

Merger panel okayed; 9 named

Honolulu—The Guild's 44th Annual Convention here, with barely audible dissent, gave the green light to creation of a special, blue-ribbon committee to draw up and negotiate terms for merger of TNG and the International Typographical Union.

At a meeting of TNG's International Executive Board two hours after the convention adjourned, eight Guild leaders from the U.S. and one from Canada were appointed to the committee. TNG's two paid officers and its two members of the 2½-year-old TNG-ITU

Unity Task Force were named ex-officio members.

TNG President Charles A. Perlik, Jr., who appointed the committee with the IEB's concurrence, said the panel's work should be under way by the time the IEB next meets, in October. At first it will meet by itself to work out what the Guild believes a merged union should be, then meet with ITU representatives to negotiate an agreement, he said.

ITU President A. Sandy Bevis, in his third address to a Guild convention

Complete text of Perlik's and Bevis's remarks to the convention on unity and merger, Pages 4 and 5.

in as many years, announced that he will seek "similar legislation" for a counterpart ITU committee from the ITU's convention in August.

Named to TNG's merger-negotiation committee were:

- ✓ Fred Fletcher, executive secretary of the San Francisco-Oakland Guild.
- ✓ Linda L. Zink, president of the

Los Angeles Guild.

✓ Paul MacClennen, immediate past president of the Buffalo Guild.

✓ Robert A. Steinke, executive secretary of the St. Louis Guild.

✓ Diane M. Woodstock, TNG vice president from the Midwest region and president of the Madison Guild.

✓ Harry S. Culver of the Wire Service Guild, two term TNG at-large vice president and TNG International Chairperson-elect.

✓ William H. McLeman, director of
(Continued on Page 2)

3 officers elected; 12 in IEB contests

Honolulu—TNG International Vice President Harry S. Culver was elected International Chairperson and TNG President Charles A. Perlik, Jr., and Secretary-Treasurer Robert M. Crocker were re-elected to fifth terms on the final day of TNG's 44th Annual Convention here.

The convention also elected five of seven regional vice presidents who, like Culver, Perlik and Crocker, were unopposed.

It also set up contests for TNG's six at-large vice presidencies and the sixth and seventh regional seats—in the U.S. South and Northeast.

Two of the regional vice presidents were elected to their first terms—Carla Beck of Great Falls, to represent the U.S. West, and John M. Lowe of Toronto, to represent Eastern Canada.

Lowe will replace Jim Robinson of Toronto, who announced in April he would not seek a second term.

Beck's nomination and election surprised much of the convention. It came immediately after incumbent Region 4 Vice President Shirley L. Caldwell of Pacific Northwest had her withdrawal as a candidate for re-election announced. Caldwell was among those to second Beck's nomination.

Eight persons were nominated for the six at-large International Executive Board seats to be filled in Guildwide elections Sept. 15 through 20. They are:

Incumbents Louis M. Calvert of San Jose, David M. Mulcahy of New York and Dorothy Sain of Cleveland.

Also, first-time nominees Donald L. Bean of Cleveland, Elwood B. (Woody) Bigelow of Portland,
(Continued on Page 6)



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Convention photos by Amy Fukunaga, Hawaii Guild

TNG'S THREE TOP OFFICERS EXCHANGE ELECTION CONGRATULATIONS

From left: President Charles A. Perlik, Jr., International Chairperson-elect Harry S. Culver, and Secretary-Treasurer Robert M. Crocker

Accord near deadline averts S.F. strike

San Francisco—A last-minute jointly bargained settlement July 14 averted a strike by the Bay Area's newspaper unions against the Chronicle, Examiner and their jointly owned Newspaper Printing Co.

Agreement was announced by management negotiators 26 minutes before a 12:01 a.m. strike deadline.

The combined union committee followed at 12:15 a.m. with the announcement that each union's negotiating committee would recommend ratification to its membership.

The strike deadline had been set by the San Francisco-Oakland Guild in consultation with the other unions.

SFONG and locals of seven other international unions—plus the San Jose Guild—participated in joint bargaining covering not only the San Francisco employers but the Oakland Tribune and the San Jose Mercury and News as well.

No strike deadline had been set in San Jose or Oakland.

Louis M. Calvert, a TNG international vice president and member of the San Jose Guild's

negotiating committee, said that details of the three-city settlement would not be released until the ratification meetings.

There was no indication when the meetings would be held.

The parties had been in federal mediation since June 3 in their attempts to reach new agreements succeeding those which expired last Dec. 31.

The talks moved to the Clift Hotel here on June 11 and went around the clock.

Calvert said the unions are continuing their policy, used in previous joint bargaining, that all

committees and memberships must agree to the new contracts or none will.

The core newspaper unions have common expiration dates, although some of the ancillary unions do not.

A strike against the two San Francisco papers and the printing company would have taken 2,500-3,000 members out, about 900 of them SFONG members, Fred D. Fletcher, SFONG's executive secretary, said.

Had there also been strikes in San Jose and Oakland, 6,000 un-
(Continued on Page 2)

Law reform push is set into motion

Washington — Following the Honolulu Convention's endorsement of an "exceptional effort" by the Guild to aid the labor movement's drive for reform of U.S. labor law, TNG has called upon all U.S. locals immediately to set in motion the program to do so mandated by the convention.

The call, in a message from Barney Peterson, TNG's special legislative representative, came on the heels of several developments surrounding the proposed legislation. Among them:

✓ The labor subcommittees of both the House and the Senate announced that they simultaneously will begin hearings on labor-law reform proposals on July 25.

✓ TNG was preparing to join other unions in testifying at the hearings on the effects loopholes in the structure and administration of the law are having on efforts of newspaper employees to organize and win contracts under the Guild's wing.

✓ President Carter was expected momentarily to send a message to Congress outlining changes in the law that he and the AFL-CIO have agreed would help cut seemingly endless pro-
(Continued on Page 3)

Detroit wins \$80 package at 2 papers

Detroit—New three-year contracts bargained jointly by 12 unions, including the Detroit Guild, with the News and Free Press here provide wage and fringe-benefit improvements averaging more than \$80 per employee per week.

A representative of the News told union bargainers he believes it to be the costliest settlement in the history of the industry. The 12 unions represent about 4,500 employees at the two papers; the Guild about 800 of them.

The other unions include Typographical Union printers and mailers, Printing & Graphic Communications Union pressmen, stereotypers and paperhandlers and the Teamsters.

(Continued on Page 6)

About this issue

This issue of the Guild Reporter is but half the size planned for July 15 publication to provide members full coverage of TNG's 44th Annual Convention in Honolulu June 27-July 1.

The shop that sets the Guild Reporter's type was one of those in the Washington area closed by a citywide strike against commercial printing firms by the Columbia Typographical Union on June 29.

The local and the Guild Reporter's shop reached an interim agreement on July 1 and the shop resumed operations that night.

It was impossible, however, for it to set the type for the 16-page issue for July 15 publication—the Guild Reporter is only one of the publications set at the shop. This eight-page issue is published in the interest of providing members as complete coverage as possible as quickly as possible of the convention's most significant actions, and to fulfill the first step of the Guild Reporter's constitutional obligations in TNG elections (See Page 7).

Other convention actions are catalogued on Page 8. More complete accounts will be carried in the Aug. 12 Guild Reporter.

Perlik names 9 to merger panel

(Continued from Page 1)

the Guild's Canadian Region and former executive secretary of the Vancouver-Westminster Guild.

✓ Harry Fisdell, executive vice president of the New York Guild.

✓ Robert E. Bruner, director of the New England Servicing-Organizing Program and executive secretary of the Boston Guild.

In recommending the appointments to the IEB, Perlik said selecting nine from among the applicants he had invited and received in previous weeks was "one of the hardest tasks I've ever had to undertake."

"We could have staffed three or four committees, all with most capable people," he said. He had told the convention he planned a committee of "eight to ten representatives of the international and Guild locals—large enough to be truly representative, small enough to be workable and efficient."

The ex-officio members of the committee, in addition to Perlik, are Secretary-Treasurer Robert M. Crocker, TNG's other paid officer, and TNG's task force members, J. William Blatz, director of field operations, and Charles Dale, international representative.

Perlik called approval of the merger-negotiation committee "perhaps the most important" decision by a Guild convention since 1937 when the Guild expanded from an editorial-only union to one embracing all non-mechanical department employees.

The convention's action was contained in its adoption of the report of its 67-member Collective Bargaining Committee, headed by George McCormick of Twin Cities. While five members of the committee, two from Denver and three from San Francisco-Oakland, took exception to the merger-committee recommendation in signing the report, no one made any motion or argument against it on the convention floor. Approval was by voice vote with one Scranton delegate recorded voting "no."

In a related action, the convention approved 35 amendments and additions to TNG's Collective Bargaining Program and Convention Recommendations on Bargaining, most of them the result of the past year's effort by the ITU-TNG Unity Task Force to dovetail and mesh the two unions' bargaining policies and aims.

The convention was attended by 198 delegates and six alternates from 54 Guild locals. It was held June 27-July 1 at the Ilikai Hotel here.

Perlik, in the major portion of his opening-day address on the IEB's recommendation for creation of the committee, said plans are to proceed at "the same deliberate speed we have followed up to now" in working toward greater unity with the ITU. He cautioned against "the kind of hasty patchwork that deadlines bring."

Later he said he expects the committee's work to take from one to two years.

He also reminded delegates that any terms for merger that the committee negotiates "will have to be approved by the IEB, by a convention and, finally, by that ultimate authority in the Guild, a membership referendum," as provided in TNG's Constitution.

In concurring with the IEB's recommendation that the committee be authorized, the convention noted that "significant progress" has been made toward the "twin goals of unity" in bargaining and organizing set in 1974 by Perlik and Bevis.

"But," the convention said, adopting the IEB's statement in April, "more must be done."

"If the Guild and the ITU are to continue toward that goal desired by many in our union—total merger and the creation of one big new union—we must climb beyond the heights we have reached to date," it said.

"If we are to provide answers to the questions nagging those who do not share the dream of merger, we must probe beyond those areas that have been explored . . . to date," it added.

Perlik emphasized to the convention that "what we are talking about is the creation of a new union, not the absorption of the Guild into the ITU or the ITU into the Guild."

The convention said it "agrees with the IEB's assessment that the drafting of terms, to chart a course for merger and to answer the questions of the uncommitted, is the necessary next step."

After outlining the succession of steps over the last 2½ years toward greater Guild-ITU unity at the local and international levels, Perlik called the merger-negotiation committee "the next logical step toward bringing all newspaper employees into a single, united union."

Both Perlik and Bevis noted that despite the greater unity between the two unions now, differences still remain since the ITU has been a craft union nearly all of its 125 years while the Guild has been an industrial union the last 40 of its 44 years of existence.



TORONTO TALKS THINGS OVER WITH ITU CONVENTION GUESTS

From left: Susan Craig, Star Unit chairperson; Eastern Canada TNG Vice President Jim Robinson; Gerald Huntley, Brantford Unit chairperson, and the ITU's Allan Heritage, Earl Jepperson and Robert Wartinger

The ITU now, however, is "moving steadily" toward becoming an industrial union, Bevis pointed out.

The convention's charge to TNG's merger-negotiation committee, as stated in its Collective Bargaining Report:

"To draft the terms and elements essential to the Guild and the ITU if a merger is to materialize and to answer the questions of those who doubt merger's value."

"This is the year we must actually draw up specific proposals for merger so that the members of our two unions can give us their final answer as to whether or not we have built a firm foundation on which they wish to construct the strongest and most viable labor union in the graphic arts and communications industry this century has produced," Bevis said.

"Does it make any sense to remain separate, to duplicate our efforts and fragment our strength?" Perlik asked.

"We think not," he said, "and we are preparing to put that conviction to the test in the year or two ahead."

"We'll be testing our resolve, our resourcefulness, our patience and, yes, the pride and prejudice that still keep us apart," he added.

Perlik said he has been "somewhat puzzled" at the complaint "from one or two quarters" that the information necessary for members to decide on merger hasn't been provided.

An "open letter" signed by SFONG President Larry D. Hatfield and three other SFONG office holders, was circulated widely into Guild locals and units before the convention and was distributed to the organizing committee at the convention. It

accused TNG of failing to comply with the policy reaffirmed by the 1976 Convention that TNG provide "full information" to the membership to enable "the most intelligent appraisal of any possible merger."

A letter from SFONG Executive Secretary Fred Fletcher pointing out that the accusation did not represent a position of the local was read to the committee.

"The type of questions these members say have gone unanswered, and the problems they suggest haven't been dealt with, are precisely the questions and the problems the special committee will be considering and resolving," Perlik said.

"When that committee completes its job, I don't believe anyone will be able to say he or she hasn't received the information essential to an informed decision," he pledged.

Deadline talks avert S.F. strike

(Continued from Page 1)

ion members, about 1,500 of them in the Guild, would have been involved in the three cities, he estimated.

Earlier, SFONG's negotiating committee issued a bulletin quoting Bill Sabatino, the federal mediator, as saying that he had "imposed a strict blackout on release of bargaining details because of the delicacy of the complex situations."

He also announced that ITU Vice President Alan Heritage, TNG International Representative Charles Dale, Secretaries Jack Crowley and Richard Groulx of the San Francisco and Alameda County central labor councils, and Jack Goldberger, president of the Teamster's Joint Council, participated in the talks

with representatives of the local unions "in an effort to settle without a strike."

In Honolulu, meanwhile, TNG's 44th Convention adopted a resolution expressing support for Bay Area newspaper unions.

"SFONG and the San Jose Guild have been in joint negotiations and federal mediation with eight other international unions, including locals of the Teamsters, International Typographical Union, Pressmen and Platemakers, Mailers, Graphic Arts Union, Paperhandlers, News Vendors and Building Services Unions," the resolution said.

"With these employers refusing to agree to acceptable contract terms, making unprecedented efforts to take away existing contract benefits and to im-

pose management restrictions on the unions and their members, the 6,000 members in the two Guild Locals and their sister unions are facing one of the greatest bargaining crises in their histories."

"The Newspaper Guild convention pledges its support of the San Francisco and San Jose Guilds and their sister unions in whatever action it takes to win acceptable contracts," it said.

Perlik slated at Princeton

Princeton, N.J.—TNG President Charles A. Perlik, Jr., will be one of the two union leaders among 14 persons taking part in a four-week resident seminar on "value conflicts" at Princeton University here July 19-Aug. 13.

Others participating in the National Endowment for the Humanities sessions will be three school administrators, three public administrators, three medical doctors and three attorneys. Participants were selected from more than 200 applicants.

TNG's International Executive Board approved Perlik's participation during its meeting June 25 in Honolulu. He said he will stay in touch with TNG's office during the week and work in it on weekends.

You're all invited to ITU convention

Honolulu—ITU President A. Sandy Bevis issued a general invitation to Guild members who might be in the Cincinnati area Aug. 20-26 to attend the ITU's convention there as observers.

"We'd be honored and privileged," Bevis said at the conclusion of his address to TNG's convention here June 29.

It will be held at the Netherlands Hilton Hotel.

TNG officers to attend ITU parley

Cincinnati—TNG's officers, a majority of the union's new merger-negotiation committee and three members of the Guild's staff are expected to attend at least part of the International Typographical Union's convention here Aug. 20-26.

TNG President Charles A. Perlik, Jr., is scheduled to address the convention on Wednesday, Aug. 24, his third such appearance in three years.

Secretary-Treasurer Robert M. Crocker also will attend.

The five members of the merger committee expected to attend as part of the committee's assigned tasks are Harry Fisdell of New York, Robert A. Steink of St. Louis, Robert E. Bruner of Boston, TNG Vice President Diane M. Woodstock of Madison and International Chairperson-elect Harry S. Culver of Wire Service.

J. William Blatz, director of field operations, and Charles Dale, international representative, TNG's two Unity Task Force members, and David J. Eisen, director of research and information, who has been assisting the task force, also will attend.

And at least one additional TNG Vice President, David M. Mulcahy of New York, has indicated that he intends to attend at least part of the convention.

Time is short to reform labor law, locals told

(Continued from Page 1)

cedural delays that frustrate organizing and winning contracts by new groups.

✓ Some Congress members were reportedly preparing to introduce countermeasures on behalf of employer groups that would "impose new constraints upon unions," as a Wall Street Journal report described them.

"The battle lines are drawn . . . and time is short," Peterson said in his July 8 mailing.

He called upon locals to quickly take the first step in the program mandated by the convention: appoint labor-law reform chairpersons and committees to inform local members of the necessity for the reform measures and to launch a massive mail campaign to Congress in support of the reform measures backed by TNG and the labor movement.

The mail campaign must be "at least equal in magnitude to that being prepared by anti-union lobbyists," the convention said.

Labor's reforms would set limits on time permitted between organizing petitions and elections, provide tougher penalties for actions against union supporters and for employers who frustrate bargaining for first contracts.

Procedural delays were characterized in the convention's report as "frustrating, demoralizing, weakening and increasing." The are "gutting union organizing campaigns everywhere in the United States," including the Guild's, the convention said.

The convention's action came in its adoption of the report of its Organizing Committee, headed by Matt Pommer of Madison.

The report was adopted, however, only after its endorsement of the International Executive Board's "creation of the special effort, including the appointment of a legislative representative," was tested in a roll-call vote on a minority report which would have abolished the temporary position and called upon TNG instead to use its regular staff to conduct the campaign.

The count on the roll call was 107.67 for and 272.37 against, with 19.96 votes abstaining, 16.36 of the latter from Toronto.

After defeat of the minority

report, Organizing Committee Chairperson Pommer urged approval of the majority report so that "the word will go forth from this convention that TNG has joined not an effort but a crusade for labor law reform."

It was passed on a voice vote without further debate and with but a smattering of noes.

The minority report, moved by J. Linn Allen of Gary, called the need for labor-law reform "urgent," but questioned "whether a Guild legislative representative is the best and most effective use of Guild resources" to achieve it.

The minority report and its proponents said they doubted that a Guild lobbyist "can add significantly" to the "lobbying force" maintained by the AFL-CIO and "some 50 other unions."

They objected to a special legislative representative having been hired before the convention approved a labor-law reform effort by the Guild. "Strong and actively expressed sentiment" first should have been developed among the membership, "particularly so in view of the fact that many newspapers, rightly or wrongly, oppose Guild lobbying for any legislation on grounds it compromises their objectivity," the minority report said.

The minority also questioned hiring a representative for a short term project with no experience on Capitol Hill and "spending \$20,000 to \$40,000" for a job they said "could well be handled by the regular TNG staff."

Proponents of the majority report responded that because the Guild has been one of the unions hardest hit by manipulation of labor law it owes it to its members who have paid four special organizing assessments to do all in its power to change the law to prevent continued successful use of delaying tactics.

(In later adopting the report of its Finance Committee, the convention voted to pay for the special legislative position from TNG's General Fund. An International Executive Board proposal that the cost be paid from TNG's special organizing fund was defeated in committee. The position will continue only as long as labor law reform is an



CONVENTION'S TELLERS RECORD LONE ROLL-CALL VOTE

From left: George B. Laine, Los Angeles; Patricia L. Odoms, Philadelphia, and Robert Carr, Detroit

active issue in Congress.)

In each of several organizing efforts frustrated by legal and administrative delays the Guild has spent more than the \$20,000 to \$40,000 estimated for the special legislative position, minority report opponents pointed out.

The major part of the job, they also said, is to work with locals and rank and file members to "make 30,000 lobbyists," as Hugh Harrison of Pacific Northwest put it.

Peterson, they said is aptly suited for the task, pointing to the similar effort he marshaled as director of TNG's and the printing crafts unions' nationwide campaign to "de-advertise" the Los Angeles Herald-Examiner.

Several delegates who work in newsrooms, including some who supported the minority report, spoke against the report's concern for those fearful that lobbying compromises their objectivity.

They pointed out that the Guild has an obligation to all its members, including those who do

not work in newsrooms, and that publishers do not hesitate to support efforts in their self-interest because of the same concerns.

No one ever questions news persons on "whether or not they are members of the Masons, members of the National Organization for Women, members of the Little League Advisers, whether they are Catholic, Jewish, Buddhist, atheist, agnostic. I think it is time we put that argument well behind us," said Vice President Louis M. Calvert of San Jose.

Three days before the convention opened, the Wall Street Journal reported that several employer groups, including the U.S. Chamber of Commerce, National Assn. of Manufacturers and Associated General Contractors, had drafted an "Employee Bill of Rights" bill to counter the labor movements reform package.

Introduced in the Congress on July 14 by several conservative members, it would forbid employers to voluntarily recog-

nize a union, instead requiring secret-ballot elections; permit employers to demand a vote by employees to determine whether to call, maintain or resume a strike; remove most of the few remaining safeguards against employers lying to try to dissuade their employees from organizing, and limit locations where unions or managements could appeal in federal court from National Labor Relations Board rulings. And more.

Other organizing actions by the convention include:

✓ Encouragement of further development of joint and co-ordinated and simultaneous organizing with other unions.

✓ Reaffirmation of the Guild's organizing priorities as free riders, new departments, new units and new locals.

✓ Authorization for TNG to add to its permanent field staff as finances permit.

✓ Reiteration of previous conventions' endorsement of legislation to provide for certification of unions by card check.

Delegates tell why reform needed

Honolulu—"The spirit" of the National Labor Relations Act "is in peril of being destroyed by a dimension little considered" when it was enacted more than 40 years ago—"time"—the Guild

convention's Organizing Report said.

"Time to get rid of union activists, time to bring pressure on union sympathizers, time to infuse staff with new, nonunion employees, time to wear the union down," it said.

Convention participants supplied the specifics.

TNG President Charles A. Perlik, Jr., told of "unbelievable" delays in getting to the representation-election ballot box:

✓ 450 days from petition to vote for 275 employees of the Philadelphia Bulletin—and the result tied up in board processes since Nov. 11.

✓ 641 days to the ballot box for 125 at the Wilmington News and Journal, where the count was 68 to 50 against the Guild.

✓ 674 days for 110 employees of the Steubenville Herald Star, and the result making its way through NLRB procedures since April 20.

Hugh H. Harrison of Pacific Northwest told of an election delayed 13 months at the Bremerton Sun—"a dead effort because of the problem with the NLRB."

Ralph Craib of San Francisco-Oakland told of the Bay Guardian Unit lost while seeking a first contract because the NLRB and "a venal publisher dragged that process out."

Without an "extraordinary effort" by the Guild, said Perlik, "our organizing and, inevitably, our bargaining, our strength as a union will suffer for years to come."

Convention roll call on lobbyist issue

Below is the local-by-local record of the single roll-call vote during the 1977 TNG Convention. In the roll call the convention rejected by 272.37 to 107.67 a minority report from its Organizing Committee which would have abolished the position of Guild legislative representative and recommended use of regular staff to campaign for adoption of the Labor Law Reform Act. (There were 19.96 votes abstaining and two absent.)

Some of the votes are fractionalized. This occurs when a local sends fewer delegates than

the number of convention votes to which it is entitled and delegates disagree on an issue. For example: A local has five votes and sends three delegates, entitling each to 1 2/3 votes. If the delegation disagrees, two for one against a question, the local's vote in the roll call would be 1 2/3 to 3 1/3.

The convention's rules mandate roll-call votes upon motion of not fewer than 12 delegates representing no fewer than five locals.

The last time there was only one roll call at a convention was in 1968.

Local	Yes	No	Local	Yes	No	Local	Yes	No
Akron	3	—	Los Angeles	0	6	San Jose	0	8
Bakersfield	0	3	Madison	0	2	Scranton	1 1/2	1 1/2
Bay City	0	2	Manchester	0	3	Sheboygan	0	2
Boston	0	6	Memphis	3 3/4	2 1/2	Terre Haute	0	3
Buffalo	0	8	Montreal	0	7	Toledo	6	0
Canadian			New York	0	67	Toronto	0	1 1/4
Wire Service	0	5	Ottawa	5	0	Twin Cities	9	0
Central California	0	8	Pacific Northwest	1 1/3	10 3/4	Vancouver		
Chattanooga	2	0	Pawtucket	0	0	New Westminster	0	11
Chicago	7	0	Peoria	3	0	Victoria	0	4
Cincinnati	5	0	Philadelphia	0	10 3/4	Washington		
Cleveland	7 1/2	1 1/2	Pittsburgh	0	3	Baltimore	21 1/2	2 3/4
Columbus	2	2	Portland	0	4	Wilkes-Barre	3	0
Denver	6 1/2	1 3/4	Providence	5	0	Winnipeg	0	3
Detroit	0	12	Pueblo	3	0	Wire Service	0	16
Erie	0	4	Puerto Rico	0	10	Totals	107.67	272.37
Gary	1	0	Rockford	2	0			
Great Falls	0	2	St. Louis	5	7			
Harrisburg	2	0	San Antonio	1	2			
Hawaii	0	6	San Diego	0	9			
Hudson County	2	0	S.F.-Oakland	0	15			

¹ One abstention. ² 2% abstentions. ³ 16 1/4 abstentions. ⁴ There also were a total of 19.96 abstentions.

Five Bulletin ballots may be opened

Philadelphia—The five challenged ballots that will break the tie in the Philadelphia Guild's representation election in the Bulletin editorial department will be subject of a hearing, the labor board's regional director has decided.

More than a year after the Guild petitioned for recognition, the National Labor Relations Board held an election on Nov. 12, 1976. The Guild received 119 votes and no union 119.

Then the Guild filed seven objections to the Bulletin's pre-election

conduct.

NLRB Regional Director Peter W. Hirsch dismissed all seven objections on July 1 and ordered the hearing on the challenged ballots.

The hearing, the date for which hasn't yet been set, will examine the issues surrounding each of the five ballots. Some or all or none of them may be opened—and they will decide the election.

A union, a company or the board itself can challenge ballots. They may be counted if they would determine the result.

ITU's Bevis: 'The buck stops right here'—this is the year to draw plans

AS I INDICATED TO YOU last year, I do hold the high expectation that we shall not continue to issue invitations to our respective executive officers to attend and speak at our conventions each year, but will in the near future all be attending the same convention of the number one union in the graphic arts and communications industry.

If the members of either of our unions will make a fair and impartial evaluation of the co-operative programs and the merging of the interests of The Newspaper Guild and the International Typographical Union during the past three years, they must—as I have—come to the conclusion that the only practical step remaining for us is the actual, physical merger of our two great unions.

To date we have been able to assist each other in a great many of our common areas of concern—contract negotiations, organizing, the prevention of strikes and the preservation of jobs for our members.

But because of differences, as well as restrictions, in our constitutions and by-laws we have been forced to stop short of the full utilization of our combined resources and abilities in achieving the goals we have set for ourselves. This is the year we must correct that weakness. There is no doubt about it—the buck stops right here—at this convention of The Newspaper Guild—and at the ITU's convention to be held in August in Cincinnati. This is the year we must actually draw up specific proposals for merger, so that the members of our two unions can give us their final answer as to whether or not we have built a firm foundation on which they wish to construct the strongest and most viable labor union in the graphic arts and communications industry this century has produced.

WE HAVE COME a long way in three years in solidifying our friendship through the sometimes painful process of learning to understand and work together within the framework of the many differences in our modes of operation—you as an industrial-type union and we as a traditional craft union moving steadily toward an industrial-type union. That we have accomplished as much as we have is a tribute to those who have worked so hard to establish the guidelines and have achieved the degree of co-operation so essential to the achievement of the goals we have set for ourselves.

But the facts speak for themselves.

✓ We negotiated a no-raiding pact, which has worked.

✓ We have greatly expanded our efforts in joint and co-ordinated bargaining, and the results have been most gratifying.

✓ The intelligent use of the "hot line" has saved us untold thousands of dollars and has preserved the jobs of our members through a truly remarkable reduction in the number of strike and lockout situations which have faced us in many cities.

✓ Our pursuit of joint and co-operative organizing programs has not begun to reach its full potential. With more financing and fewer differences in the laws under which we operate, it will gain momentum.

✓ And during the past year the Task Force has completed its initial study and recommendations on harmonizing our bargaining goals and its recommendations on reconciling our differing bargaining procedures and policies.

The only realistic way in which our unions can grow, both financially and in numbers, is to organize the unorganized workers in our industry. In the newspaper industry alone there are today some 1,756 daily newspapers. Ten more than there were ten years ago, and I'd like to add something that I just found out this

This is the text of that portion of International Typographical Union President A. Sandy Bevis's address to the Guild's Honolulu Convention in which he discussed the prospect of merger of the ITU and TNG.



morning when I was talking to our headquarters, that our figures should be updated to include six more dailies being added in recent months. In some cases these were weekly newspapers that went daily—in the event you wish to refute the arguments of the defeatists who insist that the newspaper industry is drying up.

And how many of those daily newspapers are organized? The ITU has some 500 contracts covering typographical units. There are some 200 mailer units under contract. The Guild, I understand, has approximately 140 units under contract. I am not certain just how many individual newspapers that would be,* but it is clear that we have not even scratched the surface of potential organizing goals, just in the daily newspaper field. And, of course, there are the hundreds of weekly and semi-weekly newspapers, periodicals, magazines and in-house publishing ventures employing thousands of employees performing the types of work represented by our unions.

Clearly the possibilities for growth stagger the imagination. Working together, within the framework of one united union, these figures become more than simple possibilities. They become practical goals toward which we can direct our energies. But I do not believe these, and other equally important goals, can be accomplished unless and until we are completely united and working together as one union.

IF WE DO NOT MERGE and work as one, I you and I both know what we can expect. We will be right back where we were three years ago. We will be competing with each other for the same people in our organizing efforts. We will be wasting our money and energy fighting each other. We will be back cutting each other's throats in strike situations. And while we are doing these unprofitable things to each other, our enemies will be sitting back, enjoying every minute of it!

We keep returning to the same basic truths. If we are to stop our squabbling and cut-throat competition and provide newspaper employees with the strong, intelligent, dedicated union leadership they so desperately need in this age of computerized automation, then the only realistic solution is the physical merger

of the two foremost unions in the printing industry.

And to be effective, that merger must not be put off any longer. Each day that passes the publishers and the conglomerate owners whittle away at our membership and bargaining strength. They will continue to use anything at their command—unfair and unrealistic bargaining tactics, fear, greed, new technology—to reduce our effectiveness.

The time for us to act cannot be delayed much longer without seriously eroding our ability, either individually or collectively, to continue as viable labor unions.

I understand that your executive board is recommending to this convention that it be authorized to appoint a committee to join with your members on the task force to draw up and negotiate positive and specific terms of merger with the ITU.

I can assure you that if this proposition is enacted at this convention, I will make a full report to our convention in August in Cincinnati and will seek similar legislation there. We can then move forward with all deliberate and prudent speed to accomplish the one remaining goal we set for ourselves three years ago. A goal that I believe the majority of both our memberships want and should have, and that is *merger!*

In closing, I want to point out that we all know that the question of merger has resulted in loud voices from the left, from the right, and from the center.

There are those members who say, "Not so fast! Let's not rock the boat. Let's keep things the way they are for awhile and study the situation some more."

We also have the impatient ones who say, "Get on with it. Stop talking about it and do something!"

Then we have those members who, I suppose, honestly believe that if we sit tight, and do nothing, somehow they will survive and nothing will change. They say, "To hell with merger! Who needs the ITU? Who needs the TNG? Everything is all right the way it is! And leave it alone."

I firmly believe that the final answer lies, as it usually does, somewhere in between these extremes. But I think it does indicate that we both have a solemn obligation to explain—and explain fully—to our members exactly what the final merger plans are and what they will and will not do for the individual member. They must understand it, or

they will not vote for it. And, believe me, the very survival of both our unions as strong, meaningful instruments for the protection and advancement of the men and women who look to us for leadership depends upon how they vote.

That is the end of my prepared speech. I know it is dangerous to speak off the cuff, particularly when you are speaking to the media—or at least the press. But I learned a long time ago, when the Guild was first formed in my part of the country up in the Northwest, of the pride that was engendered in that organizational effort. We in the ITU were having our troubles at that time, and we decided to do everything we could to help, and I think we helped a little bit to help get them organized.

That brought about a community of discussion between the officers of the Typographical Union and the members of The Newspaper Guild. The ITU is 125 years old. You might think that we should know better by this time, that we might have learned everything along the way, but I guess age doesn't give one the wisdom to settle all the problems. You have come just about as far, if not farther, in your 43 years. It took us 125 years to get to the point where we finally decided that we cannot go it alone.

The ITU can't go it alone in this age of technology, conglomerate ownership, one-newspaper towns, and all of the forces that are aligned against us. We think you feel the same way—you can't go it alone, or you can't make the progress you should make, and have the protection that you must have in order to survive as a viable trade union organization.

I RECOGNIZE THE PRIDE that you have in TNG and deservedly so. You have built a remarkable organization in a really relatively short period of time.

We have had many problems and no doubt made a few mistakes in our 125 years, but only by making mistakes did we learn the hard way. By learning the hard way we had to find the hard answers. For sure, we haven't found them all, but there is one we believe we have found, and that is the need for merger—merger with our friends working in the same industry, trying to achieve those same objectives.

I know your officers, and I have never met finer people. Chuck Perlik and I hardly knew each other four or five years ago. We did know each other by name. Bob Crocker, Chuck Dale—I knew Chuck when he was first involved in the organizational effort up in the Northwest, and that's many years ago. But now I have come to know these people, dedicated to the same things that we are in the ITU. We are trying to find a way to bring it all together, that can work for each other's betterment—our job security.

I am sure our memberships feel that we probably have been dragging our feet too long, but it takes time. It takes patience, and, as I said, we all have to understand what we are doing, what the merger terms will do for each and every one of our members, to understand what kind of an organization he or she is going to belong to if we were to merge. I am sure you feel that way, too, so we have a job to let them know so they do understand, because if they don't, it will not work.

So I say to you, we are ready—we are ready to merge. We also want to talk to all of the other unions in the graphic arts and communications industry, and we do have on-going conversations with many of them. We intend to pursue that, and we emphasize once again that we are ready, willing and anxious to talk to any union in the graphic arts field to discuss merger or whatever other co-operation we can achieve by talking with them.

* 214 total contracts, 146 of them covering employees on 170 newspapers, according to TNG's Collective Bargaining Dept.

TNG's Perlik: Our very future rests upon most vital decision since '30s

NOW I COME TO WHAT is without doubt the most important matter confronting this convention or any other Guild convention in recent years—a matter involving the very future of our union. We are soon going to be called on to make a decision that is perhaps the most important one to be made since the Guild voted back in the 1930s to expand from an editorial-only union to a union embracing all nonmechanical-department employees.

When the Guild made that decision 40 years ago it was moved by the conviction that only a union representing the widest possible number of newspaper employees could hope to organize and bargain effectively for any of those employees. The question that will soon be before us is whether to take the next logical step toward bringing all newspaper employees into a single, united union.

As you all know, we have been moving in that direction for the past 2½ years. A joint task force appointed by the presidents of the Guild and the International Typographical Union has been at work almost ceaselessly to bring our two unions closer together all along the line, and its accomplishments have been impressive. The doubt and mistrust that had clouded relations between the two unions have been replaced by warmth and understanding, by harmony and co-operation—co-operation at the bargaining table, co-operation on the picketline, co-operation even in organizing.

As the Interunion Co-operation section of the Officers' Report notes, "What used to be an unsatisfactorily short list of sites where joint, coordinated or co-operative bargaining occurs now is beginning to read like a travelogue through the Guild." Let me take you on that travelogue, for a minute.

It starts, of course, with those places where co-operation has long been a staple of everyday union life—places like Hawaii, cited earlier, Vancouver, Victoria, San Francisco-Oakland and San Jose. But now it includes San Diego and Albany, Montreal and Akron, Bakersfield and Brockton, Cincinnati and Detroit, Gary and Great Falls, In-

The roots of merger now spring up everywhere—pushing and spreading

dianapolis and Madison, Memphis and Sudbury, Seattle and Tacoma, Peoria and Providence, Pueblo and Rochester, Rockford and St. Louis, Toledo and Twin Cities.

We have been convinced from the start that merger could only be created by starting at the grass-roots level. Now those roots are sprouting everywhere, pushing up and spreading.

Some locals, such as Providence, Toledo and Memphis, have even taken steps looking toward merging their operations with those of the Typographical Union on the local level. But we know that while the foundation of merger has to be laid in the locals, the structure itself has to be built on the international level, and during the past year we took the first big step in that direction.

THE JOINT ITU-TNG Task Force has completed a fairly monumental task of codifying, dovetailing and meshing the two unions' collective-bargaining goals. Their recommendations have been approved, with minor changes, by our International Executive Board and the ITU Executive Council, and if those recommendations are approved by our respective conventions, as we have every reason to hope they will be, the

This is the transcript of that portion of TNG President Charles A. Perlik, Jr.'s, address to the opening session of the Honolulu Convention in which he outlined and urged adoption of the International Executive Board's recommendation that the convention authorize establishment of a special TNG committee to draw up and negotiate with the ITU terms for a merger of the two unions.



Guild and the ITU will have a common bargaining program.

The task force had hoped to have agreement by this time on common bargaining procedures as well as goals—on such matters as strike votes and benefits, assessments and defense funds. The reason we don't have such agreements is not because they couldn't be reached but only because the clock ran out before these questions could be discussed. They are gut questions, but we have every reason to believe that they can and will be resolved in the next phase of merger efforts, now opening up before us.

THERE SHOULD BE NO underestimating what we have accomplished in harmonizing our bargaining goals and welding them into a common program. Collective bargaining is 90 percent of our activity, and while it would be too facile to say that therefore we have traveled 90 percent of the distance toward merger, there is no question that we've come a long way.

It is precisely because we have come so far, that we have now reached a critical point in our developing relationship with the ITU. We are fast approaching the stage at which we must fish or cut bait, at which we must move from applauding the idea of merger to the nitty-gritty of working it out. In short, to the blueprint stage.

There are some people who to this day have refused to believe that we don't have a plan for merger in our back pocket. I wish we did: it would make things a lot simpler. But unfortunately we don't, and what we are proposing to this convention is that we get about the job of drawing one up.

To accomplish that task, we are proposing that the convention authorize the appointment of a special committee to join with TNG Task Force members in drawing up and negotiating terms of merger with the ITU. We plan a committee of from eight to 10 representatives of the international and Guild Locals, large enough to be truly representative, small enough to be workable and efficient.

We hope to have the committee appointed soon after the convention and have its work underway by the time the IEB meets next fall. In the first stage, it would be meeting by itself to work out the nuts and bolts of what

the Guild believes a merged union should be. After that, it would meet with ITU representatives to present those proposals and negotiate agreement.

People have asked me how long this will take. The answer is: I don't know. We haven't set any timetable for merger negotiations, and we don't intend to set one. We plan to proceed through this stage at the same deliberate speed we have followed up to now, without any deadlines. We don't want the kind of hasty patchwork that deadlines bring; we want a fabric strong enough to withstand all the pulls and tugs and stresses of bringing together two unions with long and varying histories and traditions.

I know there are many in the Guild with qualms over merger, some who think that merger isn't necessary, some who think it isn't possible, some who think it isn't workable. And even many who favor merger have questions they want answered before they are ready to take the final step.

To all of you, let me make it clear, we're not asking for any blank check. All of the merger terms that the proposed committee will be negotiating will have to be approved by the IEB, by a convention and, finally, by that ultimate authority in the Guild, a mem-

The difficult questions are those the special committee will resolve

bership referendum. It will be one of the most thoroughly ventilated proposals in the Guild's history, and no one can predict with certainty what the outcome will be.

I must confess to being somewhat puzzled at the complaint I've heard recently from one or two quarters that we haven't provided the information necessary for members to decide on the desirability of merger.

The type of questions these members say have gone unanswered, and the problems they suggest haven't been dealt with, are precisely the questions and the problems the special committee will be considering and resolving. When that committee completes its job, I don't believe anyone will be able to say he or she hasn't received the infor-

mation essential to an informed decision.

We wouldn't be starting down this trail, of course, unless we had every reason to hope that success would lie at the end. At convention after convention, delegates representing Guild members of diverse background, opinion and experience have voted overwhelmingly for the idea of merger. I find it hard to believe that they didn't mean it or that their sentiments differ appreciably from those of their memberships. There will be problems, many of them, before we can translate those convention resolutions into the reality of a merged union. But we are confident that they can, and will, be solved.

LET ME EMPHASIZE that what we are talking about is the creation of a new union, not the absorption of the Guild into the ITU or the ITU into the Guild. There are important differences between our two unions, differences that remain despite the accomplishments of the past 2½ years in bringing us so immeasurably closer together. But those differences are dwindling rapidly, and not just because

The ITU is changing—it knows it must organize wall to wall

of the conscious efforts both of us have been making to reduce them. The winds of change, generated by automation and its impact, are blowing through the ITU, and whether or not it merges with the Guild, it will be a vastly different union.

ITU leaders are the first to recognize this. Al Heritage, an ITU vice president and a member of the joint task force, told a meeting of three Guild district councils a few weeks ago that while change doesn't come easy because the ITU is "steeped in traditions and laws that we have built up over 125 years," the ITU and its members are changing to "recognize that we are now—have to be—an industrial union, organizing from front door to back."

With our two unions thus drawn together by common problems and increasingly common approaches, does it make any sense to remain separate, to duplicate our efforts and fragment our strength? We think not, and we are preparing to put that conviction to the test in the year or two ahead. We'll be testing our resolve, our resourcefulness, our patience, our ingenuity in overcoming the obstacles and the traditions, the ideas and the practices, and, yes, the pride and the prejudice that still keep us apart.

We think that we, in the Guild and in the ITU, can meet the challenge and produce a blueprint for merger that will win the approval of both our memberships. We think we can forge a new, merged organization that will embody the best traditions of both unions, losing little and gaining much. By so doing, we think we can create a union better equipped in every way to cope with the problems created by breathtaking technological change, to maintain itself against publisher attacks and to make sure that its members share increasingly in the fruits of an ever-more prosperous industry.

In union there is strength, the old saying goes. This week we are asking you to bend your efforts to help create a bigger union with greater strength—greater strength at the bargaining table, greater strength on the picket line. There is no task more worthy of undertaking or that we more desperately need to achieve.

Top officers elected; 12 seeking IEB posts

(Continued from Page 1)

Robert C. Holt, Jr., of St. Louis, Frank Prosnitz of Providence and Floyd A. Tucker of San Francisco-Oakland.

Contesting in the U.S. Northeast are incumbent Eugene B. Jones and Richard V. Sabatini, both of Philadelphia.

Nominees in the U.S. South are incumbent Warren E. Howard of Washington-Baltimore and Faye McCracken of Memphis.

(Biographical sketches of all the candidates appear on Page 7).

McCracken had announced before the convention that she would run for an at-large seat, as she had in 1975. Bean had not announced his candidacy before the convention and did not attend.

The two races with contestants from the same locals—Sain and Bean from Cleveland among the eight candidates for the six at-large seats and Jones and Sabatini from Philadelphia vying for the Region 1 seat—are unprecedented in modern Guild history.

Incumbent regional vice presidents re-elected at the convention were Roger L. Stonebanks of Victoria, from Western Canada, to a third term; Betsy Wade from the region that is New York City and environs, to a second term, and Diane M. Woodstock of Madison, also to a second term.

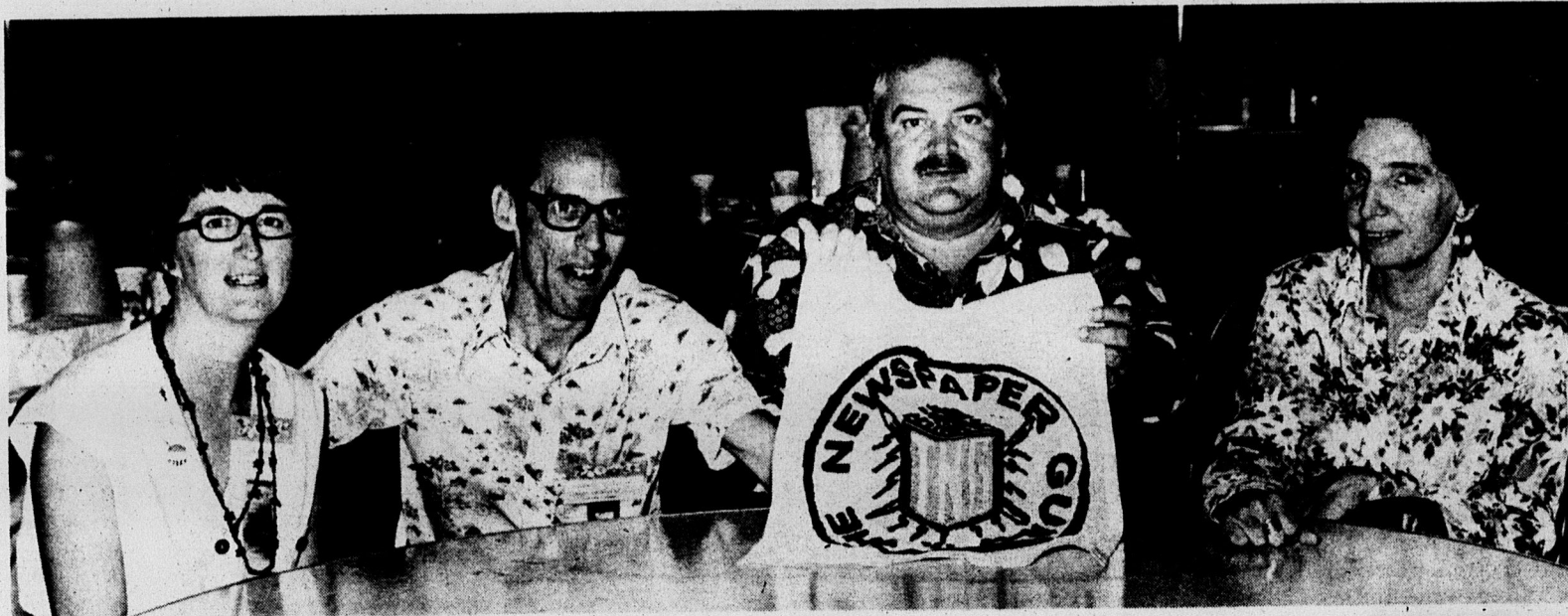
Culver, of the Wire Service Guild, will become the tenth person to hold the TNG office now titled International Chairperson when he and those others elected at the convention and in September's voting take office in mid-October. The position has been vacant since April when Barney Peterson of SFONG resigned, citing personal reasons and plans to retire from the office.

In a brief acceptance speech, Culver, a UPI reporter in Oklahoma City and two-term TNG vice president, pledged that he "will do all I can to make sure the rights of the majority are heard and prevail and that also we have the privilege of hearing from the dissenters, the minority, to make sure that their views also are considered."

Perlik and Crocker, in their acceptance speeches, pointed to the opportunities and challenges facing the Guild and its members in the next two years, particularly those involving the prospect of merger of TNG and the International Typographical Union.

Perlik said that neither the elected leadership nor the merger-negotiation committee can meet those challenges alone and invited "the advice and the counsel and the support of everyone in this room" so that the result will be "for the progress and the prosperity" of all the membership.

In announcing Region 4 Vice President Caldwell's withdrawal as a candidate for re-election, Pacific Northwest Guild Executive Secretary Hugh H. Harrison, her predecessor in the office, said she was doing so because "when the cards don't fall right, she can take



Elected and re-elected without opposition

Four of the five regional TNG vice presidents elected and re-elected on the closing day of the Honolulu Convention pose with a partially finished needlepoint TNG seal after the convention adjourned. From left: Carla Beck of Great Falls, elected from the U.S. West; Roger L. Stonebanks of Victoria, re-elected from the Canadian West; John M. Lowe of Toronto, elected from the Canadian East, and Betsy Wade, re-elected from the region that is New York. At right

is Dianne M. Woodstock, re-elected from the Midwest region. The needlepoint is the project of New York delegate Joan Cook. She worked on it during convention sessions. Beck was elected when incumbent Shirley Caldwell decided during the convention not to seek re-election. Lowe was elected to replace Jim Robinson, also of Toronto, who announced in April he would not seek re-election. Wade and Woodstock were re-elected to 2nd terms, Stonebanks, a 3rd.



it—she can really take it—she can take it like a woman."

Caldwell, elected for the final year of Harrison's two-year term over Gerald Schultz of San Diego last September, later announced to applause that PNNG "solidly supports Carla Beck" for the office.

Beck is a former four-term president of the Great Falls Guild, the first woman ever elected to that position in that local.

A general assignment reporter on the Great Falls Tribune, she has been on the local's bargaining committee since 1968 and was one of the leaders of the local's strike against the paper in 1974.

She is a vice president of the Western District Council, an at-large member of the Coalition of Labor Union Women and has twice represented her local at Montana AFL-CIO conventions. She also serves on the Cascade County AFL-CIO's candidate screening committee.

One seconder, Elinor Redner of SFONG, noted that when Beck is asked about her objectivity as a reporter of local politics in light of her personal political involvement, Beck responds:

"I don't know how anybody

can be objective. I can only be fair."

Vice President-elect Lowe's candidacy was not announced before the convention.

Serving his second term as president of the Toronto local, Lowe was elected chairperson of the Canadian Policy Conference when it met the day before the convention opened.

An outside classified salesperson at the Toronto Star, he has been a member of the Guild for 18 years, first joining while working in the Star's circulation department.

He has been a member of the local's executive committee since 1965 and has held every office in the local save secretary. He also has been chairperson of the Star Unit and served two years as local vice president before becoming president.

He also is a member of the Guild-Star automation task force.

The September elections for the contested IEB seats will be supervised, as prescribed by TNG's Constitution, by an International Election & Referendum Committee, elected by the convention at its opening session.

Its members are: Robert A.

Steinke of St. Louis, chairperson; Jim McCarthy of Ottawa, secretary; Lou Mleczo of Detroit, Louise Walsh of Wire Service, Pat Scuto of New York, Elinor Redner of SFONG and Francis Fanucci of Harrisburg.

Meeting immediately after the convention adjourned, the IERC set Sept. 15-20 as the voting period for the election, Sept. 21 or 22 as the day locals must count the ballots and Oct. 7 as the day it will meet at TNG headquarters to tabulate returns and certify results.

Locals' returns to the IERC must be mailed and postmarked no later than Sept. 24.

The IERC will meet at TNG on Aug. 26 to approve the ballot form and draw up the lists of eligible voters as part of the preparation for its mailing ballots and voter lists to locals.

Eligible to vote, under TNG's constitutionally established eligibility rules, will be all members in good standing as of either June 1, July 1 or Aug. 1 as determined by per-capita payments for them to TNG postmarked by Aug. 15.

Drawing for candidates' ballot positions under the IERC's supervision produced the following:

In Region 1, Sabatini will have the top line, Jones the bottom one.

In region 2, McCracken's name will be printed ahead of Howard's.

For at-large vice presidents, the ballot order will be: Holt, Mulcahy, Tucker, Prosnitz, Calvert, Sain, Bigelow and Bean.

At the close of the convention, a "Unity Committee" was formed to support six of the eight at-large candidates: Holt, Mulcahy, Tucker, Calvert, Sain and Bigelow.

Jose Stell of San Jose was named committee chairperson and outgoing At-large Vice President James A. McGill of Gary was named treasurer.

The IERC also designated the first August issue of the Guild Reporter, to be published Aug. 12, as the issue in which equal space for a statement by each candidate will be provided and the complete official list of candidates published, as provided by TNG's Constitution.

The Guild Reporter, under an 18-year-old convention recommendation, also again will make free campaign-ad space available to all candidates.

Joint talks bring Detroit citywide accord

(Continued from Page 1)

Members of the Guild units at the two papers completed ratification of the settlement July 12. Most other unions scheduled ratification meetings for July 17. Teamsters' membership, however, rejected the settlement on July 11. A Guild representative said he did not expect the action to jeopardize the Guild package.

Average wage increase in the settlement totals \$55 over the three years (\$20, \$15 and \$20) with each union diverting any part to fringes and/or splitting it among represented job categories, as it chooses. In addition, the employer will pay \$23.50 per employee per week for new health insurance, pay half of any increases and pay about \$1 a week for additional life insurance.

Under the settlement, the Guild top minimum for display and outside-classified salespersons at the Free Press rises \$62, to \$451.15.

Top minimums for reporters,

photographers, copy editors, rewrite employees and artists at both the Free Press and the News also are increased \$62, to \$446.52.

(The Guild represents the News's editorial and maintenance employees; the Free Press's advertising, business, editorial and inside circulation employees. This is the second editorial settlement at the News.)

Initial wage and fringe-benefit improvements are retroactive to June 18, with additional improvements on the same date next year and in 1979.

The \$62 increases come in increments of \$22.50, \$17 and \$22.50.

Other Guild increases and the resulting top minimums include: Assistant city, head copy, telegraph, state and picture editors, plus editorial writers—also up \$62, to \$464.66 a week.

General dispatch copy clerks—Also up \$62, to \$412.95.

Classified telephone solicitors—Also up \$62, to \$369.90.

Stenographers, circulation mail-list and general-office clerks, plus machine bookkeepers — Up \$15.50, \$12 and \$15.50, to \$272.87, a total increase of \$43.

Voluntary classified-ad takers —Up \$12.50, \$10 and \$12.50, to \$235.72, a total increase of \$35.

Maintenance employees — Up \$20; \$15 and \$20, to \$260.86, a total increase of \$55 a week.

Diversion of 50 cents per employee per week at the Free Press in the first and third years will go to buy additional life insurance.

Diversions of \$1.20, 90 cents and \$1.20 a week per employee at the Free Press in each of the three years will increase pension contributions.

News editorial unit members voted to use the first 50-cent diversion plus the \$1.20-first-year and the 90-cent second-year diversions to increase night differential by \$1.60 a shift, to \$5.

About 30 percent of the 228 persons in the unit work nights. The rest of the diversion money will be used to boost pension contributions by \$1.75 a week in the contract's third year. The News Unit participates in TNG's portable international pension plan.

The new health insurance plan includes hospitalization, major medical and dental coverage. With the employers paying \$23.50 a week and employees \$2.60 a week, some employees will save as much as \$1,000 a year.

The dental portion pays from 50 to 100 percent, and what it doesn't pay in any particular case may be recouped under the major medical aspect of the plan.

In addition, the mileage rate is increased 1.5 cents, to 17.5, in the first year. For the remaining two years, the rate is linked to the Consumer Price Index's transportation index.

And, maternity leave is doubled, to six months.

Washington Post off boycott list

Honolulu—TNG's 1977 Convention has removed the Washington Post from the Guild's boycott list, noting that the Pressmen's strike, which caused the 1976 Convention to boycott the paper, is over.

Records of international vice president candidates

Following are the records of the eight candidates for the six at-large TNG vice presidencies and of the four candidates for the vice presidencies from the U.S. South and Northeast. They appear in the order they will be listed on the ballot in the membership referendum to be held Sept. 15-20. The candidates were nominated by delegates at the Guild's 44th Annual Convention.

At-large vice president

Robert C. Holt, Jr.

Robert C. Holt, Jr., has been a member of the St. Louis Guild for 22 years. He is seeking a first term on the IEB.

A photographer for the St. Louis Post-Dispatch, Holt, 56, has served three terms as chairperson of the local's unit at the Post-Dispatch, has been a shop steward, a member of the grievance committee, the bargaining committee and the human rights committee.

He also has been a local delegate to the Midwest District Council and a member of the local executive committee.

The Honolulu Convention, where he was vice chairperson of the Collective Bargaining Committee, was his third. Previously he was a delegate to the 1976 and 1975 conventions, where he served on the Constitution and Collective Bargaining Committees.

He is a veteran of both the Korean War and World War II.

David M. Mulcahy

David M. Mulcahy, chairperson of the New York Guild's Standard & Poor's Unit, is seeking his second term on the IEB.

He is a member of the New York local's executive committee and its subcommittees on finance and administration. He also is a delegate to the representative assembly, has headed the unit's grievance committee and heads is job-evaluation and negotiations committees.

An associate editor of Standard & Poor's daily news desk, Mulcahy was a delegate to the last four TNG conventions, to the Guild-Graphic Arts Union 1975 legislative-political conference, TNG's 1971 minority-employment conference and four TNG seminars in three years.

Mulcahy led four organizing

drives that brought 143 new members into the S&P Unit, taking it to more than 450.

He is on the IEB's Finance and Constitution Committees.

Floyd Tucker

Floyd Tucker, former two-term president of the San Francisco-Oakland Guild, is seeking his first term on the IEB.

Sunday news editor of the Oakland Tribune, Tucker, 51, has been a Guild member since the early '50s. He has worked for several other papers and a wire service as well.

In addition to the presidency, he served as unit chairperson and vice chairperson at the Tribune, was a member of the grievance committee and SFONG's representative assembly and served two terms as local vice president.

He was elected a convention delegate five times and was a delegate to the Western District Council three times.

Tucker was a member of SFONG's 1970 bargaining committee which shaped Bay Area joint negotiations and was on the 1974 bargaining committee as local president.

Frank Prosnitz

Frank Prosnitz, vice president of the Providence Guild, is a general assignment reporter on the Providence Journal and Bulletin, where he has worked for seven years. He is seeking his first term on the IEB.

Before his election as vice president, he served three terms as local secretary. He has been a delegate to four TNG conventions and served on their Collective Bargaining and Constitution committees.

Prosnitz, 31, also represents his local as a delegate to the New England District Council, Rhode

Eugene B. Jones

Eugene B. Jones, who is seeking his second term on the IEB, is in his third year as president of the Philadelphia Guild.

Before that, he was chairperson of the local's Inquirer and Daily News Unit.

He previously had served two terms as unit vice chairperson and three as local vice president.

Jones was a member of the local's bargaining committee at the papers in 1974 and was local president during the 123-day strike against them this winter.

A display ad control clerk, Jones has been a delegate to seven TNG conventions.

He also was a local delegate to the Middle Atlantic District Council and the Philadelphia AFL-CIO Central Labor Council.

On the IEB, he is a member of the board's Organizing, Guild Reporter and Research & Information committees.



Drawing the No. 1 position

Robert C. Holt, right, draws top ballot position in September's TNG elections. Robert A. Steinke, left, chairperson of International Elections & Referendum Committee, handles the box. Seated is IERC member James McCarthy of Ottawa. Stand-

ing behind Steinke, from left, are International Vice Presidents Louis M. Calvert of San Jose and Dorothy M. Sain of Cleveland and at-large vice presidential candidate Floyd Tucker of San Francisco-Oakland.

Island Central Federated Labor Council and was a delegate to two Rhode Island AFL-CIO conventions.

He is chairperson of the Providence Guild's program, welfare benefits, blood bank and 1979 convention committees.

Prosnitz also has been active in bargaining, grievance work and organizing.

Louis M. Calvert

Louis M. Calvert, a former secretary-treasurer of the San Jose Guild seeking his third term on the IEB, has been in the leadership for 15 of the 16 years he has been a member of the Los Angeles and San Jose Guilds.

He was unit chairperson of Los Angeles's Orange County Evening News Unit and a member of the local's representative assembly before going to the San Jose News, where he is an assistant wire editor.

Calvert has served on the executive committees of both locals and was editor of San Jose's local publication, The Guild's Paper. He helped bargain contracts in San Jose and Orange County, has been a delegate to eight TNG conventions and to the Western District Council.

He is chairperson of the IEB's Constitution Committee and a member of its Collective Bargaining, Human Rights and Appeals committees.

Dorothy M. Sain

Dorothy M. Sain, who has held every office in the Cleveland Guild except treasurer, is seeking her fourth term on the IEB.

An administrative advertising clerk at the Cleveland Press, she has been on the local's executive committee more than 20 years, on bargaining committees more than a dozen years, headed local organizing, was Great Lakes District Council treasurer six years and has been a delegate to Cleveland's Federation of Labor five years.

Sain was on the planning committee for TNG's 1970 women's conference, represents TNG on the national executive committee of the Coalition of Labor Union Women, helped form the Cleveland CLUW chapter and is on the Ohio co-ordinating committee for International Women's Year.

She is chairperson of the IEB's Organizing Committee and on its Guild Reporter and Research & Information committees.

Elwood B. Bigelow

Elwood B. (Woody) Bigelow is seeking a first term on the IEB.

He has been president of the Portland Guild for 10 years and before that was vice president for a year and served three years on the local's executive committee.

Bigelow, 49, has been president of the New England District Council for five years and secretary of the New England Service-Organizing Council for three years.

He has been a delegate to 11 TNG conventions, serving at least once on all convention committees. Bigelow also served two terms on the International Election & Referendum Committee, the last time last year, and was vice president from Maine of the New England Allied Printing Trades Assn.

Bigelow has been a member of his local's bargaining and grievance committees.

He is a copy editor on the Portland Express.

Donald L. Bean

Donald L. Bean has been a member of the Cleveland Guild since 1954 when he joined as a copyboy on the Cleveland Press. He is seeking his first term on the IEB.

Now chief police reporter for the Cleveland Plain Dealer, Bean, 48, has served as local president, member of its executive committee and as chairperson of the Plain Dealer Unit.

He has been a delegate to eight TNG Conventions, beginning with that held in 1968 and missing only two, those held this year and in 1975, during the ten years since.

In 1973, at the convention in Vancouver, he was chairperson of the Research & Information-Guild Reporter Committee, and in 1972, at the convention in Puerto Rico, he was chairperson of the Resolutions Committee.

Bean also has been a member of three Cleveland Guild bargaining committees.

Region 2 vice president

Faye McCracken

Faye McCracken, secretary-treasurer of the Memphis Guild, is seeking her first term on the IEB.

She is a member of the Memphis Guild-Typographical Union unity task force and of the local's bargaining committee.

A newspaper inventory bookkeeper at the Press-Scimitar and Commercial Appeal, McCracken also is a delegate to the Memphis AFL-CIO Central Labor Council and is helping to form a chapter of the Coalition of Labor Union Women.

She was president of the Southern District Council in 1976 and vice president for two years. She has been a delegate to the last four TNG conventions.

In 1972, McCracken was named the Memphis local's member of the year.

She also has been chairperson of the local's membership and election committees and a member of its human rights and contracts committees.

Warren E. Howard

Warren E. Howard is seeking his fourth term on the IEB. He has been a Guild member since 1966 when he helped to organize the advertising and editorial departments of the Pottstown (Pa.) Mercury. He has been on the editorial staff of the Washington Star since 1968.

Howard, president of the Washington-Baltimore Guild in 1974 and 1975, also has been on the local's executive committee for several years.

At the Washington Star, he has been unit chairperson and a member of the grievance and bargaining committees.

Howard is chairperson of the IEB's Human Rights Committee and a member of its Collective Bargaining Committee. In previous years, he was a member of the Guild Reporter and Research & Information committees.

He has been a delegate to Guild conventions since 1968 and to Coalition of Black Trade Unionists conventions.

Region 1 vice president

Richard Sabatini

Richard N. (Ric) Sabatini, 34, is seeking a first term on the IEB. He is vice chairperson of the Philadelphia Guild's unit at the Inquirer and Daily News and was general strike co-ordinator during the Feb. 8-March 3 strike against the papers.

His Guild involvement began in 1967 when he led an organizing effort at the Bucks County (Pa.) Courier-Times. He later joined the Inquirer as a reporter and became a shop steward and a member of the local's representative assembly in 1972.

He was elected unit vice chairperson last year and was re-elected this year.

Sabatini was a member of the unit's negotiating committee and helped to re-activate the Philadelphia Council of Newspaper Unions.

He is the local's political action and labor-law chairperson.

The '77 Convention: what it did in summary

Accounts of several actions by and occurrences during TNG's 44th Annual Convention do not appear in this issue of the Guild Reporter due to circumstances beyond its control [see box, Page 1]. They will be carried in the next issue, due to be published Aug. 12. Among them are those reporting that the convention:

✓ Approved a 1977-78 General Fund budget of \$1,737,815 and a 1977-78 General Fund income estimate of \$1,695,905.

✓ Directed that TNG's wage goals be advanced to \$700 a week for the top minimum for key classifications, with a starting minimum of at least \$467, and to \$350 or more for the top minimum for all other classifications.

✓ Enacted 36 amendments and additions to TNG's Collective Bargaining Program and Convention Recommendations on Collective Bargaining, most of them in keeping with recommendations by the TNG-ITU Unity Task Force to dovetail and mesh TNG and ITU bargaining programs and policies.

✓ Added to the Program a demand for ophthalmological examinations before employees begin using video display terminals and cathode ray tubes and periodically thereafter, with test methods and results furnished the Guild.

Also, a requirement that locals seek "adequate work breaks" or other hours' limitations for those who use VDTs/CRTs for long periods.

✓ Recommended that locals respond promptly to TNG questionnaires to determine the number and disposition of VDTs/CRTs in Guild jurisdiction and

employees' reactions to them, that locals inform TNG as far in advance as possible of VDT/CRT introductions, and that locals establish safety committees.

✓ Lauded the efforts of Guild strikers in Massillon, Ohio, and locked-out members at the Ottawa Journal, contributing \$751 in a floor collection for the Mas-

sillon and Ottawa Guild's strike and lockout funds.

✓ Condemned stalling by the New York Times Co. in negotiations with the Memphis Guild for an initial contract at WREG-TV.

✓ Encouraged locals to coordinate their bargaining or, better still, seek joint bargaining with other unions in their shops.

✓ Called for further exploration and development of joint, co-ordinated and simultaneous organizing campaigns and petitions with other unions.

✓ Endorsed labor's boycott against J. P. Stevens Co. and recommended that TNG and locals take specific steps to assist the boycott.

✓ Called upon Congress to approve quickly legislation to assure that pregnancy benefits are not excluded from disability plans.

✓ Applauded inclusion of newspapers in proposed U.S. legislation to create a federal business-competition review commission, and called for similar legislation in Canada.

✓ Urged President Carter and Congress to approve a \$3-an-hour minimum wage and to fix the future rate at 60 percent of the average U.S. industrial wage.

✓ Supported legislation to create a U.S. consumer protection agency.

✓ Backed bills to reform the U.S. grand jury system, especially in regard to newsmen's appearances.

✓ Reiterated previous conventions' support for the Kennedy-Corman national health insurance bill in the United States, and called for its passage in this session of Congress.

✓ Recommended that U.S. locals and district councils make every effort to fulfill the Guild's 1977 AFL-CIO Committee on Political Education quota of

\$6,005 and that Canadian locals consider contributing to provincial COPE organizations. A floor collection netted \$432.49 for U.S. COPE.

✓ Condemned the jailing of journalists abroad and authorized TNG to join with Amnesty International in trying to free them.

✓ Supported reporters Raul Ramirez and Lowell Bergman, for whom the San Francisco Examiner has denied independent counsel after a multi-million-dollar libel suit was filed against them and the paper.

✓ Heard Phillip Mtinkulu, national secretary of the Union of Black Journalists, describe harassment and oppression in South Africa. Locals contributed \$625 to or for the UBJ from the convention floor.

Delegates also voted support for UBJ President Joe Tholoe, who went on trial June 28, on charges based on matter published in the UBJ's newsletter.

✓ Heard Hawaii Gov. George R. Ariyoshi and Honolulu Mayor Frank F. Fasi take each other on in separate speeches, and heard A. Van Horn Diamond, Hawaii AFL-CIO executive secretary-treasurer, say that labor's story should be better told in the daily press.

✓ Applauded as TNG President Charles A. Perlik, Jr., lauded William J. Farson, former TNG executive vice president, who was a special convention guest, and as Roy C. Kruse, administrative officer of the Hawaii Guild, paid tribute to International Representative Charles Dale, Hawaii's first administrative officer, as the one "to whom we owe everything."

✓ Rejected appeals by William L. Ball of Buffalo against denial of his challenge to the election of Buffalo's delegates to the convention and his conviction and expulsion from membership by the local trial board.



Speaking for lobbyist

Lucille DeVew, a Detroit delegate from the News Editorial Unit, speaks against proposal to eliminate temporary TNG position created to help work for labor law reform. "As a member of a brand-new unit, I am very aware . . . of how very close I have come to not being here if our employer had used the delaying tactics that I have learned of from other places. . . . I am very glad for everything the Guild did to organize us in Detroit," DeVew said. "I feel an obligation to . . . those unorganized people in these other . . . places."

Toronto asks ad unit at the Globe & Mail

Toronto—The Toronto Guild has petitioned the Ontario Labor Relations Board for certification as representative for about 120 classified and display advertising department employees of the F. P. chain's Globe & Mail.

The petition was filed June 24 following a week-long membership drive among the paper's advertising personnel by about 25 Toronto Guild members and leaders and four from the Montreal Guild.

The Toronto Guild presently represents the Globe & Mail's delivery, editorial, inside circulation and maintenance employees. It represented the advertising department group as well until about 15 years ago.

At a hearing on July 12, the labor board asked the local and the company to seek a mutually acceptable date for the board to conduct a representation election among the advertising group. If they are unable to do so, the board will set a date.

Guild, ITU both file at Comcorp weeklies

Cleveland — The Cleveland Guild and the International Typographical Union have simultaneously filed petitions to represent employees of Comcorp newspapers, a suburban weekly chain.

The Guild filed for a unit of 40 persons in the editorial department and the printers for a unit of 48 in production departments.

An election will be held on Aug. 2 among the production employees, but the National La-

bor Relations Board is still holding hearings on the Guild's petition.

In 1971, the Guild lost an election among employees in all Guild jurisdiction departments, 76-58.

Radio soap opera: out again at CKOY

Ottawa—The Ottawa Guild has been decertified at radio station CKOY. Again.

The local first was certified to represent the station's technical, on-the-air, news, administrative and sales employees last September.

But the company appealed the Canada Labour Relations Board's certification and the Federal Court of Canada set the certification aside, telling the board to review whether a majority of the employees still favored the Guild in September, as they had the previous May when the Guild applied for certification.

The board reviewed in March, decided they did and recertified the Ottawa Guild.

Then the company appealed again.

On June 21, the court once more yanked the certification.

It said the "purported review" was faulty because the board didn't determine if the majority wanted the Guild at the time of the second certification (March)—only the first (September).

So it remanded the case to the board with instructions to review once more. The board scheduled a hearing for July 26.

Stay tuned.

IT SEEMS TO US

'Traveling companion' sets out map for Ray Warner

NEW YORK CITY

Editor:

As Betsy Wade's alleged "traveling companion," I must admit to some confusion over Ray Warner's letter [GR, June 24].

Does Mr. Warner object to our traveling together (as we have, from time to time) or to our friendship which dates from 1951 and the Herald Tribune, or both? Surely Mr. Warner must have a friend, even one with whom he travels on occasion.

To spare Mr. Warner's feelings, my husband has offered to travel with Betsy in the future, but her husband says that while it might make Mr. Warner feel better, it would make him feel considerably worse.

I admire the Guild Reporter's policy of carrying vigorous debate on union issues. It is a pity that some take advantage of this policy, descending to petty, personal attacks.

JOAN COOK
Times Unit
New York Guild

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.

The Guild Reporter

JAMES M. CESNIK
Editor

ROBERT DUDNICK, Associate Editor

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