrations.

Additional leaflets are available from ACTWU, 15 Union Square, New York, N.Y. 10003.

"TNG doesn't often call on locals to join this actively in a boycott campaign," he said. "But this one is being waged on behalf of some of the nation's most exploited workers against a company with an unparalleled record of union-breaking. It deserves all the support we can give it."

An indication of the company's attitude and the lengths to which it will go to deny its employees their right to organize came when Stevens closed its Statesboro, Ga., plant in May, 1975, leaving hundreds jobless.

Stevens closed the plant while a contempt citation was pending before the U.S. Fifth Circuit Court of Appeals for failure of the company to obey previous court orders requiring it to bargain with the Textile Workers

(which later merged with the Clothing Workers to create ACTWU).

The workers there first attempted to organize in 1968, but the union narrowly lost the election.

The NLRB, however, overturned the election and ordered Stevens to bargain because the company has "so terrorized and harassed" employees through "extensive unfair labor practices" that a fair vote was impossible.

Stevens refused to comply, appealed to the Circuit Court, fired several union activists, slashed wages, but finally had to reimburse the fired workers and start bargaining.

It bargained in "bad faith" for six months, the NLRB said in seeking the contempt citation.

Then Stevens closed the plant. Addie Jackson, a Statesboro worker, said:

"Before we started organizing, it wasn't too much different from slavery."

"No lunch hour. Just eat your sandwich while running your machines. I thought that was the most terrible thing I ever heard of."

"And then Stevens closes the plant. They shut us out. That's what they said they'd do and that's what they did. Teach us a lesson."

"If they should re-open, they would see the same people with the same things in their hearts."

"Even though they closed it and made it hard for us, we still want the same things and we'd still be strong and still be for the union."

IEB tables protest over play staffing

Washington—TNG's International Executive Board on Jan. 27 tabled a resolution protesting lack of U.S. actors' employment in a series of Shakespearean plays being produced for U.S. public television.

The resolution, passed by the New York Guild's Representative Assembly and sent by it to the IEB for possible action, would have supported protests by the American Federation of Radio & Television Artists (AFTRA).

A third of the series cost is being paid by U.S. tax funds, but none of the actors in the British Broadcasting Corp. production is a U.S. citizen, the resolution said.

Vice President David M. Mulcahy of New York said AFTRA and the other entertainment unions agreed in the late 1960s to support the concept and aims of the Public Broadcasting Service (PBS) on the understanding that jobs would be provided for U.S. artists.

But the BBC has refused to do so, reneging on the agreement, he added.

Vice Presidents Roger L. Stonebanks of Victoria and Jim Robinson of Toronto opposed the resolution on the ground that it would inhibit freedom of international employment.

After some discussion, TNG President Charles A. Perlik, Jr., moved to table the motion.

The resolution asked that Time Inc., the U.S. distributor, use its "power and influence" to "compel" the BBC to produce in the United States or use U.S. talent in the programs proportionate to the U.S. investment in them.

Union seeks Stevens stock proxies

Washington—Does your local's pension fund hold J. P. Stevens stock?

If it does, it has a hammer on the big, union-busting company.

That was the message from TNG President Charles A. Perlik, Jr., to locals Feb. 2. He asked them to have their representatives on any joint pension fund committee complete a questionnaire on the fund's stock portfolio.

If the fund owns Stevens stock, it could be used in a move to condemn the company for its

anti-union activities.

That move will be made at Stevens' annual stockholders' meeting on March 1.

The Amalgamated Clothing & Textile Workers is seeking shareholder support for the condemnation resolution at the meeting.

If a Guild local's pension plan holds stock, ACTWU will contact the local and ask for its proxy, Perlik said.

"I know you will want to do everything within your power to help employees of one of the most

viciously anti-labor companies in U.S. history win a fight they have been waging for more than a decade," Perlik noted.

"This part of the campaign will take little of your time and effort, but it is important. Please act quickly," he urged.

Back pay in anti-union fight costs Stevens \$1.5 million

J. P. Stevens has been forced to pay nearly 1.5 million dollars in back pay cases involving nearly 300 workers since labor's organizing campaign began more than a decade ago.

For instance: Doris Barber, a Stevens worker in Turnersburg, N.C., was fired in November, 1972, for asking questions at a meeting called by the company.

Last December, she was ordered reinstated by the National Labor Relations Board and received \$21,400 in back pay.

But that didn't happen until the company took the case all the way to a U.S. Appeals Court.

Mrs. Helen Newsome, a spinner who had worked at Stevens' Roanoke Rapids, N.C., plant since before the company bought it in 1956, was fired in April, 1975, several months after the union had won bargaining rights with her support (it still doesn't have a contract).

She was ordered reinstated with \$7,000 in back pay.

And in Roanoke Rapids, the

NLRB has taken the unusual step of asking a federal court to order the company to stop unfair labor practices in its battle with the union.

Such a step is taken in only about 40 of the thousands of unfair labor practices cases the NLRB handles annually.

Big new ad push set by Stevens

New York—J. P. Stevens is boosting its advertising in the face of labor's boycott of its products.

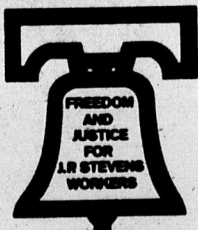
Its Fruit of the Loom hosiery division plans a three-week television campaign for its pantyhose beginning in early April.

Spots will be placed during day and fringe time in 22 U.S. markets, aiming to reach women, the trade magazine Broadcasting said.

BOYCOTT GUIDE



to
**J.P. STEVENS
PRODUCTS**



UNION LABEL & SERVICE TRADES DEPT., AFL-CIO

The U.S. labor movement is calling on all consumers to stop buying products of the J. P. Stevens Company. You'll find them hiding under these brand names, among others:

SHEETS & PILLOWCASES

Beauti-Blend
Beauticale
Fine Arts
Peanuts (comic strip figures)
Tastemaker
Utica
Utica & Mohawk
Designer labels:
Yves St. Laurent
Angelo Donghia

CARPETS

Contender
Gullistan
Merryweather
Tastemaker

TOWELS

Fine Arts
Tastemaker
Utica

TABLE LINEN

Simtex

HOSIERY

Big Mama
Finesse
Hip-Lets
Spirit

BLANKETS

Forstmann
Utica

Tops raised \$87, to \$329, at B.C. weekly

Richmond, B.C.—The top minimum for reporters, photographers and display sales representatives rises \$87.89 a week, to \$329.89, in a new, two-year contract bargained by the Vancouver-New Westminster Guild at the weekly Richmond Review.

The new top is reached in three stages. The first, \$51.70, is retroactive to July 31, 1976, except for display personnel. The second

increment of \$23.50 is effective Aug. 1, 1977, and the final increment of \$12.69 is payable next Aug. 1.

The top minimum for receptionists, general clerks, accounts receivable clerks and circulation clerks rises \$54.66, to \$231.66, over the term of the contract.

This increase comes in increments of \$29.25 retroactive to Nov. 1, 1976, \$16.50 this Aug. 1

and \$8.91 next Aug. 1.

For runners, the top minimum (reached after six months of service) rises \$34.15, to \$179.15, over the term in increments of \$14.50 retroactive to Nov. 1976, \$12.76 this Aug. 1 and \$6.89 next Aug. 1.

The commercial and display advertising retroactivity date is later than that of the editorial department because an old, editorial-only contract was extended beyond expiration to cover the commercial departments when they became part of the bargaining unit.

The Review has agreed to implement the increases immediately, without submitting the settlement to the federal Anti-Inflation Board since the paper employs fewer than 500 persons, the AIB cutoff point.

Among other provisions of the settlement:

✓ The workweek is reduced by 2½ hours, to 35.

✓ Premium pay for work on a scheduled day off is increased to a minimum of a full day's pay at the doubletime rate, instead of at the time-and-a-half rate.

✓ Night differential is increased to 10 percent, from 5 percent, with a \$1 minimum.

✓ A tenth holiday—B.C. Day—is added.

✓ The paper will pay 100 percent of the cost of each of two health plans, up from 60 percent of one plan, and 75 percent, instead of half, the cost of the dental plan in the first year of the contract and all of it thereafter.

✓ All benefit programs, salaries, insurance, pension, medical and sick leave plans will be examined to ensure that they are provided equally as to sex, marital status and age.

✓ The mileage rate is estab-

lished at 25 cents with a weekly minimum of \$18 for reporters and \$22 for photographers. Before, employees used the paper's credit card to buy gasoline. The mileage provision will be reviewed next August.

✓ Company-paid insurance will be taken out on photographers' equipment. Maintenance of such equipment also will be paid by the company.

✓ Job security provisions are strengthened significantly.

Any reductions in force which might be necessary will be undertaken only after consultation with the Guild.

The Guild will be notified of the proposed economic dismissals by job title, number of employees affected and the facts on which the company relies to establish the necessity of the dismissals.

If there is no agreement between the Guild and the company on the necessity for dismissals within 21 days, the controversy will be determined by an arbitrator.

Should necessity be established, there will be no dismissals for two weeks, during which time voluntary resignations from employees in affected classifications will be accepted by the company. The number of employees to be dismissed will be reduced by the number of resignations and the remaining staff reduction will be done by inverse order of seniority.

Any employee dismissed to reduce the force may elect to bump into a lower classification in which she or he formerly worked, displacing an employee whose seniority is less than the years of service of the bumping employee in both the lower and higher classifications.

An employee who bumps into a lower classification will be paid the top minimum for that classification plus whatever differential

(Continued on Page 4)



J. Kingston Coleman, Philadelphia Guild

40 and out for 'Bert'

Roberta Bailey, former TNG vice president at large, chairperson and member of the International Election & Referendum Committee, Philadelphia Guild president and treasurer and delegate to 23 Guild Conventions, pauses before Jan. 27 dinner honoring her upon her retirement from the Philadelphia Inquirer after nearly 41 years in its payroll department. About 80 Guild people helped her begin her retirement, including Gladys Kane who began hers simultaneously from the same department at the Inquirer with only about six months less service. Bailey was a TNG vice president from 1953 to 1955 and served on the IERC as early as 1950 and as recently as 1969. She was chairperson of the 1951 Convention's Finance Committee.

TNG's Rayl will study child care in 3 nations

Washington — TNG Human Rights Co-ordinator Hannah Jo Rayl is one of 19 union women who will study child care programs and facilities in Sweden, France and Israel this spring under a program sponsored by the Coalition of Labor Union Women.

Rayl was named to take part in the program by TNG President Charles A. Perlik, Jr., after CLUW President Olga M. Madar invited TNG to name one of the 19 participants.

The effort is being financed by a grant to CLUW from the Marshall Fund, a U.S. foundation funded by West Germany "as an expression of appreciation" for U.S. help in rebuilding that country after World War II, Madar said.

The study will provide the opportunity for women in top union positions "to become more effective leaders in the promotion and development of sound child care programs in the United States," Madar said.

AFL-CIO President George Meany hailed the program because "participants will be expected to work within their unions to deepen labor's interest in child care and to strengthen our effectiveness in securing much needed child care 'legislation' in the United States.

Rayl and the other participants will meet for a two-day session at the George Meany Center for Labor Studies Feb. 23 and 24 and then visit facilities in each of the three countries from April 11-30.

They will examine programs for infants, preschoolers and school children 12 and under, and they will meet with union and government leaders involved.

TNG has advocated programs for the care of working parents' children through bargaining and legislation for the past six years.

NLRB certifies Guild at Duluth's 2 papers

Washington—The National Labor Relations Board has certified the Twin Cities Guild as bargaining agent for advertising, business office, circulation, editorial and maintenance employees of the Duluth Herald and News-Tribune.

The NLRB did so in a Jan. 31 decision after rejecting requests for review of decisions taken in November by its regional office that had the net effect of giving the Guild a 57-to-56 victory in a representation election held in August.

Both the Guild and the Knight-Ridder papers had appealed portions of the November regional

actions to the full NLRB here.

A challenge to Guild bargaining rights at the papers—dating back 38 years—was initiated after the old Lake Superior Guild merged with the Twin Cities Guild in September, 1975.

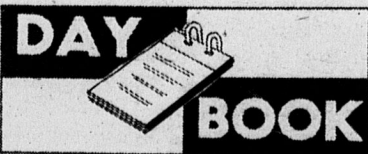
The count in an election held Aug. 12, 1976, was 56 to 56 between the Guild and no union with one ballot declared void and seven challenged by the company on grounds the voters were supervisors.

In November an NLRB hearing officer upheld the challenges and the NLRB regional director ruled that the voided ballot

should be counted.

The "mark" for which it had been disallowed—the word "editorial" written on its top portion—did not identify the voter nor destroy the voting process's secrecy, he ruled.

On Feb. 7 the papers' management posted a notice to employees that it will bargain with the Guild. It had said earlier that it was considering appealing the NLRB ruling to the federal courts.



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

Mid-Atlantic and Empire State District Councils, joint winter meeting, Feb. 19-20, TNG "Back to Basics" Institute, Philadelphia.

TNG staff conference, Feb. 23-26, George Meany Center for Labor Studies, Silver Spring, Md.

Arbitration seminar for local administrative officers and representatives, Feb. 28-March 2, Sheraton Park Hotel, Washington.

Deadline for entries in Schick Award competition for locals' publications, TNG headquarters, March 1.

International Executive Board, spring meeting, April 25-29, TNG Headquarters, Washington.

44th Annual TNG Convention, June 27-July 1, Ilihi Hotel, Honolulu.

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CHANGE YOUR ADDRESS?

ATTACH OLD LABEL HERE. Please type or print name, new address, zip code or postal code and name of Guild local in space provided below. Mail to Guild Reporter, circulation, 1125 15th St. N.W., Washington, D.C. 20005.

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CLIP AND MAIL

The Guild Reporter

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Editor

ROBERT DUDNICK, Associate Editor

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