

Concentration!



MATT POMMER, MADISON (Midwest)



NANCY BURKHARDT, DENVER; CAROL DAY AND BRADY ABODEELY, TOLEDO



THOMAS DURNEY, PUERTO RICO (Southern)
BELOW, WILLIAM LEE, TOLEDO (Great Lakes)



Robert C. Holt, Jr.

The attention given ITU 3rd Vice President Allan J. Heritage when he spoke to the joint meeting of the Guild's Great Lakes, Midwest and Southern District Councils is pictured in the faces of delegates above. More than 70 delegates attended. So did leaders of the ITU-printers and mailers locals in St. Louis and Peoria. Pommer (top) is president of the Midwest Council, host for the meeting.

REPORTER

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3 local leaders declare at-large IEB candidacies

Three nonincumbents have declared their candidacies for TNG's International Executive Board in this summer's TNG elections.

Each will be seeking one of the union's six at-large vice presidencies. They are:

- ✓ Robert C. Holt, Jr., of the St. Louis Guild.
- ✓ Faye McCracken of the Memphis Guild
- ✓ Floyd A. Tucker of the San Francisco-Oakland Guild.

Earlier three of the incumbent at-large vice presidents—Louis M. Calvert of San Jose, David M. Mulcahy of New York and Dorothy M. Sain of Cleveland—announced that they will seek re-election. Two others—John J. Breed of Bos-

ton and James A. McGill of Gary—said they will not run again, and Harry S. Culver of the Wire Service Guild said he is a candidate for International Chairperson instead.

If one more person declares her or his candidacy for an at-large seat, it will set up a referendum contest.

Holt and McCracken announced their candidacies during the joint meeting May 14-15 of the Great Lakes, Midwest and Southern District Councils.

Tucker announced his candidacy during the Western District Council's meeting May 21-22.

Holt, a Guild member 22 years, has been chairperson of the St. Louis Guild's Post-Dispatch Unit three terms and has served as a shop steward and member of the grievance, bargaining and human rights committees. A photographer, he also has been a delegate to three TNG conventions, the Midwest District Council and a member of the local's executive committee.

McCracken, who ran for the IEB in 1975 as well, is secretary-treasurer of the Memphis Guild, a member of the Memphis Guild-Typographical Union unity task force and a member of the local's bargaining committee. A newspaper inventory bookkeeper for Memphis's daily papers, she also is a delegate to the Memphis AFL-CIO labor council and is helping organize a local chapter of the Coalition of Labor Union

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GOING INDUSTRIAL

ITU is new union, councils are told

Clayton, Mo.—The International Typographical Union is a new and changing union and will become even newer and more changed whether or not it and TNG merge, Allan J. Heritage, the ITU's third vice president told a joint meeting of the Guild's Great Lakes, Midwest and Southern District Councils here May 14.

If TNG and the ITU do merge, however, both Heritage and TNG President Charles A. Perlik, Jr., told the more than 70 delegates at the joint session, it will in fact be a merger, the creation of a new union, not an absorption of one by the other, not a rehashed version of one of the old ones.

And that is no easy task for either union, the two agreed.

The ITU is a craft union "steeped in traditions and laws that we have built up over 125 years," Heritage pointed out.

But while it is difficult, because "we are steeped in that 125 years of tradition," the ITU and its members are changing, he said, changing to "recognize that we are now—have to be—an industrial union, organizing from front door to back."

While it is an "agonizing" process for many, "we are going to make new history and new traditions for the future," he said.

Heritage spoke after Perlik outlined the International Executive Board's recommendation to TNG's 1977 Convention that a special committee of local and international Guild leaders be appointed to draw up and negotiate merger terms with the ITU [GR, May 13].

There are many things about industrial unionism and the Guild's approach to bargaining

(Continued on Page 4)

Peterson is named TNG 'Hill' advocate

Washington—Barney Peterson, former TNG International Chairperson, has joined TNG's staff to lead the Guild's participation in the labor movement's campaign for reform of U.S. labor law. He began work in the temporary position May 23.

The International Executive Board at its meeting April 25-29 directed that TNG immediately hire or reassign a staff member for the effort "until the fate of the legislative reform measure finally is determined" [GR, May 13].

Cataloguing Guild organizing frustrations under present U.S. labor law, the IEB said it was creating the temporary position in the belief that "the Guild should become just as vigorous in organizing on Capitol Hill as it is among unorganized workers."

TNG must join the campaign for the law's reform "to increase the impact of our organizing dollars," the IEB declared, and voted to recommend that the Guild's 1977 Convention authorize the

(Continued on Page 6)

Times VDT dispute to arbiter

New York—A federal district court judge May 26 denied the New York Guild's petition for an injunction that would have required the New York Times to take two copy editors with cataracts off video display terminal work.

The court dismissed the Guild's case after the Times agreed to proceed to a quick arbitration on the two men and also on whether a third radiation test should be conducted on VDTs at the Times.

A second test was conducted on May 25. The Guild said that it was inadequate in a number of

its methods. The second test showed some radiation of the type that might cause cataracts in one composing room machine, but none in other machines tested.

Harry Fisdell, the local's executive vice president, and Neil Lip-

ton, its attorney, said the Times agreed in court that an arbitrator would have the authority to order a third test.

The court action came in the wake of what the local believes is a serious challenge to a first test of Times VDTs conducted in February by the federal National Institute for Occupational Safety and Health. That test found that the VDTs do not emit the kind of radiation that some authorities say may cause cataracts.

The second test was conducted by the paper's safety director,

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**Providence
'househusband'
reports**

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Subpoenas quashed against Scranton 2

A federal judge in Harrisburg, Pa., has quashed subpoenas seeking to compel two Scranton Times reporters to disclose the identity of their sources.

The reporters, Guild members William Halpin and Bill Mang, were subpoenaed by the defense in a case involving alleged fraud in flood recovery work after tropical storm Agnes hit the area in 1972.

They had written that indictments would be sought against prominent figures. Two days later, a federal grand jury handed down the indictments.

The defense said it wanted the reporters' records because it thought prejudicial publicity was involved.

Judge R. Dixon Herman quashed the subpoenas without comment. But the reporters' attorneys said in their motion to quash that the subpoenas would have violated the First Amendment.

After a request for assistance, TNG put the paper's attorney in touch with Jack Landau, a Newhouse Newspapers Washington correspondent who is head of the Reporters' Committee for Freedom of the Press.

In Trenton, N.J., meanwhile, the State Supreme Court unanimously struck down as "clearly illegal" an order by a judge that would prohibit the press from reporting open-court proceedings.

This overturned appellate court decisions in two unrelated murder cases in which judges had issued prior restraint orders against reporting arguments and other proceedings made in open court but outside the jury's presence.

Proceedings which take place in open court are matters of public record and the news media has [sic] an absolute right to report them," the State Supreme Court ruled.

The New Hampshire Supreme Court ruled that a reporter can't be required to disclose the identity of confidential news sources in a civil proceeding.

In a case involving reporter R. Warren Pease of the New Hampshire Sunday News, the court held that in the kind of civil proceedings at issue—a request by the probation board to dismiss the probation director—"the balance is struck in favor of the press."

"Liberty of the press," guaranteed by the state constitution, is "essential to the security of the



Hawaii Guild leader, 61

George Nuuanu West, 61, longtime Hawaii Guild shop steward and bargaining committee member and a member of the local's executive committee in the late '50s and early '60s, received the tribute reproduced above in the Star-Bulletin upon his un-

expected death in April. The daily cartoon panel is drawn by West's co-worker and fellow Guild member, Corky Trinidad. West, one of the few Honolulu reporters of Hawaiian ancestry, covered labor for the Star-Bulletin at the time of his death.

state" and should be "inviolably preserved," the court said.

A judge in Media, Pa., refused to hold a hearing on a challenge to his order closing pre-trial proceedings in the new murder trial of former United Mine Workers President W. A. (Tony) Boyle.

Judge Domenic Jerome said that to hold a hearing would be "unseemly" since the reporters and their papers were challenging his order before the State Supreme Court.

In California, the City of Palo Alto failed to obtain a re-hearing of a U.S. Circuit Court of Appeals ruling that a search of the Stanford Daily office was unconstitutional.

The offices of the independent student paper were searched in 1971 by police seeking photographs of a sit-in. Nothing was removed from the office.

A three-judge panel upheld U.S. District Court Judge Robert F. Peckham's opinion that "a search presents an overwhelming threat to the press' ability to gather and disseminate news."

The city will ask the U.S. Supreme Court to hear the case, an assistant city attorney said.

Richmond Newspapers, Inc., in Virginia was convicted by a jury of twice breaking a state law prohibiting disclosure of official investigations of judges. The company, which publishes the Times-

Dispatch and the News Leader, was fined \$2,000.

But, stressing "the public's right to know," a U.S. District Court judge later issued a preliminary injunction allowing the Times-Dispatch and the News Leader to continue breaking the controversial law.

"The fundamental question was decided with the adoption of the First Amendment," Judge D. Dortch Warriner said.

He said he disagreed with the State Supreme Court's 6-1 ruling upholding the conviction of the Norfolk Virginian-Pilot for publishing a similar story. The paper has asked the court to overturn the conviction and the \$500 fine.

Arbiter to get N.Y. Times VDT cataracts case

(Continued from Page 1)

Harvey Siegel, with the help of a Narda Microwave Corp. representative, who showed him how to operate the instruments.

Earlier, on May 20, U.S. District Court Judge Thomas Griesa denied a Guild motion for a temporary restraining order against the Times to keep the two men—one 29, the other 35—off the VDTs pending the hearing on the preliminary injunction.

Judge Griesa said he would not tell the Times how to run its business.

The Times initially kept the men off the machines at the Guild's request, but later reassigned them to VDT work.

A NIOSH team headed by Dr. Wordie Parr conducted two days of VDT testing at the Times in February.

Its first, oral opinion that there was nothing to worry about was reiterated in an interim, written report submitted to the New York Guild, the Times and TNG in April.

NIOSH had been called in by TNG and the local—with the help of the AFL-CIO's Industrial Union Dept.—after the two copy editors developed cataracts.

Dr. Milton M. Zaret, an ophthalmologist who specializes in radiation-caused cataracts, was consulted by the copy editors. He diagnosed their conditions as having been caused by radiant energy.

The approach then was made to NIOSH and the New York Guild also retained Zaret as its

consultant in the dispute.

TNG at the same time said it would have the NIOSH report checked by the Industrial Union Dept.'s consultants. The report has been forwarded to the IUD and the evaluation is being awaited, said Robert Dudnick, TNG's associate research and information director, who is co-ordinating VDT studies for the international.

Zaret was asked by the New York local, as its consultant, also to review the NIOSH report. He challenged its findings and method of testing.

The NIOSH report said, basically, that the kind of radiation Zaret and others say causes cataracts was not being emitted from the VDTs, or, if it was, it was either below federal standards or so low that testing instruments could not pick it up.

Several machines of different manufacture were tested at several locations in the big Times plant—including on the national desk where one of the copy editors works, and in the news service, where the other works.

In addition, Dr. Jacqueline Messite, a consultant in occupational medicine to NIOSH, took the medical histories of the two men.

She reported that although their cataracts were "compatible with those seen from exposure to radiant energy," they were also "compatible with congenital cataracts as well as those with other etiologies [causes] such as diabetes or cortisone."

She added that "a few nota-

tions" made by a now-dead ophthalmologist who examined one of the men indicated the presence of cataracts before the copy-editor went on the VDT.

(Later, however, she qualified this part of her report.)

Zaret's criticism of the NIOSH report fundamentally holds that the agency's instruments were not sensitive enough to find radiation at key frequencies, that the agency did not even consider these frequencies, that other methodology was deficient, and that a federal standard he thinks is faulty, anyway, was not followed precisely.

He also attacked Messite's conclusions, saying that her "gratuitous remarks about congenital, diabetic or steroid cataracts have no bearing whatsoever on these causes unless she has some positive information to the contrary that she has not disclosed."

Zaret further said, in a letter to the New York Guild, that the cataracts were spotted in the one man after, not before, he went on the VDT.

The copy editor in question confirms a sequence of dates that supports the Zaret comment on what happened when, Dudnick said.

Before the NIOSH test the Guild won agreement from the Times to remove the two editors from the machines pending receipt of the NIOSH results and the Zaret evaluation.

During that time—no more than six weeks—one of the men's condition improved somewhat, a second examination by Zaret showed.

"This should have been a strong signal to the New York Times that it would be prudent not to force him to return to VDT work" at the news service, Zaret wrote Fiedell.

But the Times did require the two to return to the VDT, although the national desk copy

editor did not work as much on the machine as did the news service copy editor.

"These two cases of radiant energy cataract do not prove the source to be VDT terminals; however, the implication that this may be so is quite clear," Zaret wrote.

There is wide controversy on the entire subject.

Zaret has contended for years—based on his clinical practice and field research—that cataracts can be caused by microwaves, which are found in the non-ionizing portion of the spectrum.

But other medical authorities sharply dispute his viewpoint. And 'representatives of VDT manufacturers say that, in any event, the energy emitted by a VDT is not high enough to occur in the regions where non-ionizing radiation is found.

Non-ionizing radiation is of much lower frequency than ionizing radiation. "Heating effects are the most observed symptom of microwaves and this is closely related to frequency," according to Dr. Richard Ginnold of the University of Wisconsin-Extension's School for Workers. The

heat often is not felt by the person exposed to it. Microwaves are only one kind of non-ionizing radiation.

Ionizing radiation, such as X rays, occurs at higher frequencies and is named because it changes the atomic structure of matter, creating ions, or electrical charges.

When TNG, the New York Guild and the Industrial Union Department met with NIOSH to set up the Times test on Feb. 7, the union representatives also asked NIOSH to consider a general study of visual effects associated with VDTs.

Dr. John F. Finklea, the NIOSH director, said that he would like to wait to see the results of the Times test before considering the request.

TNG President Charles A. Perlik, Jr., and Finklea are attempting to set a mutually agreeable date to meet to discuss the request further.

Concurrently, TNG has asked an Eastern consulting group to submit a proposal for a visual fatigue study. This study would not include radiation. It would deal with glare, office design, changes in vision and the like.

TV staffing protest tabled

Washington—For the second time in three months, TNG's International Executive Board at its spring meeting tabled a resolution that would protest lack of U.S. actors' employment in a series of Shakespearean plays being produced in Britain for U.S. public television.

The resolution, like that tabled during its January meeting, would have added TNG's voice to that of the American Federation of Radio & Television Artists (AFTRA) and other entertainment unions in protesting the Corp. for Public Broadcasting's grant of 1.2 million dollars for the all-British productions.

It would have supported a request by the New York Guild's Time, Inc., Unit that Time, Inc., a co-producer and investor, "attempt to persuade" the British Broadcasting Corp. to "allot some of the jobs created" to U.S. performers and technicians.

The January resolution sought jobs for U.S. people proportionate to the U.S. investment in the films.

Vice Presidents David M. Mulcahy and Betsy Wade of New York, Shirley Caldwell of Pacific Northwest and Diane M. Woodstock of Madison voted against tabling the new resolution.

Election protest denied in Buffalo

Washington—A protest to the election of a Buffalo Guild local secretary to fill a vacancy has been denied by the International Executive Board's Appeals Committee.

The committee, which met during the IEB's spring meeting, said Buffalo member William L. Ball's

protest that his written nominations were ignored was without merit because the local's by-laws "make it clear" that nominations must be made from the floor of a local membership meeting.

Ball was advised of his right to participate in the meeting but didn't, the committee said.

Heirs get 15.9 million for Oakland Tribune

Oakland — Combined Communications Corp. of Phoenix, which owns the Cincinnati Enquirer, has purchased the Oakland Tribune and may turn it into a morning paper.

The price was 15.9 million dollars in cash and stock plus the value of unspecified non-operating assets, the parties said.

The afternoon and Sunday Tribune in recent years has made a comeback from a daily circulation low of 155,000 to 176,000 and is selling 204,000 Sunday papers.

But in the early Sixties its daily circulation was 225,000.

Last year the Tribune's profit was \$80,000. The year before it was \$144,000 on sales of more than 30 million dollars.

Advertising Age said on May 23 that Combined was thinking of going to morning publication of the Tribune. That would give the San Francisco Chronicle its first real competition in the immediate Bay Area in 13 years.

The 103-year-old Tribune had been owned since 1915 by the Knowland family. Joseph W. Knowland took over as publisher after the death of his father, former U.S. Sen. William F. Knowland.

Legal disputes erupted last year when some Knowland family members tried to sell their shares secretly. The result was that majority and minority shareholders agreed to seek a qualified buyer.

Among the newspaper firms which looked the Tribune over were Times Mirror, publisher of the Los Angeles Times, the New York Times Co., Gannett Co., the Chicago Tribune, and the McClatchy Newspapers, publishers of the Bee papers in Sacramento, Fresno and Modesto.

McClatchy wanted a wage moratorium from the unions, it told the Tribune.

Combined Communications, in addition to the Enquirer, operates seven television stations, six radio stations and 10 outdoor advertising companies.

It had revenues of 211 million dollars last year, up sharply from 155 million dollars in 1975, and made 1976 profits of 16.3 million dollars, up from 7.6 million dollars in 1975.

Combined Communications also is tied in with Washington Star Communications, publisher of the national capital's evening paper, which received 65 million dollars worth of Combined non-voting, preferred stock in a deal in which Combined got the Star's WMAL-TV in Washington.

The Tribune quoted Karl Eller, Combined Communications' president, as saying there would be no change in Tribune management and personnel.

But Advertising Age said "word at Combined" is that there would be changes and whether Knowland would continue as publisher "could not be determined."

Courier-Express contract takes some to \$476 a week

Buffalo, N.Y.—A new Buffalo Guild contract with the Courier-Express provides for general increases of 9.62 percent over the 28-month term.

It brings the flat minimum for editorial writers, cartoonists, telegraph, assistant city and sports editors to \$476.47, up \$42.72.

Minimums are increased in five steps, three this year and two the next. The first increment is retroactive to Jan. 1 and the second is payable July 1.

Other increases and the new top minimums include:

Reporters, photographers, artists—Up \$16.74 this year and \$21.69 next, to \$428.58, a total increase of \$38.43.

Copy editors, rewrite — Up \$17.14 this year and \$22.20 next, to \$438.79, a total increase of \$39.34.

Telephone operators — Up \$8.56 and \$11.09, to \$219.18, a total increase of \$19.65.

District managers—Up \$14.07 and \$21.69, to \$363.81, a total increase of \$35.76.

In addition, there will be a \$50 bonus for all employees on May 1, 1978.

A seventh holiday—the employee's birthday—is added. There are also five other holidays which are accrued at the rate of one per 73 days of service.

Dental insurance is added effective Jan. 1, 1978.



Three bottles and a shake

William P. Smith, Jr., left, is congratulated by former Central California Guild President Ted Fourkas upon being honored for 20 years' service to the local during its annual champagne brunch. Smith, the local's former attorney, last year became general counsel to the new California Education Employment Relations Board. Another former local president, Bob Forsyth, now an international representative with TNG, also was honored as the local's Guild Person of the Year. His two-year term saw the organization of new units in Fresno and Modesto, their first contracts and the merger of the old Sacramento and Stockton Guilds to form the Central California local.

The Los Angeles Times said that during negotiations, a "German businessman named Otto Mueller" came to inspect the Tribune, said he was buying it and shouted loudly that changes would be made. Guards were called—and Otto turned out to be Knowland, in a theatrical disguise.

Mulcahy becomes Carter neighbor

Washington—TNG Vice President David M. Mulcahy of New York—married earlier this year—was given a belated wedding present during the International Executive Board's spring meeting: the deed to one square inch of land in the "Peanut Subdivision" of Plains, Ga.

TNG President Charles A. Perlik, Jr., said the subdivision is bounded by land owned by Carter Farms, Inc.

Mulcahy, referred to by some as the IEB's "token Republican," said he has a daughter who "unfortunately has leanings toward the Democratic Party" and that he may transfer the property to her.

NLRB pushes hearings on Post jobs

Washington—The National Labor Relations Board's regional office has notified the Washington-Baltimore Guild and the Washington Post that hearings into a Post petition to exclude more than 160 persons from the Guild's unit at the paper will be stepped up to at least four days a week beginning June 6.

More than 30 days of hearings had already been held when the Guild and Post were notified of the accelerated schedule — 25 days of hearings since January.

The Guild local's chief bargainer for the Post Unit, however, objected to the stepped up hearings into the Post's claim that the employees should be exempt from Guild coverage as supervisors, managerials or confidential employees.

J. William Blatz, TNG director of field operations, said that the more frequent hearings will interfere with Guild bargaining at the Post since the paper's labor-relations vice president, Lawrence Wallace, refuses to bargain on days there are hearings.

The Guild has been seeking a new contract from the paper since last summer.

Blatz said it has been his belief that the NLRB was intended to

encourage bargaining, not to take actions to slow its progress or make it impossible.

Meanwhile, on May 20, 14 of 15 former Post pressmen who pleaded guilty April 14 to misdemeanors stemming from incidents at the start of their union's strike against the Post on Oct. 1, 1975, were given sentences ranging from \$250 fines to a year in jail in D.C. Superior Court. The 15th had been fined \$250 earlier.

Felony charges against all 15 had been dropped by federal prosecutors in return for the guilty pleas to charges ranging from disorderly conduct to simple assault to destruction of property.

Eight of the 14 were sentenced

Post rapped for cutting printers' pay

Washington—The Washington Post has been ordered to reinstate the premium pay—with interest—of two Columbia Typographical Union printers who respected a 1975 Mailers Union picket line.

A three-member panel of the National Labor Relations Board on May 6 upheld a ruling by Bernard Reiss, an NLRB administrative law judge.

The Columbia Typographical Union's contract at the Post provides that composing room employees have the right to honor Mailers Union Local 29 picket lines.

Both printers did so from October, 1975, until February, 1976. One of them, who had once been a supervisor, was told in December, 1975, that if he didn't return he would lose his \$6 per shift overscale.

When the two men returned to work, they found that they had lost the overscale. The second printer received the \$6 on the two nights a week he subbed for the first man.

The Post contended that the first man was a supervisor and, therefore, was not protected by the relevant section of the National Labor Relations Act.

The company also said that the \$6 premium was discontinued because cold-type conversion had reduced the job to the point at which supervisory duties no longer were part of it.

But Reiss found that the printer had not been a supervisor—except perhaps in name—since 1973, even though he had continued to receive the overscale.

Reiss said that "the reason for the loss of premium pay was not the technological change as such, but more probably a perceived disloyalty" on the man's part. "It is the fact that he failed to cross the line that made the difference."

to jail: one to a year, three to 120 days and two to 60 days. The latter five were to serve their terms under a work release arrangement.

Six of the 14 were fined \$250, one was fined \$500 and another \$750.

Judge Sylvia Bacon said that a strike "does not justify violence" and that the "violence that occurred here must be deterred and punished."

A lawyer for the 15, David Rein, called the sentences "extremely harsh" and said that first offenders pleading guilty to misdemeanors normally are given probation.

Neither the Post nor the prosecutors commented.

Update GR lists, 36 locals urged

Washington—Review of Guild Reporter mailing lists by 43 Guild locals has resulted in 1,034 members being added and 1,020 address corrections, the IEB noted during its spring meeting.

It called upon the other 36-Guild locals that have received mailing-list printouts to also mark them up and return them to TNG for processing.

Locals have an obligation under TNG's Constitution to provide the names and correct addresses of each member so that each will receive the Guild Reporter, the IEB said.

The U.S. price elevator

The table below records the ascent of the Consumer Price Index in the United States over a 24-month period following a 1.4-point rise in the index in April, to 179.6, up 11.4 points from April, 1976. The first column lists the index for each of the last 12 months, the second the percentage increase over the same month of the preceding year, and the third, the percentage increase over April, 1975.

	Index*	Percentage over	
		Same month prior year	April 1975†
May, 1976	169.2	6.2	6.7
June	170.1	5.9	7.3
July	171.1	5.4	7.9
August	171.9	5.6	8.4
September	172.6	5.5	8.8
October	173.3	5.3	9.3
November	173.8	5.0	9.6
December	174.3	4.8	9.9
January, 1977	175.3	5.2	10.5
February	177.1	6.0	11.7
March	178.2	6.4	12.4
April	179.6	6.8	13.2

* 1967=100

† Index=158.6

Heritage tells councils of changes in ITU

(Continued from Page 1)
"we don't understand," Heritage noted.

"We don't understand the problems of child care, yet we are starting to now," he said.

"We don't understand some of the goals the Guild has—when they ask for a \$650-a-week goal, we say they are rascals," he continued.

"We don't have any bargaining goals on economics" while the Guild has many. "Where you people have seniority, we have priority."

As a craft union, the ITU has had two classes of members, journeymen and apprentices, while the Guild has as many as 45 job classifications in a single plant, Heritage pointed out.

Pointing to the ITU-TNG Unity Task Force, Heritage said that in its efforts to date to dovetail and mesh TNG's and the ITU's bargaining goals, procedures and policies it has been aiming at retaining and perfecting the best of the two so any merged union will be "a model union."

Heritage and Robert L. Waringer, assistant to ITU President A. Sandy Bevis and director of

the ITU's Contracts Bureau, are the ITU's members of the task force; TNG's are J. William Blatz, field operations director, and International Representative Charles Dale.

The ITU's movement toward industrial unionism, he said, is being encouraged by the industry's changing and developing technology.

"They will perfect it where we will have one bargaining unit of editorial, advertising and composing room somewhere down the line," he said, adding, "they have already done this in small papers."

He challenged those who question merger discussions between TNG and the ITU on grounds that the ITU is a dying union.

The ITU is in approximately 500 papers, the Guild in about 140, the pressmen in fewer than 400, the mailers in about 200 while last year there were a total of more than 1,750 dailies.

"Now if we don't have a merger where are we going to go?" he asked. "We are going to be competing for the same people, the same jurisdiction and everything we have built up in co-operation, co-ordination, is going

to go down the drain."

Merger on the other hand would create a union of 77,000 in the newspaper industry, enable combination of field staffs and use of the expertise of each union for both better bargaining and more organizing.

"At the bargaining table, where we are now sitting in many cases with a wet noodle, we can sit there and stare the employer in the eye again," Heritage said.

Merger of the ITU and TNG is no easy task, however, he repeated, because there is a lot of history and traditions and one is an industrial union and the other a craft union.

Perlik told the session that he and the IEB see the special merger committee being proposed to the convention as being made up of eight to ten persons, so that it is able to do its work "without being bogged down unnecessarily." He said he would foresee it having begun its task by the time the IEB meets in the fall. It would work "as long as it takes to get it done," he reiterated.

"This question of merger," he said, "will probably be the most far-reaching and most significant

'Mini-convention' draws IEB majority

Clayton, Mo.—TNG President Charles A. Perlik, Jr., jestingly told the joint meeting of the Great Lakes, Midwest and Southern District Councils here that if delegates disagreed with any of the International Executive Board's recommendations to the 1977 TNG Convention, they might get instant action to change them since nine of the board's 15 members were at the meeting.

They were, in addition to Perlik, Vice Presidents Louis M. Calvert of San Jose, Harry S. Culver of Wire Service, Warren E. Howard of Washington-Baltimore, James A. McGill of Gary, David M. Mulcahy of New York, Dorothy M. Sain of Cleveland, Betsy Wade of New York and Diane M. Woodstock of Madison.

The Midwest Council billed the joint meeting as a "mini-convention." About 75 delegates attended.

since the one made in the late 1930s when the Guild, then an all-editorial union, decided to change its nature and expand into the commercial departments of newspapers.

"I don't think anybody today seriously questions the wisdom of that decision," he said. "I don't think the contracts would be what they are, the size of the union would be what it is, indeed, I would venture that there would not be a union had we continued as an editorial only union."

If the merger decision "is a positive decision, it will have the same consequences in the years to come," he predicted.

During a question period after Heritage spoke, TNG's Blatz said he doubted that the Guild's longtime policy of respecting other unions' picket lines "flows from any great wisdom."

Rather, he said, he believes it flows from the recognition "early on" that "the Guild didn't have the power to shut a paper down by itself."

IEB raps proposal for higher postage, less service

Washington — Charging that public service has been "displaced" as the operating philosophy of the U.S. Postal Service's management, TNG's International Executive Board has called for rejection of proposals for further reductions in service and increases in rates as ways to improve postal operations.

The IEB was addressing itself to proposals of a seven-member Commission on Postal Service that would virtually eliminate the processing of mail at night, cut delivery from six days to five a week and boost second- and third-class rates for nonprofit publications to the same level as for commercial, for-profit ones.

Congress and President Carter should instead support proposals by the International Labor Press Assn. and the AFL-CIO to restore public service to the system's priorities, the IEB said.

Preferential second- and third-class rates for nonprofit publications have been maintained by Congress since 1815 "in recognition of the limited financial resources" of nonprofits, the IEB pointed out.

"The commission's recommendations could have no other effect than to force permanent suspension of many, many more nonprofit publications," the board said.

It pointed to a survey by the ILPA last year that found that 75 member publications had been suspended in the six years since the old Post Office gave way to the Postal Service. Nearly half the rest of ILPA's 450-member publications had cut back their frequency and/or size, the survey found, "principally because of increased Postal Service rates and charges."

"The Postal Service seems to

have set out to demonstrate that the right to free speech and a free press is meaningless if an excessive postage price tag prevents the exercise of those freedoms," the board said.

The Guild Reporter's postage costs were up 29 percent, to \$17,618, during the fiscal year ended March 31, and they have more than doubled in the past five years, the IEB noted. They are scheduled to go up another 35 percent, to more than \$21,000, in the present fiscal year.

The AFL-CIO and ILPA postal-reform proposals, endorsed by the IEB, would:

✓ Establish a public-service subsidy of not less than 20 percent of estimated postal revenues, to be appropriated annually by Congress.

✓ Set a ceiling for second class rates for nonprofit groups' publications at not more than 50

percent of the applicable commercial rate. (The 50 percent differential was in effect under the old Post Office.)

✓ Retain bargaining for postal workers to prevent a return to subsidizing low postal rates by low wages.

✓ Abolish the Postal Rate Commission, with rate increases and service cuts subject to Congressional review.

✓ Take steps to prevent further erosion by private industry of the first-class mail monopoly of the Postal Service.

✓ Return the Postmaster General to a position appointed by the President and confirmed by the Senate. To avoid revival of the patronage system, however, the job would be for a fixed term and not have Cabinet status.

✓ Reconstitute the service's Board of Governors, if it is retained, to make it a tri-partite

body of the general public, mail users and postal workers. It would be a full-time body appointed by the President and confirmed by the Senate and oriented by definition toward public service.

"The Postal Service since 1970 has not fulfilled its promise of more efficiency and more service at the same cost," the board said. "It has given us less service at more cost. It is time for a change," the IEB said.

The IEB also is reporting to the convention that it sees "little likelihood" that a second full-time Guild Reporter staff position "is feasible either now or in the foreseeable future."

The IEB was asked by the 1976 Convention to study the possibility of creating the second position. The Guild Reporter for several years has been staffed by a full-time editor, with a second staffer splitting his or her time between the paper and the Research & Information Dept.

3 nonincumbents declare IEB candidacies

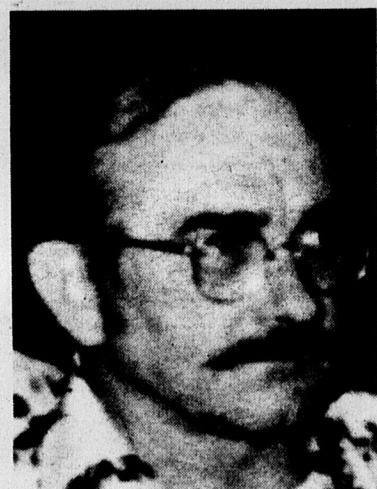
(Continued from Page 1)

Women. She was president of the Southern District Council in 1976 and vice president two years. A delegate to the last several TNG conventions, she was named the local's member of the year in 1972.

Tucker was president of the San Francisco-Oakland Guild in 1973 and 1974 after two years as vice president of the local. Sunday news editor with the Oakland Tribune, he served nine years on the local's representative assembly, six on the executive committee, is in his fourth term as a Western District Council delegate and has been elected a delegate to four TNG Conventions. He also has served on two local committees that jointly with the other Bay Area newspaper unions bargained contracts with the San Francisco Examiner and Chronicle, the Oakland Tribune and the San Jose Mercury and News.

Holt's candidacy was endorsed by the Midwest Council after he announced it.

That council also voted its en-



FLOYD A. TUCKER

dorsements of the candidacies of Culver for International Chairperson, Diane M. Woodstock for re-election as the TNG vice president from the Midwest, and of Charles A. Perlik, Jr., and Robert M. Crocker for re-election as TNG President and Secretary-Treasurer, respectively.

Midwest delegates from the Rockford and Denver Guilds voted against a motion by Matt



FAYE McCRACKEN

Pommer of Madison that the endorsement of Perlik and Crocker be unanimous.

Perlik and Crocker, Woodstock and five of the other six regional vice presidents announced the last week of April that they, too, will seek re-election this year.

The Midwest Council was the only one of the five that met during the three weekends after the IEB's spring meeting to vote en-



ROBERT C. HOLT, JR.

dorsements of candidates for TNG office. The Great Lakes Council heard presentations during a candidates' forum from five for whom members of its member-locals may vote later in the year, however: incumbent at large vice presidents Louis M. Calvert of San Jose, Dorothy M. Sain of Cleveland and David M. Mulcahy of New York, plus Woodstock and Culver.

Boycott J.P. STEVENS PRODUCTS

TNG's International Executive Board and the U.S. labor movement are calling on all consumers to stop buying J. P. Stevens Company products.

In addition to Stevens' own name, you'll find them hiding under these brand names, among others:



SHEETS & PILLOWCASES

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

CARPETS

Contender
Gulistan
Merryweather
Tastemaker

TABLE LINEN

Simtex
BLANKETS
Forstmann
Utica

HOSIERY

Big Mama
Finesse
Hip-Lets
Spirit

TOWELS

Fine Arts
Tastemaker
Utica

A 'HOUSEHUSBAND' REPORTS

Both family and career are possible

By M. WILLIAM SALGANIK
Providence Guild

IT IS POSSIBLE for a man to have both a career and a family.

I know. Since last July, when my son Matthew was born, I've been on leave from my job at the Providence Journal-Bulletin. My wife, Laura, returned to her job at the Rhode Island Department of Education about a month after Matthew's birth.

Strangely enough, as far as anyone can remember, I am the first Journal-Bulletin reporter—male or female—to take a child-care leave.

The editors' first reaction to my leave request was, "It'll make a hell of a story." Soon, however, they began worrying about precedents. The Providence Guild stepped in to work out an agreement giving me a year off.

(The paper was reluctant to give me a "maternity" leave, for which our contract provides only six months. A person on maternity leave, however, is guaranteed a return to the same job; my longer leave came without that guarantee. The Rhode Island Commission for Human Rights says any employer who gives child-rearing leave—as opposed to leave for birth-related physical disability—to women must also give such leaves to men.)

Although there were some worries expressed that I'd be bored, the consensus among my co-workers was that I was lucky. Some were openly envious, not so much of the chance to spend a year getting to know a kid (although there were men on the staff who wished for a similar opportunity), but of the chance to take a break for a year, with the assurance of a job to which to return.

So, at the end of last June, I cleaned out my desk, feeling generally as if I were about to go on vacation. Looking back on my year as "househusband," I wouldn't exactly choose the word "vacation" to describe it, but it has been an overwhelmingly positive experience—as rewarding, and no more boring, than being a reporter (and having to sit through meetings of the Providence School Committee).

I still haven't figured out the answer to the frequently asked question, "What do you do all day?" I don't watch soap operas or drink coffee with the neighbors. I cook, I shop for food, do laundry, do my half of the housecleaning. In nice weather, walks and

Salganik, a former grievance chairperson and executive board member of the Providence Guild, has been on leave from his reporting job at the Providence Journal-Bulletin since last July when a first child, Matthew, was born to him and his wife, Laura.

playground activity expand to fill whatever time is available.

What I'm *not* doing, to answer another frequent question, is freelancing to any significant amount. Besides this piece, I've done two Sunday articles about my career as a househusband (and will soon do a third and last) for the Journal. I've done five file obits. And I've been indexing negotiation notes for the Guild local, a chore which has taken 60 or 70 hours.

Many people seem to assume I really took the leave to write a novel or to peddle magazine pieces. I'm so often asked if I'm doing a lot of writing—much more often, I'm sure, than a woman reporter taking maternity leave would be asked—that I've developed a contrary ambition to do as little writing or other traditional (meaning paid) work as possible. It's my way of trying to prove I took the leave because I want to take care of, and get to know, Matthew.

WHY ME? Laura had just started her job at the Department of Education and didn't want to leave after a few months. I had been working for the Journal-Bulletin for seven years, the last four as education writer, and didn't mind a break. Although we are not opposed to day care in principle, we didn't feel comfortable leaving a newborn with a sitter full-time.

Implicit in our decision is the idea that the rights and joys—and the responsibilities and drudgery—of parenting do not automatically "belong" to either of us. Although that idea seems simple enough, perhaps our greatest lesson this year has been how few people (and institutions) hold such assumptions.

An example, on the simple and personal—and relatively harmless—level:

A few days before Matthew was born, Laura told a group of women that I was now staying home. The wife of a Journal-Bulletin editorial writer said, "Well, I hope he's doing the dusting for you."

'Somehow . . . no parsley'

Providence—The frustrations involved in full-time house-husbandry and fatherhood sound startlingly like those attributed to full-time housewifery and motherhood, according to episodes described by Salganik in two

articles in the Providence Sunday Journal. For example:

"The first day Laura went back to work full-time, Matthew was crabby all day," he wrote.

"When Laura got home, it was a relief for me to get out to the drugstore and for a few other routine errands. When I got back home, Laura reported (to my consternation) that Matthew had been cheerful the whole time I was gone."

Another time he wrote that he was harried from trying to fix dinner for himself, Laura and her parents—"I wanted to make sure they knew their daughter had married a good homemaker"—a rush trip to the drug store "and so on."

"Just as I was preparing to put the finishing touches on an elegant-if-simple meal, Matthew needed to be changed. I couldn't budge the 'new easy-off cap' on the Vaseline. My parents and sister called to chat about the new arrival. . . . Somehow, I never got around to topping the noodles with fresh-chopped parsley."

Other househusbands

Providence—Citing several "other househusbands" he has heard of and a U.S. Bureau of Labor Statistics report of more than 200,000 male housekeepers in 1975, Salganik said he has felt "somewhat like a pioneer" even while knowing he is "not alone."

"I actually met one other local house-husband who had quit his job and wound up with twins to take care of," he reported.

"He was as happy in his work as I have been. He's sure he got a good deal when it was decided he'd do the child-care; he said, 'I told my wife she blew it.'"



Providence Journal

'HOUSEHUSBAND' SALGANIK AND MATTHEW (RIGHT)

'Closer to Matthew' than if he'd been working.

The whole point, it seems to us, is that it's not just Laura's dusting—or just Laura's child.

(People who see me with Matthew during the day, starting with a nurse in the maternity hospital, say, "Oh, you're babysitting," a phrase which assume I am in some way filling in for his "real" parent-caretaker.)

On the institutional level, what would have been a simple procedure for a woman—getting a leave for child care—became a matter for negotiations between Guild and company. And, in an even larger sense, our options for child-care are limited because employers (and Guild contracts) provide few opportunities for such things as job-sharing, day care at the workplace, and so on.

On the other hand, it has been, in some ways, easier for me to spend the year with Matthew than it would have been for Laura; I get a lot of reinforcement for doing it. Women who interrupt a career for child-rearing may complain that friends are no longer interested in what they're doing, but people are always asking me how I'm getting along with Matthew. We've spoken to high school and college classes. Even the Guild Reporter wants to know about my experiences.

While it's nice to get extra attention at parties, I'm glad the "other mothers" in the neighborhood seem to have pretty much accepted me as one of the group; I feel comfortable at the playground discussing naps, feeding and teething.

With my year's leave coming to an end, I wanted to work part-time, but the Journal-Bulletin has virtually no part-time newspeople. So, I elected to work nights, and will be working on

the copy desk soon. Even if I had wanted it, I don't think I would have been given my old beat back. Matthew will go to a sitter when Laura leaves for work (allowing me to sleep) and I'll pick him up in the late morning; we'll still spend lunch time and afternoons together.

I'm anxious to get back to work, not because I'm bored with house-husbanding, but because I like newspaper work. Although I have great confidence in our morning sitter, I feel a real sadness at leaving Matthew, even though it's for only a few hours.

Knowing that I would have a job waiting, I think, has been a big factor in allowing me to relax and enjoy the past year. Many women at home with kids don't have a similar advantage. Also making the year so pleasant were maximum support and co-operation from Laura and from Matthew.

THE MOST TELLING evaluation of this year's arrangement is that both Laura and I think we got the best of the deal. Laura says she felt ready to have a child, but didn't feel ready to interrupt her career. Having seen how much I enjoyed this year, she's looking forward to staying home with the second kid in a couple of years.

I feel closer to Matthew than I could have been working, no matter how much attention I paid to him when I got home. As I go back to the Journal-Bulletin, I feel refreshed; the break did me good.

Matthew seems satisfied, too. He and I get along well, and it's clear that he thinks his mother is someone special, too. His smile of greeting when she comes home from work is like no other smile.

Child-care leave and Guild bargaining

TNG's Collective Bargaining Program calls for contracts to guarantee "maternity leave of at least four months with pay and an unpaid leave in addition of two years or more, on the employee's request." It also calls for "paternity leave of at least 10 working days." And it calls for leaves of absence for any "good and sufficient" reason. At this time, however, the Bargaining Program does not directly address "child-care leave" of the sort taken by Salganik from the Providence papers.

Carmichael at 'voice' conference

Warrenton, Va. — John Carmichael of the Twin Cities Guild was among more than eighty representatives of unions and public and private employers who gath-

ered near here May 20-22 to jointly examine "worker participation" activities in which each is involved.

Roland LeFebvre, employe re-

lations director of the Minneapolis Star and Tribune Co., also was invited. The Guild has had worker participation committees through its contract with the papers for nearly five years.

Other participants included the United Auto Workers, Fisher Body Division of General Motors, the Machinists, Weyerhaeuser Corp., the International Wood Workers, Nabisco, the Bakery & Confectionery Workers, the Tennessee Valley Authority and the City of San Diego.

The conference was organized by the private National Quality of Work Center through grants from the Ford Foundation, the Commerce Dept.'s Economic Development Administration and the federal government's National Center for Productivity and Quality of Working Life.

The session's organizers said it was the "first time in U.S. industrial history that union and management participants in 'quality of work life' projects from all over the United States" were brought together to "jointly and freely exchange perceptions of this emerging new kind of labor-management co-operation."

The sessions were closed to the press and public.

'Hill' post goes to Peterson

(Continued from Page 1)

Special Organizing Fund to pay the costs of the legislative effort.

The temporary legislative representative is to concentrate on mobilizing Guild activity in support of reform legislation as well as help other unions' representatives seek to persuade Congress to pass it, the IEB said.

Peterson's appointment to the position was announced by TNG President Charles A. Perlik, Jr., on May 16.

He resigned as TNG's International Chairperson April 22 citing "a combination of personal reasons and the fact that I do not plan to seek re-election."

Peterson had been International Chairperson since 1973 and, before that, an international vice president for eight years. During those eight years he took leaves from the San Francisco Chronicle's photo staff a half dozen times to work in Guild organizing campaigns in the western and



BARNEY PETERSON

midwestern states.

In 1968-69 he directed a TNG boycott campaign against Los Angeles Herald-Examiner advertisers, organizing handbill campaigns from coast to coast.

IT



SEEMS

TO US

AP member challenges top-minimums comparison

BURLINGAME, CALIF.

Editor:

The April 22 GR comparison of newspaper and wire service top minimum pay ought not go unchallenged.

It distorts the picture, particularly in the headline—"Wire Service Reporters' Tops Higher in 23 of 33 Cities"—and in the cartoon showing UPI at \$388.57 and "Same City Newspaper" at \$366.20.

The true picture is that nearly three-quarters of Wire Service Guild members working in cities where there are Guild newspaper contracts have a lower top minimum than the newspaper's.

The GR compared number of cities instead of numbers of people as of April 1, a date immediately after the UPI minimum was raised from \$370.57.

More than half of wire service news persons who work in the 33 cities with newspaper contracts are in New York and Washington where the newspaper

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

top is from \$44.83 to \$115.68 a week above UPI's \$388.57. And the newspapers in those two cities have a shorter work week.

Total AP and UPI manpower in the eight smallest of the 23 bureau cities where the wire service top is higher is less than the number of AP and UPI employees in Chicago alone, where the newspaper top exceeds the WSG top by \$17.56.

RICHARD H. SMITH
San Francisco AP Branch
Wire Service Guild

SFONG member sees 'threat' in merger talks

BERKELEY, CALIF.

Editor:

Thank you for reminding us the merger propaganda mill functions (April 22 lead story on pre-merger task forces). The silence on this subject for the past months may have lulled the membership into ignoring the threat.

Guild members I talk with do not want pre-merger units or merger. No one opposes co-operation with ITU on union business, but we certainly question merger and what it would entail, such moves as this task force describes as "harmonizing" health and welfare plans.

Several weeks ago AP carried a story out of Colorado Springs on how ITU has had to reduce pension payments because of severe internal problems from \$100 a month to \$12 or \$14.

That will take some kind of harmonizing to make that song something worth listening to.

Hey, how come we never heard anything about that diddy in our Guild newspaper?

I suggest Guild locals, instead of forming pre-merger units, make damn certain who their anti-merger convention candidates are and help them get to Honolulu.

ALAN CLINE

Examiner Unit

San Francisco-Oakland Guild

Editor's note: The Guild Reporter reports on developments in the relationship between TNG and the ITU as they occur. In its seven 1977 issues preceding that of April 22 two such stories began on Page 1. In the same seven issues there were eight stories about developments in the relationships between locals.

With respect to the ITU and pensions, back in November, 1975, the ITU's membership (working and retired) voted to phase out the "fraternal" pension plan the union had started in 1908, and it was closed out in September, 1976.

Meanwhile, assets in the ITU's industrial pension plans totalled more than 153 million dollars on Dec. 31, 1976. The plans, established ten years ago, are similar to the TNG International Pension Plan established this March and include portability.

TNG audit for year ended March 31

Below is the report of TNG's financial standing and General Fund operations for the fiscal year ended March 31, 1977, as audited by Shulman, Kurtz, Turer & Topaz, certified public accountants.

Balance sheet—General Fund, March 31, 1977

ASSETS	
Cash in banks and on hand	\$ 137,892
Advances receivable	18,947
Loans receivable	22,419
Exchanges receivable	24,058
Due from organizing program	11,402
Prepaid insurance and transportation expenses	34,682
Deposits	675
Investments	100
Accounting equipment (net)	12,677
Total assets	\$ 262,852
LIABILITIES	
Exchanges payable	\$ 19,808
Due to Defense Fund	444,503
Payroll taxes payable	5,453
Total liabilities	\$ 469,764
RESERVES	
Reserve for severance pay	\$ 168,690
Reserve for convention	(7,974)
Total liabilities and reserves	\$ 630,480
Deficit	\$ 367,628
Total liabilities, reserves and surplus	\$ 262,852

Balance sheet—Defense Fund, March 31, 1977

ASSETS	
Cash in checking account	\$ 142,647
Savings accounts and certificates of deposits	558,581
Investment accounts (at cost)	326,180
A.T.A. Bond	500
Loans receivable	373,728
Media Investment Company Stock (market value)	60,288
Due from General Fund	444,503
Other investment (at cost)	8,134
Total assets and net worth	\$1,914,561

Income & expense, General Fund, year ended 3/31/77

INCOME	
Membership income—Per-capita taxes	\$1,476,117
Initiation fees	12,658
Reinstatement fees	313
Agency fees	13,460
Guild Reporter income	17,904
Research Department sales	2,048
Expenses paid by Defense Fund	53,903
Other income	4,897
Total income	\$1,582,887
EXPENSE	
Per-capita taxes	\$ 73,013
Field operations	573,073
Administrative operations	280,184
Office management	381,844
Executives	90,036
Other expenses	201,885
Total expense	\$1,600,035
Operating deficit	\$ 17,148

General Fund, budget & expense, year ended 3/31/77

	Expended Year Ended 3/31/77	Budget Year Ended 3/31/77	(Over) or Under Budget
1. Per-capita taxes	\$ 73,013	\$ 75,305	\$ 2,292
2. Field Operations			
A. Director—Salary	\$ 34,297	\$ 34,315	\$ 18
Expenses	7,211	6,000	(1,211)
B. Organizing and servicing			
IRS' salaries	270,424	273,920	3,496
IRS' expenses	115,732	110,000	(5,732)
Secretaries-stenographers	6,940	7,095	155
Miscellaneous organizing and servicing	25,674	60,000	34,326
Organizing/servicing program subsidies	13,400	13,200	(200)
C. Collective Bargaining			
Salaries—Executive Secretary—Contracts Committee	27,392	27,405	13
Pension consultant	14,168	9,000	(5,168)

	Expended Year Ended 3/31/77	Budget Year Ended 3/31/77	(Over) or Under Budget
Secretary-stenographers	6,940	7,095	155
Bargaining and research assistant	19,296	19,305	9
Human Rights Co-ordinator	26,131	25,720	(411)
Expenses—personnel	5,468	4,000	(1,468)
3. Administrative Operations	\$ 573,073	\$ 597,055	\$23,982
A. Director—Salary	\$ 34,297	\$ 34,315	\$ 18
Expenses	1,216	950	(266)
B. Research and Information			
Salaries—Director	26,586	26,095	(491)
Associate	20,868	20,480	(388)
Assistant	11,832	10,240	(1,592)
Secretaries-stenographers	6,940	7,095	155
Expenses—Personnel	5,072	1,000	(4,072)
Books and periodicals:			
Legal and bargaining services	1,430	1,400	(30)
Subscriptions	2,582	1,500	(1,082)
Other printed material	977	2,000	1,023
Publications and literature:			
Constitution	6,706	5,200	(1,506)
Organizing and other literature	2,331	2,600	269
Institute and seminars	6,055	7,200	1,145
Miscellaneous	36	200	164
C. Guild Reporter			
Salaries—Editor	27,750	27,765	15
Assistant	11,832	10,240	(1,592)
Clerical	18,752	13,690	(5,062)
Expenses—Personnel	4,551	2,800	(1,751)
Printing	55,988	57,000	1,012
Postage	17,618	12,500	(5,118)
Addressing	13,523	11,000	(2,523)
Pictures and special material	3,197	2,750	(447)
Miscellaneous	45	300	255
4. Office Management	\$ 280,184	\$ 258,320	(\$21,864)
Salaries—Office manager	19,671	19,680	9
Secretaries-stenographers	20,819	21,285	466
Bookkeeping	36,896	31,970	(4,926)
General clerical	26,714	19,670	(7,044)
Rent and maintenance	43,038	38,800	(4,238)
Stationery and supplies	23,040	20,000	(3,040)
Equipment	6,761	5,000	(1,761)
Telephone and telegraph	22,603	22,500	(103)
Repairs and improvements	1,011	1,500	489
Postage	11,228	10,000	(1,228)
Auditing	4,300	4,900	600
Insurance and bonding	3,000	3,000	—
Employee pension	32,419	32,600	181
Employee health and welfare	45,692	35,300	(10,392)
Directly billed transportation costs	67,509	75,000	7,491
Data processing	13,528	11,000	(2,528)
Miscellaneous	3,615	5,000	1,385
5. Executives	\$ 381,844	\$ 357,205	(\$24,639)
Officers' salaries	69,886	71,565	1,679
Officers' expenses	20,150	16,500	(3,650)
6. Other Expenses	\$ 90,036	\$ 88,065	(\$ 1,971)
Legal	28,482	32,500	4,018
Payroll and personal property taxes	36,447	28,500	(7,947)
Contributions and tickets	14,418	7,500	(6,918)
Delegates and committees	11,785	10,000	(1,785)
I.E.B. meetings	31,285	32,000	715
Severance pay provisions	29,966	30,000	34
Convention reserve	40,000	40,000	—
Broun Award	1,000	1,000	—
Broun Award expenses	1,557	1,400	(157)
AFL-CIO, CLC Conventions	—	1,000	1,000
IFJ-IAFWNO Convention	5,202	4,500	(702)
Guild Service Award	743	3,000	2,257
Irving Leuchter Scholarship Fund	1,000	1,000	—
Totals	\$ 201,885	\$ 192,400	(\$ 9,485)
	\$1,600,035	\$1,568,350	(\$31,685)

Organizing program—Income & expense, year ended 3/31/77

INCOME	
Estimated portion of special assessment @ \$20,000 a month..	\$ 240,000
Interest income	4,225
Total income for year	\$ 244,225
EXPENSES	
Salaries	\$ 88,438
Expenses	90,824
Directly billed transportation costs	14,003
Employee benefits	14,832
Professional fees	15,920
Total expenses for year	\$ 224,017
Operating surplus for year	\$ 20,208

Wire Guild sets up safety unit

New York—A Committee on Health and Safety has been established by the Wire Service Guild, the TNG local that represents more than 2,000 Associated Press and United Press International employees across the United States.

Karl Kramer of UPI in Sacramento and Adolphe Bernotas of AP in Concord, N.H., have been named to serve on the committee.

In addition to noise and eye strain, the pair will be responsible for researching and making recommendations in such areas as radiation, electric shock, tension, irregular working and eating habits and the pressures of working daily under constant deadlines, the local's leaders said.

The threat of electric shocks has surfaced in recent months in AP bureaus and departments

where old cathode-ray-tube typewriters are in use. Several staffers have suffered shocks of such intensity that their forearms and hands were numb for several hours, the local reported.

All UPI and AP employees are encouraged to report any situation or condition that could be unhealthy or unsafe to Kramer or Bernotas.

Arbitrator orders papers to pay Guild's bargainers

St. Paul, Minn.—Knight-Ridder's St. Paul Dispatch and Pioneer Press must pay Guild members for time lost from their jobs while bargaining the Twin Cities Guild's 1976 contract with the papers, an arbitrator has decided.

For several years there has been mounting medical evidence that wire service work has a debilitating effect on employees' health, WSG President Pat Sherlock said. The Guild committee has been established "because management of both services has chosen to ignore this evidence," he added in announcing that the Guild would fill the void.

He accepted the Twin Cities Guild's contention that the past practice of paying for lost time was binding for the 1976 negotiations.

The company had paid Guild members for the time they spent off the job in bargaining for 40 years, the arbitrator, Anthony V. Sinicropi, pointed out.

His decision applies to the 1976 negotiations but not to future bargaining.

Correction

Philadelphia—The Philadelphia Guild has won bargaining rights for editorial employees of the Catholic Star Herald, weekly paper of the Camden, N.J., diocese, in a 6-2 vote. The paper and the diocese were incorrectly identified in the May 13 Guild Reporter.

A tale of a free rider—to the end

Reprinted from the Memphis Guildsman

Once upon a time there was a Memphis Publishing Co. employee who had never joined the Guild. All his working life, he took the benefits won by the Guild but still refused to join.

Then he retired and for many years drew Guild-won pension benefits.

Finally, on his death bed, he said to his wife: "I have just one last request. I want Guild members to be my pallbearers."

"But you never joined the Guild," his wife reminded him, "so why should you want them to be your pallbearers?"

"Dear," he replied, "they have carried me this far, they might as well carry me the rest of the way."

BLS's budgets: minimums keep pace—behind

Percentage increases in average U.S. Guild-bargained minimums in most cases in the past year exceeded the percentage increases in the Bureau of Labor Statistics' family budgets, but not enough to wipe out the dollar gaps between them.

The BLS prepares three budgets annually—lower, intermediate, and higher. The budgets are figured as a U.S. average and for selected metropolitan areas (see table).

A "typical" family of four living in a U.S. city or suburb last fall needed an average income of \$312.23 a week to maintain an intermediate, or moderate, style of living, according to the BLS.

That is an increase of 5.99 percent over the previous year.

The lower budget rose 4.73

percent, to \$193.10 a week, while the average U.S. Guild-bargained clerk top minimum rose 6.25 percent from April 1, 1976, to April 1, 1977, reaching \$176.91. This put the clerks \$16.19 behind the lower budget, and improvement of \$1.69 over the previous year.

Reporters at the average U.S. starting minimum also improved their standing against the lower budget. That average minimum increased 6.85 percent, to \$207.72 a week, \$14.06 ahead of the lower budget, an improvement of \$4.04 over the 1975 period.

But the starting-reporter average lagged farther behind the intermediate budget's \$312.23 a week, with the gap increasing by \$4.33 a week, to \$104.51 between April 1976 and 1977.

Reporters at the top minimum had an increase in their U.S.-wide average of 6.55 percent, a shade behind the 6.57 percent increase in the higher budget.

The U.S. reporter top averaged \$332.44 a week, while the higher budget was set at \$456.90. This put the average reporter top-minimum \$124.46 behind the higher budget, an improvement of \$7.73.

But the reporter top minimum average was ahead of the intermediate budget by \$20.12, a gain of \$2.79.

Janitors, with a U.S. top-minimum average of \$182.28 a week, were \$10.82 a week behind the new lower budget.

District managers, whose average U.S. top minimum is \$301.14, were \$11.09 behind the

intermediate budget and \$155.76 behind the higher budget.

Inside classified personnel, with an average top minimum of \$229.81, were \$36.71 ahead of the lower budget, but \$82.42 behind the intermediate budget.

The BLS, a section of the Labor Dept., annually estimates the three hypothetical budgets by updating changes in prices of various goods and services that a typical urban family might buy. The price changes are calculated from fall to fall.

The BLS defines its urban family of four as a 38-year-old husband employed full-time, his non-working wife, a boy of 13 and a girl of 8 years of age. The spouses have been married for about 15 years, the family is settled in the community and the man is an experienced worker.

The budgets do not represent how families do or should spend their money, but reflect assumptions about the manner of living at each of the three levels, the BLS said.

Last year's 4.73 percent increase for a low-budget family put the level required to maintain

Since then, it's up another \$10

The cost of living hasn't decreased any since the Bureau of Labor Statistics reckoned its latest family budgets—based on last fall's costs.

The AFL-CIO's Research Dept. estimates that if the intermediate budget is brought up to date to reflect current prices and taxes, the average urban family would need an additional \$10.29 a week, or \$322.52, to maintain that manner of living.

an "austere" style of living above \$10,000 for the first time since the surveys were begun in 1967.

The figures at all three levels are the highest since the government began the surveys.

36.2 percent are women

Washington — Adult women made up 36.2 percent of the civilian labor force in 1976, up from 29.4 percent in 1956.

BLS budgets vs U.S. minimums

The following table compares the highest clerk and reporter top minimums and the highest reporter starting minimums in 22 areas as of April with the weekly cost of the

Bureau of Labor Statistics' lower, intermediate and higher family budgets for those urban areas. The BLS budgets are for last autumn and do not reflect increases since.

Area	Clerk Top*	Lower Budget	Reporter Start*	Middle Budget	Reporter Top*	Higher Budget
U.S. average	\$176.91	\$193.10	\$207.72	\$312.23	\$332.44	\$456.90
Boston	231.25	213.54	361.50**	372.77	411.50**	561.29
Buffalo	190.24	196.12	200.37	330.29	406.91	481.10
New York	296.36	298.37	457.27	362.81	486.27	570.71
Philadelphia	185.25	198.90	237.85	323.77	393.94	470.81
Pittsburgh	189.00	186.48	213.00	298.37	364.00	431.12
Portland, Me.	158.00	200.23	194.00	319.87	281.00	447.69
Chicago	183.50	199.62	270.14	318.48	406.13	457.77
Cincinnati	173.80	181.69	188.97	302.08	316.00	422.58
Cleveland	193.14	192.75	210.28	315.62	363.04	451.65
Detroit	202.27	189.71	234.95	317.58	385.00	465.88
Indianapolis	184.75	189.92	185.75	305.98	311.95	434.35
Minneapolis-St. Paul	175.00	193.94	210.00	323.27	393.50	472.23
St. Louis	181.26	184.85	233.49	300.44	409.49	431.48
Baltimore	193.00	197.69	200.00	311.44	372.00	456.06
Washington	235.75	204.81	283.00	325.96	504.25	476.33
Bakersfield	155.16	184.60	174.78	288.54	301.12	407.96
Denver	181.00	187.79	232.00	305.88	393.00	443.81
Los Angeles-Long Beach	201.26	202.37	196.65	308.00	347.86	461.10
San Diego	192.66	192.44	192.44	307.48	369.25	455.52
San Francisco-Oakland	191.98	210.00	233.57	330.77	388.75	486.83
Seattle	200.00	207.12	248.50	311.62	377.35	441.06
Honolulu	209.37	244.44	290.75	377.56	364.00	578.58

* Lowest-paid clerical classification.

** Highest minimum in cities where there is more than one contract.

*** Outside ad-sales minimum. Editorial department not covered by Guild contract.

Local Copy

A PAGE FOR OFFICERS AND STEWARDS



Larry Williams, St. Louis Guild

Guild scholarship winner

Diana Barr, left, chats with Fred PeLeate, chairperson of the St. Louis Guild's Metro-East Journal Unit, after receiving journalism scholarship provided by the Guild through the Journalism Foundation of St. Louis. Barr will be a junior at Southern Illinois University.

Local Representative

TNG's second-largest local, the Washington-Baltimore Guild, is seeking a Local Representative on either a temporary or permanent basis. Salary: \$26,260 to start, plus fringes. Editorial background and experience in bargaining essential. Knowledge of copy editing and makeup required. Please submit applications and resumes to:

Dorothy A. Struzinski
Administrative Officer
Washington-Baltimore Newspaper Guild
3408 Wisconsin Ave. N.W.—Room 210
Washington, D.C. 20016

For further information:
(202) 362-4300 or 4301

IFJ seeks co-operation with crafts' counterpart

Brussels, Belgium—The International Federation of Journalists' executive committee has set up a committee to work out a program of co-operation with the International Graphics Federation, which represents printing crafts unions.

Among the areas to be considered by the committee are consultation and mutual support in bargaining and strikes, joint efforts to assist workers displaced by automation, joint action against press concentration and restrictions and consultation on "codetermination" (worker participation in management) for news industry employees.

The action was taken during the executive committee's meeting here May 2-7 upon the recommendation of Hans Buettner of Germany. TNG President Charles A. Perlik, Jr., the IFJ's North American vice president, represented TNG at the sessions.

The executive's other actions included:

✓ Protests against repression of journalists in South Africa, Argentina, Turkey and Czechoslovakia.

✓ Praise for steps toward restoration of press freedom and union rights in Spain.

✓ Reaffirmation of the IFJ's opposition to the UNESCO draft declaration that would make governments responsible for the press in their countries.

✓ A call to governments party to the Helsinki Agreements to implement them fully in the territories under their control, tak-

ing cognizance of a long list of violations of the agreements on the free exchange of information.

✓ Appointment of a committee to draft a resolution for the IFJ World Congress in 1978 on the problem involved with Third World countries' voices being "not adequately heard because of the predominately one-way flow of information" between those countries and industrialized nations.

The executive also asked the Tunisian Assn. of Journalists to present the Congress with a report suggesting ways the IFJ could contribute toward "better conditions for the press and journalists in Third World countries."

UNESCO's failure to invite the IFJ to participate in its deliberations on the press declaration was protested and the executive called on the IFJ's affiliates to ask their governments to include media representatives in their UNESCO delegations to make future discussions on the press "more substantial or meaningful."

While praising steps toward restoration of freedom and rights in Spain, the executive also called for all remaining press restrictions to be abrogated and for elimination of compulsory participation in "vertical" unions that include management. It also called for "honoring" of journalists' "professional demands."

In a message to the Turkish

government, the executive expressed "profound concern" about actions against journalists in connection with the May massacre of 36 demonstrators during left-wing violence in Istanbul.

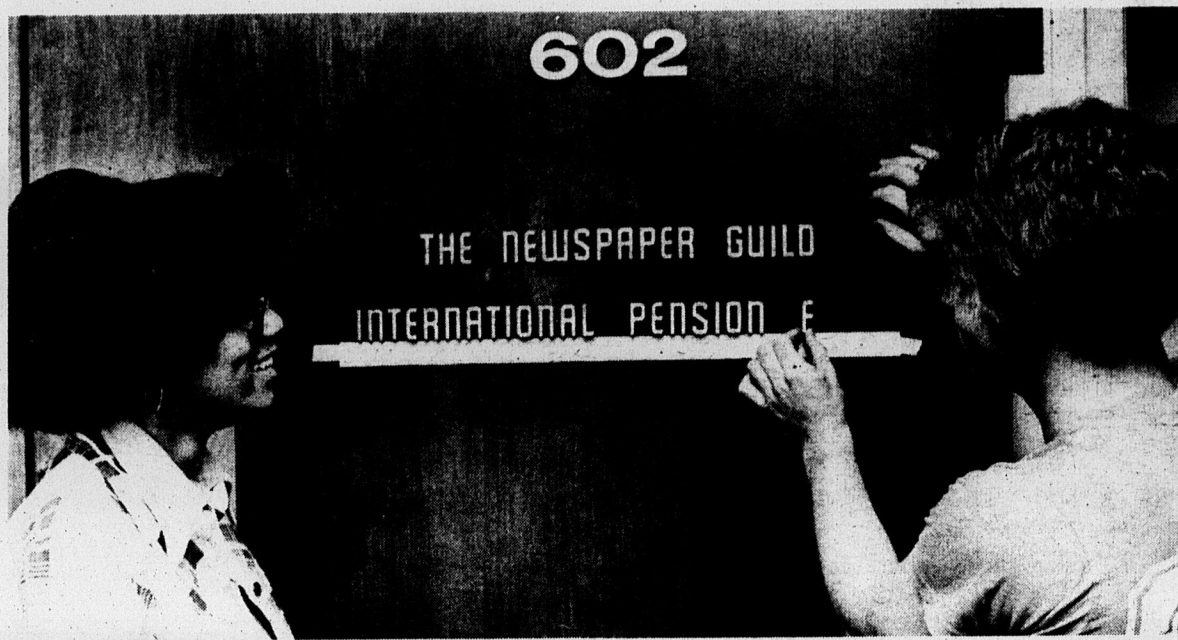
On South Africa, the exec-

utive particularly protested the continued mistreatment of non-white journalists, including leading officials of the Union of Black Journalists.

The executive directed the IFJ's general secretary to investigate the possibility of helping

journalists in Argentina, expressing "abhorrence over the brutal repression of press freedom" there. It noted reports of several journalists being killed or disappearing and others being jailed.

It called for the freeing of Czech journalist Jiri Lederer.



The finishing touch!

Worker completes mounting name of TNG's new portable, international pension plan on door to office opened for administration of the pension fund. Looking on is Helen L. Coleman, assistant to the fund's trustees. Final steps establishing the fund and pension plan were taken at first meeting of its trustees on March 23. TNG's International Executive Board, during its spring meeting, named Willard Hatch, administrative officer of the Detroit

Guild, to be the Guild's third trustee. He joins TNG President Charles A. Perlik, Jr., and Secretary-Treasurer Robert M. Crocker. Initial management trustees are Gaspar Roca of El Vocero in San Juan and David J. Willett of Affiliated Newspapers in the Detroit area. The Guild and industry employers have an equal number of votes on the board, to a maximum of six each. Roca and Willett will elect any additional employers trustees.

FIRST AMENDMENT 'RAID' WORKS

Battle over D.C. subway-sales won

Washington—It has taken the threat of a First Amendment law suit and a "guerrilla raid" by newspaper vendors, but patrons of this city's new Metro subway system will soon be able to buy the Washington Star or Post in the subway's stations instead of having to tote a copy from home or elsewhere.

More than a year of skirmishing between the papers, on one side, and the subway system and District of Columbia fire marshal, on the other, was ended when the fire marshal approved fire extinguishing systems to be located near vending machines in the subway stations' mezzanines.

Disputes over the "honor boxes" fitting into the stations' subdued decor and the possibility of their blocking passageways were settled after the vendors surprised subway officials April 8 by entering the stations to hawk the papers on the platforms and

in the trains and set up vending boxes at subway entrances.

Vendors at some of the seven stations now in operation — 18 more will open in July — were unmolested, the papers' counsel said, though some were evicted at other stations.

The papers threatened that the vendors would return for a second confrontation the following week, but it was called off when agreement was announced on the design of the vending boxes and their location, and a tentative agreement was reached with the fire marshal.

At about the same time the Star's law firm, also representing the Post in the matter, said it would sue the transit authority on grounds that the First Amendment guarantees the right to distribute newspapers in a reasonable manner in public places.

The dispute began on March 27, 1976, the day the first 4½-

mile stretch of the subway was opened. (Just under 11 more miles will open in July and the system will stretch 100 miles by 1984.) The papers had vending machines placed in the first sta-

tions opened and Metro removed them as fire hazards. The fire marshal then insisted that sprinkler systems be installed throughout the subway before newspapers be allowed inside.

Councils support WREG-TV unit

Four district councils of Guild locals have passed nearly identical resolutions of support for the Memphis Guild members at the New York Times's Memphis television station, WREG, seeking an acceptable initial contract for nearly 18 months.

The Great Lakes, Midwest and Southern District Councils pledged all support possible during their joint meeting May 14-15; the Western District Council took like action at its meeting May 21-22.

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Picket line ruling being appealed

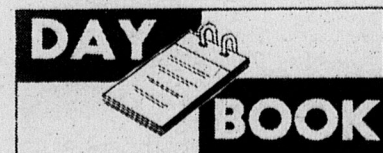
Madison, Wis.—The general counsel of the National Labor Relations Board has appealed to the full board against an NLRB administrative law judge's holding that a reporter isn't required to cross a picket line.

The general counsel agrees with that part of the decision, but not with the judge's further finding that upheld the three-day suspension of Capital Times critic David C. Wagner on grounds that he didn't give timely notice to management of his refusal to cross a picket line at an opera he was assigned to cover.

Such a restriction "seriously impairs" a worker's right not to cross a picket line, the general counsel's office said in its appeal. Eugene George Goslee, the ad-

ministrative law judge, had agreed that refusing to cross a picket line is within an employee's rights as outlined in U.S. law.

But he held that exercise of the right didn't absolve Wagner of an obligation to provide timely notice to the employer.



International Executive Board, pre-convention meeting, June 24-25, Ilika Hotel, Honolulu.

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

Middle-Atlantic District Council, fall meeting, August 6-7, Sheraton Inn, Harrisburg.

New England District Council, fall meeting, Oct. 29-30, Colonial Hilton Inn, Wakefield, Mass.

The Guild Reporter

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