

Convention to act on merger panel



200 leaders set to attend 44th meeting

Honolulu — A proposal that TNG be authorized to appoint a special committee to draw up and negotiate terms for a merger with the International Typographical Union is among key items facing delegates to TNG's 44th Annual Convention here June 27-July 1.

A related proposal calls for approval of more than three dozen changes in TNG's Collective Bargaining Program and Convention Recommendations on Bargaining, most of them the result of a study of TNG's and the ITU's bargaining goals, procedures and policies by the unions' Unity Task Force during the past year.

Delegates also will be addressed by ITU President A. Sandy Bevis on June 29. The ITU's members of the Unity Task Force—3rd Vice President Allan J. Heritage and Robert L. Wartinger, head of the ITU Contracts Bureau—will be observers at the convention as they have the past two years.

About 200 delegates from more than 60 Guild locals are expected to participate in the five-day convention, to be held at the Ilikai Hotel. TNG had received credentials for 195 delegates and 10 alternates from 54 locals a week before the opening session.

Nominations for TNG office—International Chairperson, President, Secretary-Treasurer, six at-large and seven regional vice presidencies—will be on the convention's final day.

Eight persons, including three incumbents, had announced their candidacies for the at-large seats going into the convention, setting up a Guild-wide referendum for the fall.

A pre-convention announcement also set up a contest for the regional vice presidency from the U.S. Northeast.

Besides those dealing with greater unity with the ITU, recommendations to the convention from the International Executive Board include:

✓ Beefing up contract proposals for the protection of employees working with video display terminals to include periodic, employer-paid tests for radiation

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Joint talks gain \$70 in Honolulu

Honolulu—Top minimums for key Guild classifications and journeymen's scales for printing crafts unions are raised \$70.50 a week in three-year contracts bargained jointly by the unions with the Advertiser and Star-Bulletin and their joint business and production company, Hawaii Newspaper Agency, Inc.

The settlement, reached in three days of round-the-clock bargaining, also provides fringe-benefit improvements estimated at an additional \$10 per week per employee.

Top minimums for reporters, photographers, outside ad salespersons and layout artists are raised \$23.50 a week at the start of each contract year, going to \$387.50 retroactive to March 18 and reaching \$434.50 a week on March 18, 1979.

Journeymen printers' and pressmen's scales are raised the same amounts to reach \$406.50 in the contracts' final year.

Circulation district managers, represented by the International Longshoremen's and Warehousemen's Union, are raised an extra \$14 a week to parity with Guild key top minimums over their contract's term.

Other increases in Guild top minimums include:

Classified telephone salespersons—Up \$17.13 in each contract year, for a total of \$51.39, to \$302.16 in the final year.

Janitors—Up \$13.35 each year, a total of \$40.05, to \$244.28.

Retail ad desk, purchasing, ad research, senior credit and ad production clerks—Up \$17.39 each year, a total of \$52.17, to \$306.72 a week in the contract's final year.

Roy Kruse, Hawaii Guild administrative officer, said that under the settlement every janitor

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Last-minute settlement averts Guild strike at New York Post

New York—A strike was narrowly averted at the New York Post when New York Guild and management bargainers reached agreement on a new, one-year contract shortly before midnight on June 13.

Agreement came after a Guild strike deadline had been extended for six hours at management's request, Harry Fisdell, the Guild's executive vice president, said.

The pact is fully retroactive to March 31 and expires on March 30, 1978—the same day Guild contracts at the New York Times

and New York Daily News expire.

Increases averaging \$20 per member were won by Guild bargainers. They produced top minimum raises including the following:

Assistant city editors, various other news editors—Up \$24.50, to \$475.80.

Reporters, photographers, display sales representatives — Up \$23.55, to \$456.95.

Inspectors-roadmen (district managers) — Up \$20.85, to \$404.50.

Inside classified ad sales—Up

\$21.65, to \$420.25 a week.

Porters, typists, clerks — Up \$12.05, to \$234.05.

Copy clerks — Up \$8.80, to \$170.90.

As bargaining went down to the wire, a large number of retrogressions demanded by the company were swept off the table.

They included mandatory retirement, below-minimum "training" classifications, language that would allow wholesale exemptions of positions from the contract, and removal of the Bronx

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2 more seek IEB seats; contest in East

Two more Guild members have announced that they are candidates for the International Executive Board, with one of the announcements setting up a contest for the seat from the Guild's Northeast U.S. region.

✓ Richard V. (Ric) Sabatini, vice chairperson of the Philadelphia Guild's Inquirer-Daily News

Unit, said he will challenge incumbent Vice President Eugene B. Jones's bid for a second two-year term from the region.

Jones, president of the Philadelphia Guild, defeated three-term incumbent Edward J. Schrode of Wilkes-Barre two years ago.

✓ Frank Prosnitz, secretary of the Providence Guild, said he will seek one of the six at-large vice presidencies.

He becomes the eighth person to declare for one of the at-large seats. Three incumbents and four other local leaders did so earlier.

The Jones-Sabatini matchup is the first regional contest to emerge.

Heading into TNG's 44th Annual Convention, five of the other six regional vice presidents have said they will seek re-election and no one has said he or she will challenge them.

In Eastern Canada, however, no candidate had emerged on convention-eve for the seat being vacated by Vice President Jim Robinson of Toronto. He said in April he will not seek a second term.

Sabatini, 34, a reporter at the

Philadelphia Inquirer, was the general strike co-ordinator during the Inquirer-Daily News Unit's 23-day strike against the Knight-Ridder papers earlier this year.

He first became involved with

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Rights: surveys' results

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**Hey, baby—
read about
us kids
on Page 4**

Guild sex, race surveys' results reported

One third of the employees represented by The Newspaper Guild are women and more than 11 percent are members of minority groups, analyses of local surveys, payroll data and TNG membership records indicate.

Local response to the surveys themselves—initiated by TNG in an effort to determine the number and location of women and minorities represented by the Guild—was disappointing, to say the least.

After more than a year of repeated calls by TNG and a mandate by the 1976 Convention for Guild locals to respond to the surveys, only 43 locals in the U.S. and Puerto Rico forwarded data to headquarters. Of that number, only 32 locals included data on minority-group employees in Guild jurisdiction. In March, TNG's President sent a letter to all Guild locals calling on those that had not done so to make the surveys a priority project. Only 10 responded.

Responses to the survey on women covered 81 units and approximately 16,000 employees, or less than half of those represented by the Guild. Responses to the minority survey covered 60 units and approximately 10,000 employees. Ten units (17 percent) reported all-white workforces.

With respect to the number of female employees in Guild representation, however, TNG was able to supplement the survey data with analyses of available local payroll data and TNG membership records. (It is not possible to identify minorities in TNG's membership records or in most of the payroll data, and consequently the limited survey data on minorities could not be supplemented in this manner.)

This overall analysis—of survey, payroll and membership data—covered 34,433 employees (of the estimated 40,000 employees represented by the Guild). The breakdown: 23,158—or 67 percent—men; 11,275—or 33 percent—women.

Local sex survey data, taken alone, covered 16,048 employees (11,153 or 69 percent men and 4,895 or 31 percent women, a somewhat smaller proportion than that produced by the more extensive analyses reported above.) Locals reporting minorities represented a total of 10,671 em-

This text is excerpted from the Human Rights section of the Officers' Report to TNG's 1977 Convention. TNG began mailing the 160-page reports to convention delegates on June 8.

ployes: 7,021 men, 3,650 women and 1,204 minorities (728 or 60 percent men, 476 or 40 percent women).

According to available data, Guild workplaces come slightly closer to matching U.S. national workforce statistics than do other workforces in the newspaper industry (see accompanying table).

Of the total (1,204) minority-group employees reported by locals to TNG, 74 percent were black; 11 percent Asian-American; 14 percent Spanish-surnamed American, and 1 percent American Indian.

According to the surveys, women and minorities are doing better in the paycheck in Guild jurisdiction than in the national workforce. The survey data showed Guild men averaged \$297.25 per week, 23 percent more than the female average of \$241.90 a week (81 percent of the male average). The average overall was \$279.32.

U.S. national workforce statistics for 1974 (Department of Labor) showed men earning 75 percent more than women. Men's median weekly earnings exceeded women's by about \$97, a sharp rise from 1955 when men's earnings were 56 percent more than women's.

The Guild female-to-male dollar gap per week averaged minus \$55.35. The gaps ranged from \$48.83 more than men to \$134.25 less than men.

According to the survey data, minorities in Guild jurisdiction fare about the same as women. Minority-group men averaged \$243.28 per week or 13 percent more than minority-group women, who averaged \$215.89 (89 percent of the male average). The overall minority average was \$215.89 or 78 percent of the white weekly average of \$295.81 (28 percent more than minorities).

The minority female-to-male dollar gap per week averaged minus \$27.39. The gaps ranged from \$78.89 more than men to \$171.75 less than men. Minority-group men averaged \$76.79 per

U.S. employment by sex and race

	Total workforce —1975—	Newspapers —1969—	Newspapers —1975—	Newspapers white-collar —1975—	Guild represented —1976-77—
Men	60%	77.2%	73.3%	60.6%	67%
Women	40%	22.9%	26.7%	40.0%	33%
White	87%	93.8%	91.4%	93.2%	88.7%
Minorities	13%	6.1%	8.6%	6.8%	11.3%
Black	na ¹	4.2%	5.8%	4.5%	8.39%
Asian	na ¹	0.4%	0.4%	0.4%	1.22%
Spanish-surnamed	na ¹	1.4%	2.2%	1.7%	1.53%
American Indians	na ¹	0.1%	0.2%	0.2%	0.13%

¹ Source: U.S. Labor Dept.

² Source: U.S. Equal Employment Opportunity Commission.

³ Source: TNG surveys, payroll data, and membership records analyses.

⁴ Not available. EEOC data for the civilian workforce in 1974 shows 9.9 percent blacks, 0.8 percent Asians, 4.4 percent Spanish-surnamed and 0.3 percent American Indians.

week less than white men, and minority-group women averaged \$26.96 less than white women.

National workforce statistics for 1974 showed minority persons earned only 58 percent of white median income.

It is not enough to play the percentage game when analyzing a workforce. For instance, one local reported a workforce that was 50 percent male, 50 percent female, but the male averaged \$80.81 a week more than the women. The same local reported a relatively high minority work-

force (11 percent), but again, the average dollar gap between minority-group persons and whites was minus \$56.15 per week.

How do women and minorities fare in key jobs? For this analysis, TNG used "key" as it is used in the Collective Bargaining Program, i.e. reporter top minimums and those classifications which should be at parity with them, such as ad sales, district managers, etc.

Of those employees paid at or above the key top minimums, the survey data shows, 84 percent

were men; 16 percent women, and 3.4 percent minorities (2.7 percent men, .7 percent women). Seventy-six percent of all women were paid below the key top minimum, while only 40 percent of all men were below the key top minimum.

Of minorities paid at or above the key top minimums, 79 percent were men and 21 percent women. Eighty-one percent of all minorities were paid below the key top minimum; 76 percent of all minority men and 90 percent of all minority women.

WREG-TV fails to pare 2 jobs

Memphis—A television weatherman isn't a professional employee in terms of the nation's basic labor law, the regional director of the National Labor Relations Board has decided in a Memphis Guild case.

New York Times Broadcasting Service, Inc., which owns WREG-TV here, was turned down in its attempt to carve the station's meteorologist and film librarian out of a bargaining unit for which the Guild was certified in late 1975.

Regional Director Raymond A. Jacobson said in a May 25 decision that the meteorologist's work does not fit the National Labor Relations Act's definition of a "professional" employee.

The definition involves, among other criteria, consistent exercise

of discretion and judgment, advanced knowledge in a field or science "customarily acquired by a prolonged course of specialized intellectual instruction . . . as distinguished from a general academic education . . ."

Although the meteorologist had an undergraduate degree in the subject, he testified—and the company didn't rebut—that his job didn't require a specialized degree.

The fact that the weatherman had worked for the Institute for Storm Research in Houston before joining WREG was of no importance, Jacobson found.

He said the board in an earlier case had decided that it was the work performed, not the individual's qualifications, that counted toward a finding of pro-

fessional status.

The weatherman testified that he spent only about five percent of his time adjusting government weather forecasts.

Professional employees may join unions, but they may not be in the same bargaining unit as non-professionals unless they vote to do so.

In the case of the film librarian, Jacobson found that although the operations department was excluded from the bargaining unit in 1975, the librarian's job is more closely related to the news department. Jacobson, therefore, placed him in the bargaining unit.

A brief from the company's general counsel in New York was rejected by Jacobson because it arrived two days late—this after the company had requested the later deadline.

13th-hour settlement averts strike at New York Post

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home delivery operation from Guild jurisdiction.

Three joint committees are established. One will investigate the entire retirement and pension matter. Another will examine equipment and auto expenses. The third will revamp the editorial training program to make it available to all editorial clerks and employees from outside the editorial department. Previously it had been open only to copy clerks.

The Bronx home delivery personnel may join a Guild-proposed security opportunity program.

This will guarantee job security and create a pool of persons who will receive preferential treatment for jobs in the regular circulation department.

Another circulation dispute involved former employees of the now-defunct Long Island Press whom the Post hired to improve its Queens circulation.

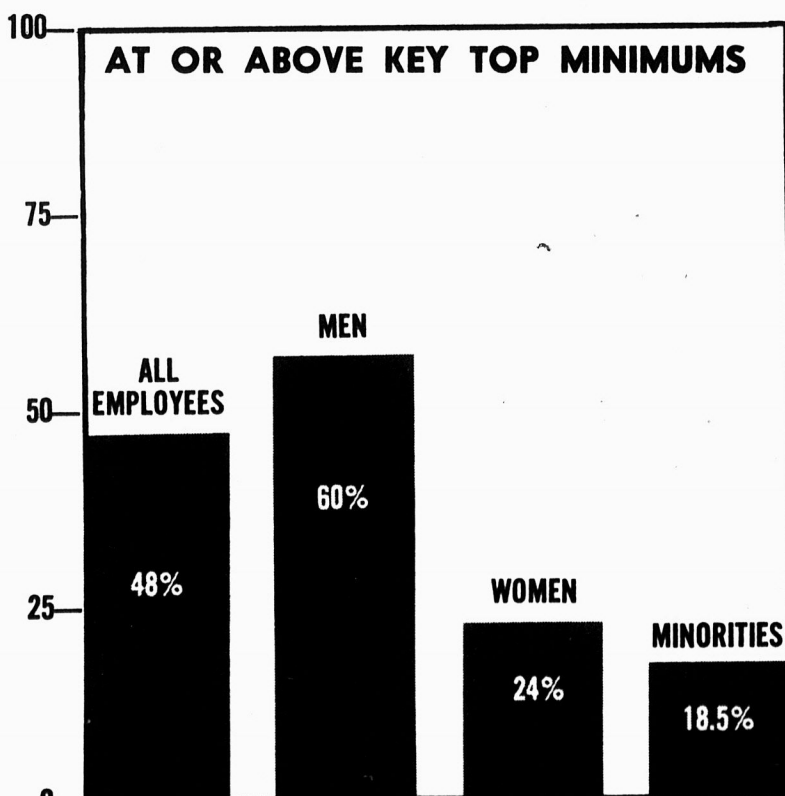
Approximately 35 of these persons will become Guild members by July 16. They will be slotted into the Post contract. The Press' circulation department had not been represented by a union.

Among other improvements, the new contract adds to the byline and credit line protection clause by providing that employees may submit to the Post a list of publications in which they do not want their byline or credit line to appear if the Post resells their material.

This was considered especially important because the Post recently was purchased by Rupert Murdoch, the Anglo-Australian press lord noted for sensationalism.

Also, employees temporarily assigned to a higher classification upon a vacancy in the classification will keep the job after 90 days.

The Post Unit ratified the agreement on June 16.



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

CARPETS

Contender
Gullistan
Merryweather
Tastemaker

HOSIERY

Big Mama
Finesse
Hip-Lets
Spirit

TABLE LINEN

Sintex

BLANKETS

Forstmann
Utica

TOWELS

Fine Arts
Tastemaker
Utica

Satellite news, ads service forecast at ANPA session

BY ROBERT DUDNICK
Associate Editor

Anaheim, Calif. — In fewer than 12 years, 8,000 North American newspapers and broadcasting stations will receive their news—and advertising—copy by satellite.

The system will have "virtually unlimited capacity at negligible added cost," the American Newspaper Publishers Assn. Research Institute annual conference on automation was told here June 16.

A week-long affair, the ANPA/RI Production Management Conference took a look at the newspaper of 1990—or earlier—and saw a much-changed, vastly more versatile product.

William D. Rinehart, the ANPA's technical vice president, said satellite transmission of material could include copy from ad agencies so that advertisers would have next-day publication across the continent.

James F. Darr, United Press International systems vice president, and David L. Bowen, Associated Press communications vice president, said that the 8,000 receiving stations each could have a small dish antenna on its roof at an installed cost of only \$5,000.

The "wire" services would lease the satellite capability at only one million dollars a year, they said—saving 11 million dollars from what they expect to pay when a 45 percent phone company rate increase goes into effect.

The news services—including the supplementals—would share the system but remain competitive. They already share phone lines, Darr and Bowen said.

Rinehart also discussed fiber-optics, bubble memory, CCD and other gems of arcana—but indi-

cated they won't be arcane for long.

A laser fiberoptic system—a glass-rod bundle of fibers carrying the message—would mean that facsimile pages could be transmitted to any number of press plants, thus speeding delivery of newspapers in defined areas of large cities.

The fax pages could be delivered to the presses at a speed of one per second. The best fax system now takes four minutes per page, Rinehart said.

Although the satellite system initially wouldn't include pictures, there may be an electronic camera on the way, Rinehart said.

Such a camera would eliminate present developing systems. A photographer would shoot the picture and it would be relayed to a picture editor's video display terminal in the news room, where it could be cropped and even "re-touched" and then sent into the computer system.

Desperately needed, according to the ANPA, is better newsprint and a revolutionary change in press technology.

Erwin Jaffe, the Research Institute's research center director, commented with some indignation that newsprint mill technology today is fundamentally no different than the system invented in 1798.

He called for a break with the wet-pulp process and displayed a test roll of newsprint made from kinath fiber rather than wood pulp.

Kinath can be grown almost anywhere all year round and yields four tons per acre per year of usable material, whereas softwood yields three-quarters of a ton of pulp per acre per year and

hardwood even less, Jaffe said.

Once kinath quality is high enough, better stock with a lighter basis weight will be available, leading to the kind of reproduction and color that will enable newspapers to entice advertisers into run-of-paper ads rather than preprints, it was predicted.

Jaffe said it makes no sense to use iron press monsters to squirt a little ink on a thin web of paper. He showed a film of a smaller, highly simplified, automatically adjustable press that uses plastic plates.

Plateless printing, such as the ink jet method, would be the next development beyond the compact press, he said.

With full-page pagination and fiber-optics, a newspaper could replate each copy if it wished, he said.



The Wall Street Journal

"We appreciate your suggestion, but the board of directors doesn't feel it should be replaced by a computer."

Electronic libraries make profit

Anaheim, Calif. — Automate your library and make it a profit center.

It can be done, Boston Globe librarian George M. Collins told the ANPA/RI Production Management Conference here.

"We now have a computerized list of over 226,000 obits which have appeared in our paper since 1879," he said.

"This list is a very saleable item."

Collins and David Rhydwyn, the Toronto Globe & Mail's librarian, were among those who spoke to a conference workshop on library-morgue retrieval systems.

The Boston paper is putting its material on microfiche and its librarians have stopped clipping

the paper.

Instead, the staff collects the story material from the magnetic tape which has been used to set the paper.

The material is entered into the system and a daily log is prepared within one hour, replacing the work of seven employees, Collins said.

Just calling up the computer enables the library to enter the entire file or any subfile, such as sports. Stories can be displayed by the paragraph, portion of a graf, or in their entirety.

"Our refusal to talk about this system in computerese allowed us to receive a product which a layman can use," Collins said.

Any story can be located in 10 to 15 seconds at the Globe & Mail, Rhydwyn said, by using any words which appear in the story.

"The more words used in the search that were peculiar to the story, the faster and more accurate the response," he said.

All of the usual information about a story is on the computer, in addition to the writer's name if there is no byline. Access to this is limited to persons who possess what amounts to a secur-

ity clearance. They have a special code to gain entry to the information. Unpublished material is handled the same way, Rhydwyn said.

A librarian can "browse" through the system, or can have it rank the stories, in which case the computer puts first the story which has the most "search terms" and the other stories in descending order.

A search may be widened by "enhancement," Rhydwyn said, "If there is a story which refers to the Nixon scandal, we might want to add Watergate"—or any other key word that would broaden the search.

Also, the computer will mount a selective search—"Trudeau and Parliament, but not Quebec," for example.

Printouts of all of the story or any portion thereof are available at 3,000 words a minute.

A reporter can take the printout to his desk. Or he can use a split screen on his VDT, with half containing his current story and the other half the morgue material.

The system can support up to 16 million documents, or 4.1 billion characters, Rhydwyn said.

VDTs put load on desk, editors say

Anaheim, Calif. — Slower, more complicated editing on video display terminals is putting a "heavy burden" on the copydesk, Joseph W. Shoquist, managing editor of the Milwaukee Journal, told an ANPA/RI production conference workshop.

Quality is declining in too many cases, he said. The choice is to let quality fall or hire more copy editors, as he says he has.

Shoquist said he favors retention of hard copy and opposes formation of a universal desk, especially on a paper which combines wire stories and faces the narrow time period of afternoon publication.

But J. Richard Nokes, editor of the Portland Oregonian, said he favors a super-universal desk—a "production center" which handles every piece of editorial matter. And he said he doesn't use hard copy.

The suspicion of many copy editors that they are becoming

technicians and proofreaders was confirmed by a heavyweight in the newsroom automation business.

Joseph M. Ungaro, vice president and executive editor of Gannett's Westchester Rockland Newspapers in New York, said:

"Proofreading is part of the copy editing process."

Ben Phillips, wire editor of the San Jose News, who troubleshoots the paper's system, was a bit less direct.

"We don't call it proofreading," he said in response to a question, eliciting a big laugh from others in attendance.

Drake Mabry, managing editor of the Des Moines Register and Tribune, expressed fears of rampant dehumanization.

A computer, he said, could be programmed to correct spelling, grammar and syntax. So much for copy editors.

"The technology could get away from us," he said. "Newspapers must have personalities;

computers don't."

Others expressed similar mother-and-flag sentiments. But none said they had any ideas for preventing dehumanization or for stopping the transformation of traditionally grumpy copy editors into sleek, well-behaved technocrats.

1st Amendment applied to ads

Washington — When the Supreme Court early in June struck down a New York State law against the advertising of contraceptives it was the fourth time in two years the court had held that the First Amendment extends to advertising, or "commercial speech."

In a 7-to-2 decision the court said that because such ads might be offensive to some isn't reason to suppress expression protected by the First Amendment.

The court repeated what it had said a year earlier in voiding a ban by Virginia on price advertising for prescription drugs—that a state may not "completely suppress the dissemination of concededly truthful information about entirely lawful activity, even when that information could be categorized as commercial speech."

While it might be different if the ads dealt with illicit activity, the court said, "they merely state the availability of products and services that are not only legal, but constitutionally protected."

In another case, the court held in May that it is generally un-

constitutional for a town to prohibit the posting of "for-sale" and "sold" signs in front of houses in the hope of preventing "white flight."

Writing the majority opinion, Associate Justice Thurgood Marshall said:

"There can be no question about the importance of achieving this goal of stable, racially integrated housing."

But, he added, the court recently has interpreted the First Amendment as protecting commercial as well as other kinds of speech.

Banning the "for-sale" and "sold" signs, Marshall wrote, meant that civic authorities were acting to prevent residents from obtaining vital information.

The information "may bear on one of the most important decisions they have a right to make: where to live and raise their families," he said.

"If dissemination of this information can be restricted, then every locality in the country can suppress any facts that reflect poorly on the locality so long as

a plausible claim can be made that disclosure would cause the recipients of the information to act 'irrationally,'" Marshall held.

The court is generally recognized as having begun extending the reach of the First Amendment to "commercial speech" in 1975 when it ruled that Virginia could not punish a newspaper for printing an ad describing the availability of abortion services.

A major free-advertising-speech case—whether state bar association prohibitions on attorney advertising are legal—is yet to be decided by the court.

After the contraceptive-advertising case, attorneys said there are similar laws in 13 other states.

Left open in the New York decision was the possibility that the state could restrict false or misleading advertising. The Supreme Court's decision referred to truthful advertising.

Last month, however, the court refused to interfere with a lower court decision directing the Federal Trade Commission to reconsider an order banning the use of a misleading ad slogan.

Meeting called in Massillon strike

Massillon, O. — A federal mediator has called management and all three unions striking the Massillon Independent to a meeting in Akron, but hopes were not high for progress in the three-month walkout.

The meeting, scheduled for June 22, would be the first in approximately three weeks. The paper is not publishing during the strike by the Cleveland Guild's Massillon Unit, Interna-

tional Typographical Union printers, and International Printing & Graphic Communications Union pressmen.

The strike started March 18 over wages and automation protection.

Meanwhile, the union's strike paper, the weekly Massillon News, went from 20 pages to 24 and then to 28 as ad lineage improved. The News has a streets-only circulation of 11,500.

Child care in France, Israel, Sweden

Nations committed to the family

By HANNAH JO RAYL
TNG Human Rights Co-ordinator

CHILD-CARE PROGRAMS in Israel, France and Sweden spring from the strong belief that each child is a national treasure. The commitment is inspiring and challenging.

Our delegation of 24 women unionists returned from a three-week study of child care in the three countries determined to demand the same kind of commitment from the United States government.

Israel and France were chosen for the study because the child care coverage in these two countries is more extensive than in any other nation in Eastern or Western Europe. Sweden was selected because the quality of its child care is outstanding, even though the proportion of children in organized programs is no higher than in the United States.

The governments of Israel, Sweden and France recognize the right of women to participate in the labor market on an equal basis with men, and they are taking positive steps to make it possible for women who wish to work to enter and remain in the workforce by providing an impressive range of child-care programs and social services.

We learned about a wide range of part-day and full-day programs for infant, pre-school and school-age children; before-school and after-school care; maternity and parental leaves; child and family allowances; pre-natal and post-natal medical care and numerous health services for children.

We were impressed with the fact that in all three countries child care is regarded as a social responsibility rather than an individual responsibility. It is a primary concern for both labor and government. It is not an isolated benefit, but part of a broader national family policy providing comprehensive care for families and children.

In 1971, former President Nixon vetoed national comprehensive child-care legislation, bowing to opponents who claimed that a national child-care system would undermine the family. What we saw in each of the countries, however, was a commitment to strengthen family life by providing parents and children with the security of excellent care which they can afford while they work, study or even just take a break from the rigors of child rearing and house-work.

Priorities now are given to working

Rayl was one of 24 U.S. women unionists who recently completed a study tour of child-care facilities in Israel, Sweden and France. The tour was sponsored by the Coalition of Labor Union Women (CLUW) and funded by the German Marshall Fund. This is a report of Rayl's observations of the seminar. Rayl also took the photographs printed here while on the tour. A detailed report of the tour is being prepared by CLUW for general distribution this fall.

mothers, single parents and families of children with special needs. Unions are playing a major role in urging their governments to increase the availability of child care for all women, but especially for working women.

Each of the governments participated in the funding of child-care services. Virtually no child-care services were found to be operated on a profit-making basis in any of the three countries.

IN ISRAEL, a high proportion (90 percent) of the services are provided voluntarily by the Pioneer Women/Na'amat movement. (Na'amat is an organization of working women — including homemakers — within Histadrut, the "AFL-CIO" of Israel). The government provides 60 percent of the funds to build and maintain a center. The remainder of the monies must be provided either by the municipality or a sponsor, such as Na'amat. Fees are based on the mother's ability to pay, not on family income. Unions have negotiated employer-paid subsidies to mothers whose children are in day-care centers.

Most often day care is one of the programs offered at community centers where programs are tailored to meet the needs of the neighborhoods they serve. Parent participation is high and the centers are the focus of education and cultural influence.

Since 1973, Israel has been experimenting with extended school-day programs for children 6 to 14 years old. The normal school day is from 8 a.m. to 1 p.m., and the problems this poses for working parents are obvious.

The experimental program extends the school day to 4 p.m. There are 51 such schools in Israel, and officials predicted

their success would lead to an expansion of the program. When the extended school is in recess, the municipalities are responsible for providing day camps in the neighborhood parks, so that child care under this program is available on a year-round basis.

In France and Sweden, funds are provided almost entirely by government. France is unique in that day care is tied to its education system. Nursery schools, called l'écoles maternelles, are under the Ministry of Education and accept children 2 through 6 years old without charge. Creches, operated by the Ministry of Health, accept infants through age 3, with fees based on the parents' ability to pay.

When school is in mid-term recess, the children are taken to the mountains for three weeks; during the summer recess, the children are bussed each day to the countryside outside Paris. Unions are proposing that the government operate the school system on a year-round basis divided into three equal parts with mid-term breaks. Child care during the school recess is not free and fees are based on the family's ability to pay and the number of children. Subsidies are available to low-income families.

In Sweden, child care is jointly financed by national and local governments. The programs are administered by local authorities under nationally established minimum education, health and environmental standards. It is officially visualized as a means of promoting equality for women and one of its major goals is to encourage female participation in the labor force.

Sweden's staff-to-child ratio—1 to 5—is the lowest of the three countries, and the unions are battling to keep it that

way so as not to lessen the quality of child care. France's l'école maternelle ratio is 1 to 35, and this after a long fight by unions with the government; it had been 1 to 43. Israel has not yet standardized minimum requirements, but is striving to do so.

Each country provides a child allowance; the amount per child varies with each nation.

Maternity leaves are fixed by legislation. Israel provides a three-month leave, with pay, beginning with the birth of the child. Sweden has a seven-month paid leave for mothers. If the father also takes a parental leave, it is extended to eight months. This leave can be taken in a variety of ways, including a shorter work week up to the equivalent of seven (or eight) months. France's maternity leave policy is for two years without pay.

Our delegation focused on child-care services for working mothers and we found in each country that union leaders, along with women's organizations, are leading the drive for better care and more facilities.

The Swedish Confederation of Trade Unions, for example, has done a nationwide survey of its members to determine the need for child care at night for shift workers, and now is searching for ways to meet that demand.

THE NUMBER and diversity of alternative plans and programs for meeting the needs of children of working mothers were impressive. We visited a variety of facilities offering programs ranging from baby-sitting care, which provided a safe place for mothers to leave their children while working, to programs providing for a full range of educational and social experiences for the children.

Officials in each country agreed that neighborhood centers, rather than factory-based centers, were preferred by parents and best met the needs of the children.

Special consideration is given to emotionally and physically handicapped youngsters in all three countries. Extensive consultative and therapeutic services are available to children, parents and teachers. Outstanding is the Swedish response to this need where these children are integrated into regular programs for children their own age.

We were impressed with the numerous programs designed to respect the cul-



tural and ethnic differences of the diverse populations. Extensive programs are under way to encourage and assist immigrants to maintain their first language skills and cultural identities.

Despite the strong commitment and effort in each country to provide sufficient facilities, the demand for child care has exceeded the supply. Each nation is striving to deal with the problems of funds, more and better facilities, and more and better training programs to ease a shortage of personnel.

Israel is pushing to create centers to reach 45,000 more children; French officials project the need for one million additional places in creches and l'écoles maternelles; Sweden's parliament has approved a five-year program which aims to establish, by 1980, 100,000 new child-care centers and 50,000 leisure centers to care for children before and after school.

Late in our stay in Paris, our group met to discuss what we had seen and heard during our three-week study. Group leader Joyce D. Miller, a vice president of the Amalgamated Clothing and Textile Workers Union, summed it up best:

"They told us in each country we visited: 'Every child is a national treasure.' Our resolve is to develop the same attitudes on the part of government and labor leaders at home."

Seminar participants adopted a statement calling on the officers of the Coalition of Labor Union Women to meet with U.S. labor leaders, legislators, women's groups and other child-care advocates to press for a national commitment to child care in the form of legislation that will provide comprehensive, quality programs.



Labor board orders talks in Ottawa Journal lockout

Ottawa—Both sides—especially management—have been guilty of bad-faith bargaining in the long lockout at the Ottawa Journal, the Ontario Labour Relations Board has decided.

The board released its findings in Toronto June 20, capping a long series of hearing sessions into charges five unions brought against the Journal.

The board ordered the unions and the Journal to request jointly the services of a provincial mediator and to bargain in good faith.

It dismissed union requests that members be made whole by payment of back wages and that it impose a contract.

The Journal locked out members of the Ottawa Guild, Typographical Union, International Mailers Union, and Printing & Graphic Communications Union pressmen and stereotypers last Oct. 25.

The main issue was the paper's attempt to eliminate printers' job security in the face of automation.

It was bad faith, the board said, for the Journal to have unilaterally broken off talks with the pressmen last July when the issues facing the parties then could easily have been resolved by arbitration.

During this period, the unions, through their joint council, were bargaining with both the Journal and the Ottawa Citizen. The Citizen broke away from the Journal and reached a settlement.

It also was bad faith for the Journal to have refused to bargain as long as James McCarthy, then president of the Guild and a Citizen staffer, and Typographical Union committee member Gerry Rondeau were at the table, the board said.

This amounted to an "improper refusal to recognize" the unions, the board held.

The Journal's insistence, after the lockout had started, to talk about nothing except alleged damage to its business from a union boycott campaign also was found to be an unfair practice.

It was the same kind of unfair practice, the board said, that the unions engaged in when they refused to talk about anything until the printers' jurisdiction and job protection issues were settled.

This was the only specific bad-faith incident attributed to the unions in the board's findings.

But the board said that neither side was blameless.

Back pay was refused by the board because it would have "serious implications" for the collective bargaining process as practiced under provincial law.

Strikes and lockouts are the economic means by which bargaining disputes are resolved, the board said in refusing to validate

compulsory interest arbitration as a substitute method. This is what the back pay request amounted to, it said.

Although the employer's use of the lockout was legitimate at first, it was "tainted" by the Journal's later unfair practices and bad faith, the board found.

It also said that it had no authority to impose a contract because it couldn't determine what kind would be appropriate.

The board's comment that the entire issue could have been better handled if it had been submitted to the panel earlier drew especial ire of the unions.

Claudia Hanafin of the Guild's Canadian office said that the Journal early had been asked to go into mediation, but had refused. (Mediators later joined the talks.) The unions also took their case to an industrial inquiry commission appointed by the provincial government.

Saying that the unions did not act in a timely fashion, while blaming them for going through the appropriate procedures, is a Catch 22, Hanafin said.

New unfair charge filed in Steubenville

Steubenville, Ohio—The Guild, awaiting labor board determination of challenges to 17 ballots in a representation election at the Herald-Star here, has filed an unfair-practice charge against the Thomson paper for bypassing a woman on a rehiring list to fill a mail-room job opening with an outsider.

The woman, Carol Reed, was entitled to reinstatement to the first available job after orally and in writing making an unconditional offer to return to work, the Guild said. She had been honoring a picket line of striking Typographical Union members at the paper.

Meanwhile, the National Labor Relations Board's regional office said it expects soon to begin taking testimony on ballots challenged in the May 27 representation election among the paper's advertising, business, circulation, delivery, editorial, mail-room and

The unions on June 21 wrote to the Journal asking that it submit the joint request for mediation. The Journal in a story said it would abide by the board's order.

The Ottawa Guild, meanwhile, reported \$7,725 in additional contributions to its Journal Lockout Fund, including the following:

Denver Guild	\$ 150
San Jose Guild	200
San Francisco-Oakland Guild	200
Pittsburgh Guild	75
Central California Guild	300
Victoria Guild	400
Memphis Guild	125
San Diego Guild	100
Chicago Guild	200
Vancouver-New Westminster Guild	300
Toledo Guild	50
Pacific Northwest Guild	100
Puerto Rico Guild	150
Great Falls Guild	25
Toronto Guild	4,000
Youngstown Guild	200
New York Guild	200
Wilkes-Barre Guild	50
Shelbyville Guild	25
CKOY Unit, Ottawa Guild	100
Hudson County (Jersey City) Guild	25
Easton Guild	100
Canadian Wire Service Guild	400
Buffalo Guild	50
Cleveland Guild	50
Washington-Baltimore Guild	150

The newly reported contributions brings to \$28,290 the total received for the local's lockout fund.

Washington-Baltimore hires Ray Dick, its ex-president

Washington—The Washington-Baltimore Guild has hired as a local representative Raymond G. Dick, a former local president, vice president, executive board member and unit chairperson and candidate in 1971 for TNG's International Executive Board.

For the past five years, while in a Guild-exempt assistant managing editor position at the Washington Star, Dick played a key role in the conversion of the paper first to cold type and then to computerized editorial-department copy. He also was news editor for the paper's first edition.

Among his new duties assisting

the local's administrative officer, Dorothy Struzinski, Dick will backstop publication of a new newsletter the local is planning.

Phillip Kadis, WBNG president, said the local intends to hire a second local representative to assist Struzinski "as soon as it is financially sound to do so."

Avg. reporter top was \$332 June 1

Washington—The average reporter top minimum in effect under Guild contracts in the United States, Canada and Puerto Rico on June 1 was \$332.15 a week, according to TNG's Collective Bargaining Dept.

That's \$2.43 more than on April 1 and \$20.30 a week more than on June 1, 1976.

TNG sends Eisen to health hearing

Washington—Research & Information Director David J. Eisen represented TNG at a citizens' hearing on health care here on June 16.

The hearing—"Health Care: The Underserved and Overcharged"—was sponsored by 40 organizations, including TNG.

Leonard Woodcock, former president of the United Auto Workers, was chairman.



Convention to weigh merger panel proposal

(Continued from Page 1)
and periodic ophthalmological examinations before and after an employee begins working on the devices.

✓ Increasing TNG's wage goal to \$700 a week for the top minimum in key advertising, business-office, circulation and news room jobs, \$467 for their starting minimum and at least \$350 a week for the top minimum in all other classifications.

✓ Rededicating the union to work for the elimination of employment discrimination in the industry for which its members work.

The proposal for the special merger-negotiation committee was voted by the IEB at its quarterly meeting in April.

The committee would be drawn from the Guild's "most experienced leaders at both the international and local levels," the IEB said.

It would be appointed by TNG President Charles A. Perlik, Jr.,

with the IEB's concurrence, would begin work as soon as possible and report periodically to the IEB and the Guild's membership.

(Under TNG's Constitution, any merger agreement must be submitted to a convention. If the convention approves it, it must then be submitted to a referendum of TNG's membership. If the membership approves it, the IEB is then empowered to take the steps necessary to effectuate and finalize the merger.)

The IEB said that the "blueprinting of a merger" is "essential to the Guild and ITU if a merger is to materialize—essential also to answer the questions of those who doubt merger's value."

Among resolutions expected to be considered by the convention are several being referred from the IEB, including ones which would:

Reaffirm TNG's support for comprehensive, universal nation-

al health insurance in the United States and put it on record supporting Amnesty International's campaign to free imprisoned journalists.

Also: support grand jury reform legislation, legislation to make it illegal to treat sick pay for pregnancy disability any differently than for other incapacities, legislation to create a federal consumer agency, a bill by U.S. Rep. Morris K. Udall for an investigation of concentration in major U.S. industries, including newspapers.

Also: an increase of more than 20 cents in the U.S. minimum wage, the Amalgamated Clothing & Textile Workers Union boycott of the J. P. Stevens Co., and legislative proposals to reform U.S. labor law.

The convention also is being asked to approve payment from TNG's special organizing fund of the costs of a special TNG staffer to push for the enactment of U.S. labor-law reform.

The IEB made the recommendation after authorizing TNG participation in the labor movement's campaign for the reform measures "in order to increase the impact of our organizing dollars."

A resolution being submitted to the convention by the Pacific Northwest Guild's executive committee would call for amendment of the AFL-CIO's Constitution to provide for election of all officers in the future by "referen-

dum of the entire membership." Besides Bevis, convention speakers include Phillip Mtimkulu, national secretary of South Africa's Union of Black Journalists, and U.S. Senator Daniel K. Inouye (D-Hawaii).

Workshops will be offered the evening of the convention's first day on local publications and on TNG's new International Pension Plan. The publications workshop will include demonstrations of various reproduction methods.

Joint talks produce \$70 hikes in Hawaii

(Continued from Page 1)

and every business-office clerk top minimum will provide more than \$1,000 a month in the contract's final year.

Fringe benefit gains include addition of part-time employees to group medical coverage, improvement of the dental plan, including making it available to part-time employees, and institution of a drug/prescription plan in the second year, with the company paying 90 percent of the premium.

Company-paid group life insurance will automatically be increased under continuation of a formula specifying that it be double each employee's annual wage.

A tenth holiday is added in the second year.

Pension-plan improvements in the third year include addition of a joint survivor option equivalent to 50 percent of the pension benefit to which an employee who may die is entitled.

Long-term disability coverage is extended to cover mental and nervous disorders and disability caused by alcoholism, drug addiction or use of any hallucinogen, for up to five years.

A guarantee is added that leaves of absence for union business shall be counted as service time in computing all benefits.

The companies had sought to eliminate all provision in the con-

tracts for union leaves of absence, Kruse said.

They also sought unsuccessfully to eliminate the union shop, Sunday and night differentials, paid maternity leave and dues checkoff provisions, he said.

The companies also unsuccessfully proposed mandatory retirement and weakening in economic dismissals provisions, he said.

Kruse was chief spokesperson for the joint-union committee in fringe-benefit bargaining. Jerry K. Ahue of the Honolulu Typographical Union was chief spokesperson in other areas. International Typographical Union Representative Ken Prairie assisted the unions in the final bargaining.

Gregory L. Thornton, labor relations director for the Gannett chain, owner of the Star-Bulletin, assisted management in the bargaining.

Union members had voted their bargain authority to call a strike, but no deadline had been set when the settlements were reached.

Correction

David J. Willett, one of two initial management trustees of The Newspaper Guild International Pension Fund, is publisher of Associated Newspapers in the Detroit area. The firm was incorrectly identified in the April 8 and May 27 issues of the Guild Reporter.

Sabatini challenges Jones for IEB

(Continued from Page 1)

the Guild in 1967 when he led an organizing effort at the Bucks County (Pa.) Courier-Times, where he was working at the time. After going to the Inquirer, he became a shop steward and representative-assembly delegate in 1972.

He was elected unit vice chairperson in 1976 and re-elected this year. He also is the local's political action chairperson and was recently named by the representative assembly to be local National Labor Relations Act reform chairperson.

Jones, 43, a display-ad control clerk, is a member of the IEB's Organizing, Guild Reporter and Research & Information Committees.

He has been president of the Philadelphia Guild since 1975, winning re-election annually since. Previously he had been chairperson of the Inquirer-Daily News Unit, unit vice chairperson and local vice president.

He has been a delegate to the 1971, 1972, 1973, 1974, 1975 and 1976 conventions. Both he and Sabatini are delegates to this year's.

Jones also has been a delegate to the Middle Atlantic District Council and the Philadelphia Council of the AFL-CIO.

Prosnitz, seeking an at-large seat, has been elected secretary of the Providence Guild three terms and a delegate to four Guild conventions, including the Hawaii Convention. He has served on convention bargaining and con-

stitution committees.

A reporter with the Journal and Evening Bulletin, he has been a delegate to the New England District Council three years and a delegate to two annual Rhode Island AFL-CIO conventions. He also was a delegate to TNG's wage conference in 1974.

Incumbent at-large vice presidents who are seeking re-election are Louis M. Calvert of San Jose, David M. Mulcahy of New York and Dorothy M. Sain of Cleveland.

Other local leaders previously announced as candidates are Elwood B. (Woody) Bigelow of Portland, Robert C. Holt, Jr., of St. Louis, Faye McCracken of Memphis and Floyd A. Tucker of San Francisco-Oakland.

Incumbent At-Large Vice President Harry S. Culver of Wire Service has announced his candidacy for International Chairperson.

TNG President Charles A. Perlik, Jr., and Secretary-Treasurer Robert M. Crocker are seeking re-election.

Incumbent regional vice presidents seeking re-election, in addition to Jones, are Warren E. Howard of Washington-Baltimore, from the U.S. South; Diane M. Woodstock of Madison, from the U.S. Midwest; Shirley L. Caldwell of Pacific Northwest, from the U.S. West; Betsy Wade of New York, from the region made up of the city and its environs; and Roger L. Stonebanks of Victoria, from Western Canada.

Under TNG's Constitution,



FRANK PROSNITZ
Running at large

candidates are nominated at convention. If there are contests for any of the positions, elections are by membership referendum, usually in September. Uncontested nominees are elected by the convention.

IT 	SEEMS TO US
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Member criticizes Wade as a TNG vice president

MONTCLAIR, N.J.

Editor:

A few words about Betsy Wade, who seems destined to be an international veeep from New York for another term.

Some three years ago at the New York Times we had an active newsroom shop stewards council, with legitimate shop steward elections and meetings, angry battles with a liberal-on-the-editorial-page-only management, and, yes, angry battles with a lethargic Guild.

We won the right to pursue our own newsroom grievances, and Miss Wade, as head of the foreign desk, was the target of several—including her attempt to fire a competent copy editor; her

attempt to train a copygirl as an editor, using live copy on the girl's own time, and a foreign desk schedule that involved unpaid overtime work.

We won the battles but Miss Wade won the war—for the Guild and Miss Wade didn't like our activism, and it's tough to fight management and the Guild at the same time.

The newsroom council disbanded, Miss Wade is still getting along fine with management and the Guild (she even has her own traveling companion, Jean Cook, as a Guild convention delegate now) and that's the union story here at the Times.

RAY WARNER
Times Unit
New York Guild

Editor's note: Under the Guild Reporter's rules on letters con-

taining personal attacks upon members, Wade was given the opportunity to respond to Warner's letter. Her response follows.

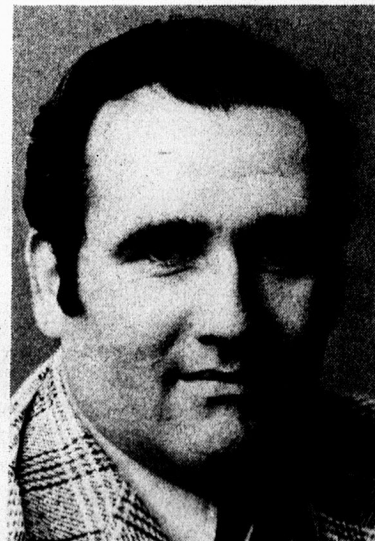
'Innuendoes' reveal more about critic, Wade says

NEW YORK, N.Y.

Editor:

Although he works only a few feet from me, Mr. Warner failed to tell me that he was writing to the Guild Reporter about me, or to furnish me with a copy. I am glad that Guild policy assures the right of reply, but I will decline, except to say that the personal animus in Mr. Warner's innuendoes is much more revealing of his own role in the union than of mine.

BETSY WADE
Vice President
Region 5



RICHARD V. SABATINI

Opponents for IEB's Northeast seat



EUGENE B. JONES

By TNG convention action, letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be

given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue. Deadline, Friday before publication.

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

Pay in executive suite—well, it's a living

The Gallagher Report's annual survey of "key jobs in marketing, advertising, media and public relations" shows that in 1976 newspaper chairmen and presidents were drawing an average of \$78,333 a year, up 15.8 percent from 1975. That compares with an average increase of 14.7 percent reported by Business Week for U.S. business executives as a whole.

Magazine chairmen and presidents got an average of \$79,745, up 11.2 percent. On newspapers, executive vice presidents and general managers averaged \$47,321, up 8.9 percent; on magazines, these executives averaged \$48,375, up 10.6 percent.

Chairmen and presidents of publicly owned [publishing] companies averaged \$103,750 a year, up 12.1 percent; their executive vice presidents and general man-

This text is excerpted from the Industry section of the Officers' Report to TNG's 1977 Convention, being held June 27-July 1.

agers averaged \$45,700, up 16.8 percent.

Here is the list of top newspaper and magazine executives' compensation, including, in some cases, bonuses and deferred compensation:

Andrew Heiskell, chairman and chief executive, **Time Inc.**—\$352,069, up 21.2 percent. He will receive an annual pension of \$755,000, and dividends from 48,284 shares of company stock.

Franklin D. Murphy, chairman and chief executive, **Times Mirror Co.**—\$330,000, up 35.2 percent, with a pension of \$39,-

657. He owns 22,000 stock shares.

Thomas F. Murphy, chairman and chief executive, **Capital Cities Communications**—\$301,825, up four percent. He owns 68,867 shares.

Arthur Ochs Sulzberger, chairman and president, **New York Times Co.**—\$285,000, up 46.2 percent, with an annual pension of \$104,100 and 5,549 shares.

Katharine Graham, chairman, **Washington Post Co.**—\$260,500, up 73.7 percent, with 451,212 shares.

Paul Miller, chairman, **Gannett Co.**—\$260,400, up 7.6 percent, with a \$54,361 pension and 95,009 shares.

Lee Hills, board chairman, **Knight-Ridder Newspapers**—\$200,000, unchanged, with a \$116,947 pension and 104,130 shares.

D. Tennant Bryan, chairman, **Media General**—\$150,000, up 7.1 percent, with a \$78,720 pension and 721,898 Class A and B shares.

William Davis Taylor, chairman, **Affiliated Publications**—\$148,438, up .8 percent, with a pension of \$55,000 and 62,997 shares.

Those one rung down the ladder also did well. To wit:

James R. Shepley, president and chief operating officer, **Time Inc.**—\$312,844, up 21.1 percent, with a \$75,000 pension and 2,000 shares.

Robert F. Erburu, president, **Times Mirror Co.**—\$290,000, up 57.6 percent, with a \$101,242 pension and 17,696 shares.

Allen H. Neuhauser, president and chief executive, **Gannett Co.**—\$281,233, up 16.2 percent, with an \$83,556 pension and 35,168 shares.

Stanton R. Cook, president and chief executive, **Tribune Co.**—\$278,363, up 20.5 percent, with a pension of \$80,475.

Larry H. Israel, president, **Washington Post Co.**—\$260,500, up 15.8 percent.

Warren H. Phillips, president and chief executive, **Dow Jones & Co.**—\$254,593, up 15.2 percent, with 3,975 shares.

Alan S. Donahoe, president, **Media General**—\$240,815, up 31.4 percent, with a pension of \$67,679 and 15,132 shares.

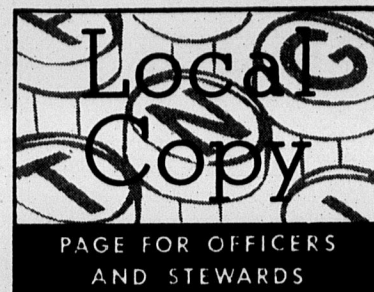
Karl Eller, president and chief executive, **Combined Communications Corp.**—\$225,000, up 50 percent, with a \$77,250 pension and 303,399 shares.

Robert G. Marbut, president and chief executive, **Harte-Hanks Newspapers**—\$190,000, up 31 percent, with a pension of \$76,700 and 41,640 shares.

Alvah H. Chapman, Jr., president and chief executive, **Knight-Ridder Newspapers**—\$181,667, up 3.7 percent, with a \$73,864 pension and 49,692 shares.

Lloyd G. Schermer, president, **Lee Enterprises**—\$176,239, up 24.4 percent, with a \$91,009 pension.

At the bottom of the upper echelon—what the Gallagher Report calls "vice presidents and others"—we find:



Hedley Donovan, editor-in-chief, **Time Inc.**—\$351,469, up 21.3 percent, with a \$71,442 pension and 76,650 shares.

Otis Chandler, vice chairman, **Times Mirror Co.**—\$310,000, up 42.2 percent, with a \$99,095 pension and 124,885 shares.

W. H. James, president and chief executive of the **Tribune Co.'s New York News**—\$256,320, up 27.3 percent, with a pension of \$80,475.

Robert D. Campbell, chairman of **Newsweek Inc.**, a Washington Post Co. subsidiary—\$252,365, up 68.7 percent, with a pension of \$78,267.

John B. Sias, executive vice president and president of the Publishing Division, **Capital Cities Communications**—\$226,825 (previous year's salary not available).

Joel Chaseman, president of **Post-Newsweek Stations**, a Washington Post Co. subsidiary—\$200,732, up 38.1 percent, with a \$27,549 pension.

Sydney Gruson, executive vice president, **New York Times Co.**—\$188,750 (previous year not available), with a pension of \$56,465.

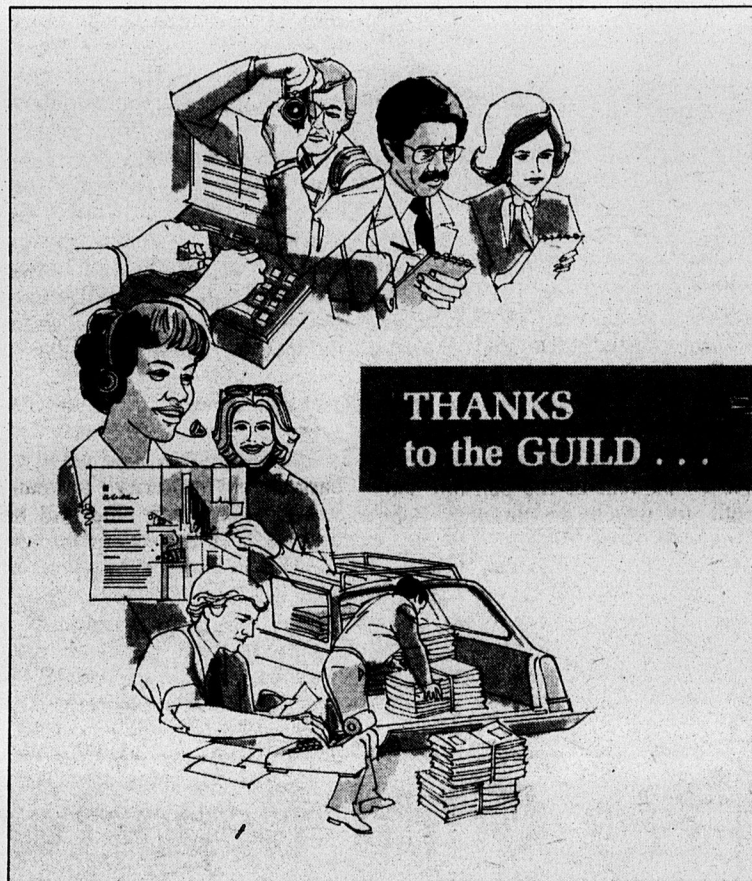
John R. Purcell, financial vice president, **Gannett Co.**—\$182,017, up 12.6 percent.

James C. Goodale, executive vice president, **New York Times Co.**—\$171,916 (previous year not available).

Mark J. Meagher, president of the **Washington Post Co.'s Newspaper Division**—\$165,000, up 57.1 percent, with a \$54,380 pension and 17,000 shares (up 209.1 percent).

Bernard H. Ridder, Jr., vice chairman, **Knight-Ridder Newspapers**—\$130,742, up 4.3 percent, with a pension of \$67,074 and 175,697 shares.

Updated editions now available



Samples of updated editions of two TNG publications have been distributed to all Guild locals. The "Thanks to the Guild" leaflet, left, sports a new cover in addition to updated information. The stewards' manual, below, with a female silhouette added to the cover, contains minimal data updating pending a more general revision. Both are available from the Research & Information Dept.



When all of the team waits all of the time

Bargainers cut cards during those long caucuses

By KATIE FITZRANDOLPH

Of late, the gremlins which rule my life have pushed me into a new sphere of endeavor—namely, negotiations.

Because most of this sort of activity goes on behind closed doors and under press blackouts, if not in camera—in short, because it's bloody well secretive—not too many people are really aware of what happens when unions and management try to reach some sort of agreement with which both can live for a given period of time.

I hope it isn't breaking some fearful confidence, because I certainly wouldn't want to let the side down, but an awful lot of what goes on is waiting.

This is a skill for which a background in journalism is good preparation. There are probably few occupations which depend as much on waiting as reporting does. The average journalist spends up to 60 percent of on-the-job time waiting for people to return telephone calls, or to get through with meetings, or to come back from lunch, or to prepare reports, or in any number of ways to make information available.

In newsrooms, however, only about 40 percent of the reporters will be actively waiting at any given time, which gives a certain permanence to the scene.

With negotiations, however, up to 100 percent of

FitzRandolph is president of the Ottawa Guild and a former secretary, treasurer and vice president of the Winnipeg Guild. This "Whimsy" column by her is reprinted from the April 11 Ottawa Citizen, where she works as a general assignment reporter. From last fall through April she did the column weekly for the Citizen. Three columns after this one the paper dropped it in favor of a syndicated piece from the U.S., citing "cost."

a bargaining team will be involved in waiting during the lengthy periods in which waiting is required.

And waiting is needed every time anything happens. You wait for the other side to produce proposals, or to tell you what it thinks of yours. You wait for a mediator to return, for copies to be made, for the rest of the committee to arrive. You really wait an awful lot.

This produces a wide range of waiting techniques.

Some waiters take up pacing as a means of passing time while wrestling with their thoughts. A skilled bargaining team may have six or eight pacers circumnavigating the negotiating table. A well organized bargaining team will send them all on a counter-clockwise course as a means of cutting down on team injuries from collisions. It is generally felt that bargaining should not become a body-

contact sport, which is probably one of the reasons it attracts so few spectators.

Another widely practiced waiting activity is card games. Professional negotiators wouldn't dream of leaving home without at least one pack of cards in their brief case—well-worn down-to-earth cards of the sort given out by airlines, in which a joker has come to substitute for a missing six of spades. Cards come second only to good walking shoes in the priority list of a professional negotiator.

Eucre and cribbage are popular, and lucky indeed is the bargaining team with four bridge players. Mean rummy and two-handed bridge have been known to appear, and solitaire is a stand-by last resort.

And it's not entirely unknown for a few side-bets on the outcome of the games to give a good gambler a little something besides the retroactive pay to make the exercise worthwhile.

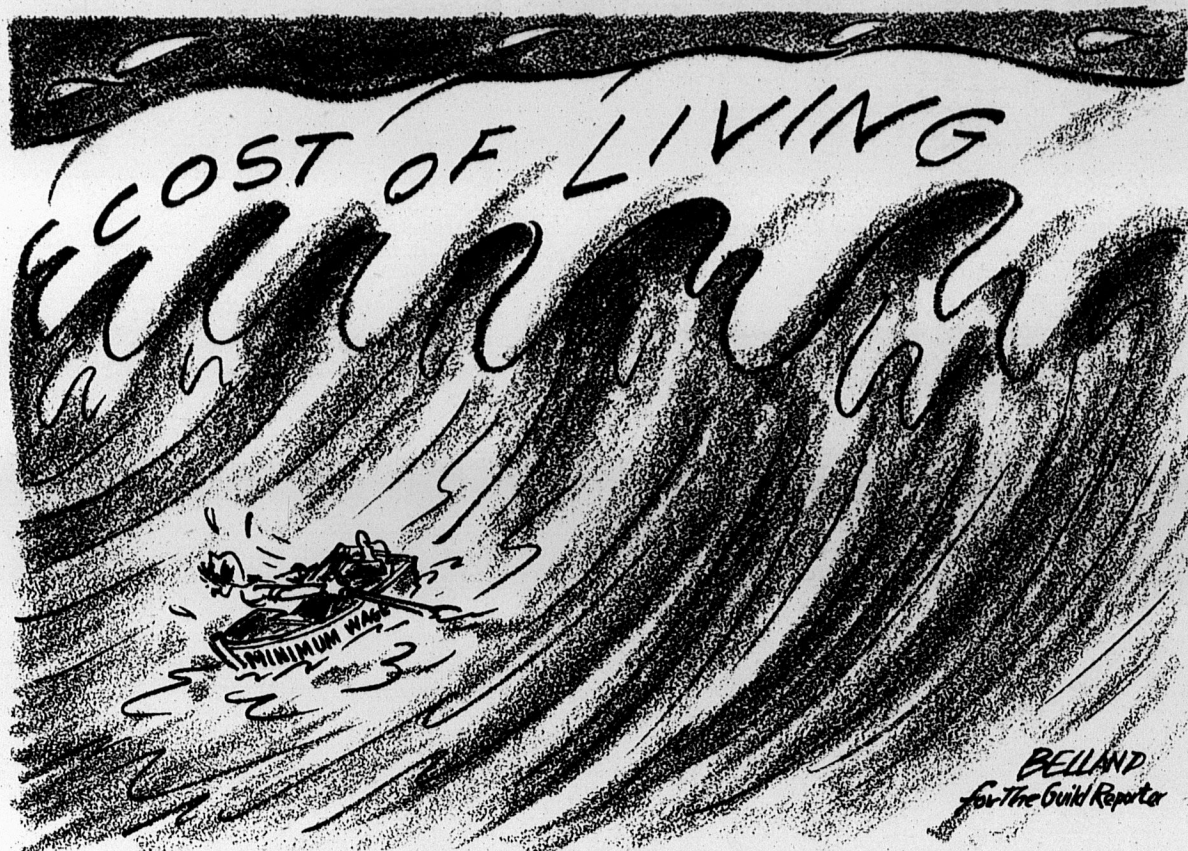
As women's lib has hit the labor movement, a whole new range of activities to while away the waiting has developed. Crochet hooks and balls of yarn, embroidery hoops and hanks of brightly-colored threads appear from efficient-looking briefcases as readily as the more traditional cards, notepads and spare packages of cigarettes.

Cushion covers and afghans become fringe benefits from the hours of waiting.

I hope all this hasn't given too much away. I'd explain more, but it's my deal and I'm down 50 cents.



Help!



Send your money, get the real dope

Right wing battles labor law reform

By DAVID L. PERLMAN
AFL-CIO News

CONGRESSMAN Lawrence McDonald (D-Ga.) wants people to send him money for the Committee to Defeat the Union Bosses' Candidates, or CDUBC for short. It's a "new political action committee," he explains.

Senators Jake Garn (R-Utah) and Carl T. Curtis (R-Neb.) would like your "tax-deductible gift to the Heritage Foundation for its 1977 Fund to Stop Big Labor."

John Birch Society, writes that And Sen. Orrin G. Hatch (R-Utah) urges you not to forget the National Right to Work Committee, and to send it "your contribution of \$500, \$100, \$50, \$25, or whatever you can."

The solicitations, all on congressional letterheads, are indicative of the massive campaign being mounted by the extreme right wing to build a war chest in its efforts to stymie organized labor's campaign to bring justice to federal laws affecting workers.

McDonald, who is a member of the national council of the

his CDUBC wants to raise money to help re-elect members of Congress "who stood up and voted no when the labor lobbyists came calling" and defeat those "who capitulated and obeyed their orders."

Donors—"at least a \$15 contribution," McDonald asks—can become founding members of their local Congressional Evaluation Board. They can send in recommendations as to which members of Congress deserve to share in the funds the Committee to Defeat the Union Bosses' Candidates hopes to raise.

McDonald paints a grim picture of the alternative. "Government of and for the people will be replaced, unless you and I take action, by rule of Union Boss edict."

BUT BEFORE frightened citizens send all their money to McDonald, they should consider the appeals of Senators Garn and Curtis.

Garn's letter comes in the mail first. It asks help to stop the "incredible threat" of "compulsory unionism in our armed forces."

It asks "the most generous contribution you can afford" so that the Heritage Foundation can "expose radical legislation that's being drafted right now."

It warns that "the labor lobby will try to jam through Congress bills to turn our soldiers into strikers, force working Americans to join a union and put organized labor in control of business and government."

To get the views of its contributors, it invites response to a "national opinion poll on big labor's 1977 legislative battle plan."

A typical question: "Do you

believe Congress should pass a law which would require our soldiers, sailors, airmen and marines to join a labor union?"

ONLY THOSE who don't contribute get the follow-up letter from Sen. Curtis. He asks them to reconsider and send money. "We desperately need the help of the Heritage Foundation in exposing the dangers to our political and economic freedom," he writes.

Sen. Hatch's letter endorses a questionnaire, too, which, he says is "part of a national survey I'm helping the National Right to Work Committee conduct." The results, he adds, will be brought "directly to the attention of all my colleagues here on Capitol Hill."

And the question posed by the junior senator from Utah shows the same disregard for facts and objectivity as those of the state's senior senator, Garn.

Hatch asks, for example:

"Are you in favor of forcing state, county and municipal employees to pay union dues to hold their jobs?"

"Do you want union officials to decide how many municipal employees you, the taxpayer, must support?"

"Would you vote for someone who had forced public employees to join a labor union or be fired?"

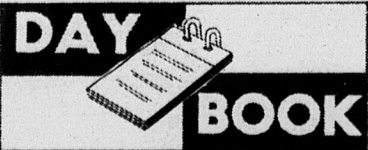
Hatch adds this urgent "P.S." to his letter: "The wheels of the union-dominated Congress are already moving. We need your questionnaire and check immediately."

GR will publish one issue in July

The Guild Reporter, generally published the second and fourth Fridays of the month, will be published only once in July, on the third Friday, July 15.

The July 15 issue will carry a full report on TNG's 44th Annual Convention, being held June 27-July 1 in Honolulu.

Regular publication will resume in August with issues on Aug. 12 and 26.



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

Western District Council, fall meeting, Oct. 22-23, Hill House Motor Inn, Bakersfield.

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

International Executive Board, fall meeting, Oct. 17-20.

45th Annual TNG Convention, June 16-30, 1978, Detroit Plaza Hotel Detroit

Editorial

The challenges of 1977

When TNG meets in Honolulu for its Forty-fourth Annual Convention, it will have initiated two new, and unprecedented, projects of far-reaching significance for the union and its members, and its International Executive Board will ask the convention to authorize a third.

✓ In March TNG's new International Pension Plan, authorized by the 1976 Convention, opened for business. Administrative costs will be significantly lower than those of present single-employer plans, and, under it, for the first time Guild-represented employees will enjoy fully "portable" pension benefits which they can carry with them from employer to employer participating in the plan. . . .

✓ In April, at its spring meeting, the IEB—noting that representation elections delayed are industrial justice denied—authorized TNG President Charles A. Perlik, Jr., to appoint a temporary legislative representative to mobilize Guild support for labor's campaign to reform U.S. labor law and labor board procedures so that they can no longer be used by employers to thwart their employees' right to union representation—and union wages and benefits.

Had newspaper employers not been able to so turn the labor law and labor board to their advantage, the IEB reports, twice as many newspaper employees in the past year might have won Guild representation—and Guild wages and benefits.

The lesson is clear and cumulative, and the IEB concluded that, with a Democratic administration now in office, the Guild should become as vigorous in organizing on Capitol Hill as among unorganized workers. . . .

✓ At its spring meeting also, the IEB unanimously voted to recommend that the Honolulu Convention authorize President Perlik to appoint, with IEB concurrence, a special committee of local and international Guild leaders to join with the members of TNG's task force in developing and negotiating a "blueprint" for merger with the International Typographical Union.

The IEB noted that since the presidents of the two unions initiated an exchange of correspondence in 1974 . . . a joint TNG-ITU task force has been formed, a mutual no-raiding pact has been negotiated, joint and co-ordinated bargaining has been expanded, joint and co-operative organizing has been pursued and the co-ordination of bargaining goals and procedures has been undertaken, with initial recommendations being made to the Honolulu Convention.

Now, the IEB said, the time has come to begin the actual blue-printing of the terms of a merger, terms essential to merger itself if it is to materialize—and equally essential to answer the questions many Guild members still have about precisely what form such a merger would take.

These are but three of the challenges and opportunities facing the Guild and its members . . . in the coming year. Together [with other recommendations] they are just the beginning, not the end, of the need for continued innovative action by our union if it is to fulfill to the fullest extent its obligations to its members and its promise to those who do not yet enjoy its benefits and protections.

—From the Introduction to the 1977 TNG Officers' Report

The Guild Reporter

JAMES M. CESNIK
Editor

ROBERT DUDNICK, Associate Editor

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