

Wire Guild seeks bias lid off AP

New York—The Wire Service Guild has requested the Equal Employment Opportunity Commission (EEOC) to make public its letter of determination in which the agency found reasonable cause to believe the Associated Press has discriminated against women and minorities in hiring and promotions.

The decision to seek release of the letter came in a unanimous vote of the Guild's executive committee after four months of negotiations with AP broke down on June 30.

Those negotiations reached an impasse when AP withdrew an initial offer of a \$92,500 settlement, and then refused to make any cash payment to settle the discrimination claims of all affected current employees and those who left between 1973 and 1977.

AP said the Guild had to guarantee that no employee would reject the proposed cash settlement in order to initiate an individual discrimination suit against the AP. The Guild said it could not offer that assurance and the talks ended.

The next step is for the EEOC to hold a conciliation conference between the Guild and AP. If the complaint cannot be resolved at that level, EEOC will issue the Guild a right-to-sue letter and the complaint will be taken to U.S. District Court.

The conciliation conference is pending. Guild President Pat Sherlock said that if a right-to-sue letter is issued, there could be no issuance of the letter of determination.

The discrimination complaint against AP was originally filed on Oct. 1, 1973, by the Guild on behalf of seven employees, a job applicant who was denied employment, and all past, present and potential employees.

The EEOC began its investigation last fall after the Guild began preparing a suit against the agency, charging it with negligence for

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One for two in Rochester

Jerry Brasley, left, the Rochester Typographical Union's full-time secretary, is the Rochester Guild's new executive secretary now, too. He, Ron Barlow,

local ITU president, and Jim Rowley, Rochester Guild president, pose outside the two unions' new joint office. (See story, Page 5.)

Papers must tell Guild about cross-training, NLRB holds

Baltimore — The Sunpapers must supply information to the Washington-Baltimore Guild on their cross-training of Guild-represented employees to run presses in case of a pressmen's strike, a three-member panel of the National Labor Relations Board has ruled.

The panel, in a two-to-one decision, reversed Thomas A. Ricci, a NLRB administrative law judge.

Constituting the majority were Board Chairman John H. Fanning and Howard Jenkins, Jr. Peter D. Walther, a former management attorney for the Philadelphia Bulletin who is in the process of

leaving the NLRB, dissented.

The majority said the company must supply all the information the Guild asked for:

- ✓ The names, classifications and departments of all Guild-jurisdiction employees who were cross-trained.

- ✓ How much time the cross-training took and the amount of compensation.

- ✓ How much each employee was paid for transportation, lodging and incidentals.

- ✓ Contemplated use or purpose of the cross-training.

- ✓ What amount of additional compensation would be paid cross-trained persons if they performed press work.

- ✓ Whether the training assignments were voluntary or required.

- ✓ Whether the company would invoke discipline against any employee who refused to be cross-trained or refused to work in another union's jurisdiction.

The decision, released in Washington, was marked by exchanges of strong accusations between the board majority and minority and by extensive discussion of highly technical definitions of bargaining unit representation.

Essentially, the case goes back to November, 1975, when the Guild asked for the information about the Sunpapers' training of Guild-unit employees to run presses.

The A. S. Abell Co., publisher of the Sun, Evening Sun and Sunday Sun, was in bargaining with Pressmen's Local 31 at the

time and was sending some employees to a training school in Oklahoma City to learn presswork.

Eventually, the company supplied the names, but not the other information. It said the Guild would have to prove that the data had a collective bargaining purpose.

The Guild filed an unfair labor practice charge with the board in December, 1975, and the board issued a complaint the following February. Ricci, the administrative law judge, held a hearing in April, 1976, and the full board's

(Continued on Page 2)

Law-reform case growing; voter-action calls renewed

Washington — With workers who lost their jobs for trying to organize helping to build the case for U.S. labor law reform before Congress, leaders of union, church and civil rights groups have renewed their calls for constituents to let their Congress members know of the measure's importance as well.

The reform measure, introduced in both houses of Congress the third week in July on the heels of a special message from President Carter, is aimed at cutting seemingly endless delays that frustrate organizing and bargaining by new groups. (Main provisions of the bill outlined, Page 8.)

Bay Area's pacts hike keys \$71

San Francisco—Two Bay Area Guild locals have ratified settlements that provide wage and fringe increases totalling as much as \$88.33 over the contracts' three-year terms.

The agreements, reached in joint bargaining with other newspaper unions, averted a Guild strike against the San Francisco Chronicle, Examiner and Newspaper Printing Co. [GR, July 15]. The settlements also apply to the San Jose Guild's Mercury and News Unit and the San Francisco-Oakland Guild's unit at the Oakland Tribune.

Included in the new contracts is a \$17 diversion from wages for additional health and welfare or pension benefits.

After the diversion the key top minimum rises \$71.33, to \$460.08 a week, over the term of the contracts.

The increase comes in five increments—\$21.34 retroactive to Jan. 1, \$4.88 retroactive to July 1, \$13.41 next Jan. 1, \$8.53 next July 1, and \$23.17 on Jan. 1, 1979.

It applies to reporters, photographers and display and classified outside salespersons in San Francisco and San Jose and to reporters and photographers in Oakland. It also goes to copy editors in San Francisco and Oakland and rewrite persons in Oakland.

A copy desk differential in San Jose is increased 50 cents, to \$2 a shift.

In San Francisco and Oakland, the "swing pay" system for reporters, deskmen, copy editors, rewrite employees, artists, retouchers and photographers is improved to provide for a premium of one percent of the reporter top minimum, but no less than \$10 a week during any week in which swing work is performed.

Increases and new top minimums among other classifications include:

Inside classified telephone sales in San Francisco and San Jose (commercial departments aren't)

(Continued on Page 8)

Convention '77 . . .

. . . gets wrapped up in this issue because we had to publish an abbreviated Guild Reporter last time. Convention stories that didn't make it then start on Page 9 in this issue

Not to mention . . .

IEB election: candidates speak—Pages 4,5

IEB election: the voters speak—Pages 6, 7

Another VDT test at N.Y. Times—Page 5

Must give up 'scab' training data, papers told

(Continued from Page 1)
three-member panel issued its ruling this July 25.

Ricci, in dismissing the complaint, cited a similar case involving the San Diego Guild and Copley's Union-Tribune Publishing Co.

The majority, however, said the San Diego case wasn't relevant.

In San Diego, Fanning and Jenkins said, the employer created a "shadow" bargaining unit of persons who weren't Guild

members. The Guild, therefore, didn't have the right to information about Union-Tribune's "operation survival" or those being trained for it.

But in Baltimore, the Guild was seeking information concerning "wage and related information pertaining to unit employees."

Also, the San Diego employer held that its cross-training was designed to strengthen its bargaining position against the Guild.

The majority found that the Sunpapers used its cross-training

program to bolster its bargaining position against the pressmen. The Guild, therefore, had a right to the information because the program affected its unit as a byproduct of the employer's legitimate right to prepare against a possible Pressmen's strike.

Walther, dissenting, said that both the majority and the administrative law judge had missed the key point: that the "purpose underlying" the Guild's request for information wasn't one of representing its unit, but of "un-

dermining (the company's) training program by embarrassing the very employees which it represented."

This was so, Walther said, because earlier in 1975 the Guild had requested names of those crossed-trained and, when it received them, did not use the information to bargaining with the employer—the Guild's contract was open then—or to grieve.

Instead, it circulated a bulletin calling those who had been cross-trained "scabs," Walther said.

Fanning and Jenkins wrote that Walther's dissent "departs from controlling legal principles and ignores or misconstrues" facts and is "patently fallacious" based on "speculation and conjecture."

A previous decision held that refusal to supply information relevant to collective bargaining is a per se violation of the National Labor Relations Act, Fanning

and Jenkins said.

They recalled that Walther had conceded that the information was relevant to collective bargaining and based his dissent "solely" on the "underlying purpose" argument.

Walther wrote that his "facts" "speak for themselves and are uncontradicted on the record."

"A closer reading of the record would have been helpful to my colleagues," he said.

"I will leave it to a reviewing federal court whose reasoning is 'patently fallacious' and who has 'chosen to ignore the record,'" he said.

It wasn't known if the company would take up this near-invitation. But the local reported that as of Aug. 10—2½ weeks after the ruling issued—the company hadn't posted the required NLRB notice of decision and order.

Guild moves against AP on bias

(Continued from Page 1)

failing to act on the original complaint.

The letter was ready for release in January. The commission said it had found reasonable cause to believe that women and minorities were discriminated against in hiring, and were excluded from and denied promotions to managerial positions.

After AP and its lawyers obtained a copy of the letter, the company asked the Guild not to release it until AP tried to resolve the complaint without going to court.

Sherlock named a committee to try to negotiate a settlement.

AP offered to pay \$1,000 to each of the original complainants at the first of 15 meetings between the parties.

The Guild proposed that AP provide \$100,000 to be distributed among the named complainants, and \$500,000 to be distributed among about 500 unnamed past and present female and minority employees who may have suffered economic losses and career damages as a result of discrimination.

The parties exchanged several proposals and finally, on June 28, AP offered a total package of \$92,500.

The Guild rejected the offer, and on June 30 AP withdrew it, saying it would offer no cash settlement unless the Guild provided the guarantee that no one would file an independent claim.

AP told the Guild it would im-

plement portions of a Guild-developed affirmative action program, with some modifications, because they are "good for the AP."

But, AP said, it would not report that these changes were a

result of its EEOC talks with the Guild.

The portions of the Guild's affirmative action program that are adopted by AP will be issued as a simple "policy change" statement to bureau chiefs.

... A unity of purpose ... TNG election September 15-20

The UNITY Committee

Forward motion is vitally needed in MERGER considerations, in LABOR LAW REFORM, in HUMAN RIGHTS, in JOB and HEALTH PROTECTION from VDTs, in ORGANIZING and COLLECTIVE BARGAINING.

Forward movers are vitally needed at this important point in the development of our union. The six experienced and dedicated Guild members comprising the UNITY COMMITTEE will move forward in these areas.

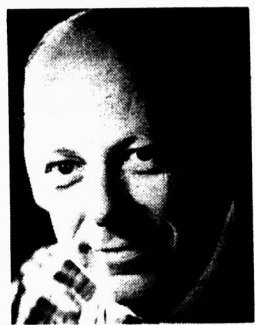
The UNITY COMMITTEE is pledged to provide a UNITY OF PURPOSE in forging the future of TNG. Resolute and unflinching leaders, UNIFIED in purpose and goals, will provide the forward motion. The UNITY COMMITTEE offers precisely such leadership.

TNG must have decisiveness, not divisiveness, for the next two years. Make no mistake. Vote for forward motion.

Elect the UNITY COMMITTEE.

Elect these Six as Vice Presidents at Large

ROBERT C. HOLT, JR.



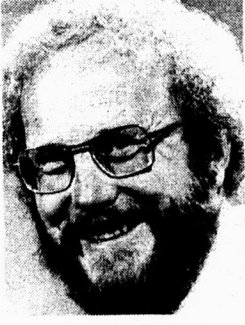
DAVID M. MULCAHY



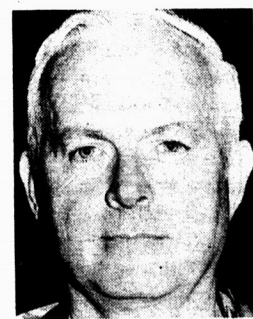
FLOYD TUCKER



LOUIS M. CALVERT



DOROTHY M. SAIN



ELWOOD B. BIGELOW

ON THE UNITY COMMITTEE'S SIDE

Delegates to the 1977 Guild Convention from the following locals seconded and/or nominated each of the members of the Unity Committee:

Boston, Central California, Cleveland, Detroit, Gary, Hawaii, Los Angeles, Manchester, New York, Philadelphia, Portland, Puerto Rico, St. Louis, San Diego, San Francisco-Oakland, San Jose, Vancouver-New Westminster, Victoria, and Wire Service (U.S.).

The Unity Committee is the official name of the slate adopted by the six candidates. Contributions, made payable to The Unity Committee, should be sent to its treasurer, James A. McGill, 769 N. State Road No. 49, Valparaiso, Ind. 46383.

Jose Stell, San Jose, Chairperson

☒ Robert C. Holt Jr.
ST. LOUIS

☒ David M. Mulcahy
NEW YORK

☒ Floyd Tucker
SAN FRANCISCO-OAKLAND

☒ Louis M. Calvert
SAN JOSE

☒ Dorothy M. Sain
CLEVELAND

☒ Elwood B. Bigelow
PORTLAND

Unit certifies Vancouver at B.C. weekly

Mission, B.C.—The Vancouver-New Westminster Guild has been certified as bargaining representative for the eight employees in the advertising, business-accounting, circulation and editorial departments of the weekly Fraser Valley Record.

In Abbotsford, the Guild is awaiting a new provincial labor board ruling on its bid to represent 24 employees of the weekly Abbotsford News.

The Guild's petition to represent advertising, business office, circulation and editorial employees initially was denied because of an allegedly insufficient number of authorization cards.

But the Guild appealed the British Columbia Labour Relations Board's ruling and a new decision is pending completion of its investigation of the appeal.

Meanwhile, the Vancouver Typographical Union has been certified as bargaining agent for 23 additional employees of the weekly Chilliwack Progress.

Two-year pacts settle Massillon strike

Massillon, Ohio—Members of the Cleveland Guild's unit at the Massillon Evening News, along with the paper's printers and pressmen, have returned to work after striking the paper since March 18.

Guild members ratified a new, two-year contract on Aug. 4.

The contract provides an across-the-board wage increase of \$26.50 over the two years, \$12.50 the first year and \$14 the second.

The first-year money is retroactive to Feb. 26, when the old contract expired.

Typographical Union printers and Graphic and Communications pressmen also received \$26.50, in the same increments, retroactive to last September, when their contracts expired.

Top minimums under the Guild settlement include:

Reporters, display ad salespersons—\$236.50 this year and \$250 next.

Inside circulation — \$197.10 this year, \$211.10 next.

Society writers, clerks, proofreaders — \$154.50 this year, \$168.50 next.

Janitors—\$160.30 this year, \$174.30 next.

Because the publisher refused to agree to parity for society writers with reporters, the Guild will file a charge with the Equal Employment Opportunity Commission, Jack F. Weir, the Guild's executive secretary, said.

He said that the new contract also improves the hospitalization plan's benefits by 75 percent and pension benefits by 5 to 10 percent.

Language providing for holiday and vacation pay for part-time employees also is tightened, Weir said.

The Cleveland Guild reported receipt of \$3,578.70 in contributions from May through the end of the strike, bringing the total to \$5,253.70. Most recent contributions included the following:

Twin Cities Guild	\$ 50.00
Great Falls Guild	50.00
Toronto Guild	100.00
Victoria Guild	150.00
Hudson County Guild	25.00
Denver Guild	300.00
Toledo Guild	200.00
Central California Guild	400.00
Canadian Wire Service Guild	400.00



To Ottawa and Massillon with . . .

Delegates to the Honolulu Convention dug into their pockets for cash contributions of \$751 to Guild members striking and locked out at the Massillon Evening News and the Ottawa Journal

after adopting a resolution pledging TNG's continued support for them. Later, delegates dug into their pockets again and gave \$432.49 to the AFL-CIO's Committee on Political Education.

Great Lakes District Council	100.00
Washington-Baltimore Guild	100.00
Chicago Guild	100.00
Erie Guild	25.00
San Diego Guild	100.00
Pacific Northwest Guild	150.00
Los Angeles Guild	25.00
San Francisco-Oakland Guild	100.00
Youngstown Guild	50.00
Wilkes-Barre Guild	150.00
Gary Guild	50.00
Akron Guild	400.00
San Jose Guild	150.00
Hawaii Guild	100.00
New York Guild	50.00

Buffalo Guild	50.00
TNG Convention floor collection	353.70
IEB tardy penalty fund	50.00
Scranton Guild	50.00

During the latter part of the strike, the unions published the weekly Massillon News, which attained more than 30 pages an issue. The Evening Independent did not publish.

Key tops rise \$70 in new Pottstown pact

Pottstown, Pa.—A new, three-year Philadelphia Guild contract with the Pottstown Mercury increases top minimum for advertising salespersons, circulation supervisors and reporters by \$70.12, to \$373.98, in three steps.

The flat minimum for copyreaders, editors and department heads rises \$74.71, to \$398.48.

The three steps are retroactive to Sept. 15, 1976, and on Sept. 15 of this year and next.

For **reporters, photographers, display salespersons, outside classified salespersons and circulation**

supervisors, the increments are \$21.27, \$22.76 and \$26.09.

For the **copyreaders, editors and department heads**, they are \$22.66, \$24.25 and \$27.80.

Other increases and resulting top minimums include:

Telephone operators — Up \$12.14, \$12.99 and \$14.89, to \$213.44, a total increase of \$40.02.

Maintenance persons — Up \$12.22, \$13.08 and \$14.99, to \$214.88, a total increase of \$40.29.

Copypersons and messengers—

Up \$18.91, \$9.89 and \$11.33, to \$162.46, a total increase of \$40.13.

Telephone advertising solicitors and ad takers — Up \$13.27, \$14.20 and \$16.28, to \$233.31, a total increase of \$43.75.

An additional floating holiday is added, making a total of nine.

Effective this September, the service requirement for a fifth week of vacation drops a year, to 24, and next September it becomes 23 years.

Severance pay can be received upon retirement or resignation at age 54 or after, rather than at 55. It may be taken in a lump sum or in 30 weekly installments.

Greensboro files in editorial unit

Greensboro, N.C.—The Greensboro Guild Aug. 5 filed for representation rights in the Greensboro News and Record editorial department.

The local has been unable to bargain a contract since 1967.

The representation petition was filed with the National Labor Relations Board in an attempt to force the company to reopen bargaining.

There are 90 in editorial.

Now you can bring the kids

Honolulu—Martha Shirk of St. Louis wanted to make sure TNG and locals would study the possibility of child care at conventions. The convention passed her motion.

Immediately thereafter, Willard Hatch of Detroit said, to the convention's applause: "There will be such a child care project at the next convention in Detroit—and it will be staffed by both women and men."

Board voids certification at weeklies

Cupertino, Calif.—The National Labor Relations Board July 27 revoked the joint certification of the San Jose Guild and Bay Area Typographical Union as bargaining agent for employees of Suburban Newspapers, Inc., a chain of 11 weeklies.

Acting on a company appeal, the NLRB said that the unions had misused board processes by misleading the voters in saying that the Guild would be the only collective bargaining agent.

William T. Davis, a Guild special representative, said the problem goes back to the board's earlier division of the employees into two units—a composing room unit for the Typographical Union and an advertising-business-inside circulation-editorial unit for the Guild.

The unions had petitioned jointly to represent employees in all those departments, but the NLRB divided them, making the unions run separate campaigns.

Now the unions are being blamed for the consequences of the board's split of the unit, Davis said.

The Guild won in "its" unit, but the Typographical Union lost in the composing room.

Davis said the board held contradictory positions — that the Guild had misled the voters by concealing the alleged intent to be the sole representative, but then publicized the alleged intent in various post-election bulletins.

The NLRB's latest decision is one in a chain of reviews and appeals of a highly technical nature which bedeviled the organizing campaign.

It appears to contradict earlier board rulings that each union in situations similar to this has the right to administer its traditional areas separately.

The decision also "totally ignores" the fact that the employees voted for a union, Davis said.

The company conducted "the dirtiest campaign we've ever seen," including the firing of 19 persons, Davis and Gene Bryant, the Guild's administrative officer, said.

TNG's office workers win 8 percent hike

Washington—TNG and the Office & Professional Employees Union that represents its clerical employees late Aug. 5 agreed to a new 14-month contract providing eight percent salary increases and ending a one-day no-picket-line strike by the eight clerical employees.

The strike was supported by the Federation of Guild Representatives, which represents TNG's administrative staff. The FGR executive committee instructed members to not work in the face of an OPEIU strike. An FGR representative joined the Office Workers' committee for the final sessions.

The OPEIU settlement, retroactive to April 30, provides increases ranging from \$16.65 to \$21.36 a week and top minimums ranging from \$224.75 to \$288.40 a week.

Label test bares convention tables

Honolulu—Some delegates may have come away from TNG's 1977 Convention here with calluses on their elbows after spending a week at meeting tables bearing no clothes.

At its pre-convention meeting, TNG's executive board discovered that the only table clothes the Ilikai hotel had—and said it could get—were manufactured by J. P. Stevens Co., object of a U.S.-wide union boycott.

The IEB ordered the tables left "naked—chips and all."

Those with the most chips were covered with butcher paper late in the week.

Fortunately the hotel's bed linen, towels and face cloths were of other manufacture.

Administrator Wanted

The Wire Service Guild is seeking applicants for the position of administrator of the local, which is the only U.S. nationwide local in TNG. Applicants should have a knowledge of wire service operations and union-management relations, and have negotiating, contract enforcement and administrative experience. The administrator will work out of WSG's New York office. Starting date is flexible. Salary: about \$30,000. Those interested should apply in writing to:

Executive Committee, Wire Service Guild

133 West 44th St.

New York, N.Y. 10036

The IEB elections—candidates' forum . . .

TNG members will vote Sept. 15-20 for six international vice presidents at large. Members in Regions 1 and 2—the U.S. Northeast and South—will vote, in addition, for a regional vice president from

each area. Statements on this and the following page are printed in accordance with the provision of TNG's Constitution that the Guild Reporter "no later than the third issue following the Convention . . . provide

equal space for a statement by each candidate and shall publish a complete official list of candidates." The official list appears on the following page.

At-large vice presidents

Robert C. Holt, Jr. St. Louis

I SEEK A SEAT on the IEB for the same reason I have served in various capacities in Local 47, St. Louis, for the past 22 years. And that is to devote whatever talent I possess to improving the status of Guild members wherever possible. If elected, I will work unceasingly to achieve the following TNG goals:

1. Intensify efforts for a workable plan for merger with the ITU. The blue ribbon panel appointed by President Perlik to blueprint merger plans is a giant step forward.
2. Expand efforts to revise the labor laws through political action.
3. Increase efforts to help those who want and need organizing.
5. Press at the bargaining table for higher wages with cost-of-living protection.
6. Keep well informed about rapidly changing newspaper publishing technology with the aim of better representing and protecting the interests of all Guild members.

Your support, come September, for the Unity team, incumbents Lou Calvert, San Jose; Dave Mulcahy, N.Y.; Dorothy Sain, Cleveland; and newcomers Woody Bigelow, Portland; Floyd Tucker, SFONG; and myself, Bob Holt, Jr., St. Louis, is humbly appreciated.

Thank you.

David M. Mulcahy New York

MY TWO YEARS on the IEB have been most rewarding. I have had the pleasure of meeting many dedicated men and women throughout the Guild, most of whom realize that our mission is to better the environment in which we live and work.

Many of us have come to realize that the publishing industry is now "big business." More than one half of the newspapers and periodicals that we work for are owned by publicly held corporations. The sole god of their managers is "the bottom line."

Profits.

Automation and economy reductions in force are merely vehicles used to maximize profits.

Also, quantum leaps in the state of the art have changed the rules.

No longer can we afford to be a house unto ourselves. Close cooperation with other unions is imperative. Affiliation with our sister union, the ITU, will afford us the opportunity for wall-to-wall jurisdiction that survival de-

mands. Passage of the Labor Reform Act will remove major roadblocks to successful organizing.

With your support, I believe I can be instrumental in helping us choose the right course.

Please support our Unity candidates: 'Woody' Bigelow, Lou Calvert, Bob Holt, Dorothy Sain, Floyd Tucker and Dave Mulcahy.

Floyd A. Tucker San Francisco-Oakland

I AM A CANDIDATE for international vice president because I believe I will be able to do the job well.

I can take to the IEB an understanding of problems affecting the entire spectrum of present and potential Guild membership.

In 25 years as a newspaperman, I have worked on dailies with circulations ranging from 6,000 to 300,000.

As a Guild member I have held offices including unit chairperson, local president and convention and district council delegate. I have served on negotiating committees that pioneered in bargaining with other newspaper unions. I have fought to win contracts and to defend them.

I know what the Guild has done to improve the quality of employment in our industry. I am enthusiastic about what the Guild can do to meet new challenges for its members and to win a voice for the thousands of unorganized newspaper workers, in whose ranks I once labored.

I run as a member of the Unity Committee because I believe Dorothy Sain, Lou Calvert, Dave Mulcahy, Bob Holt and Woody Bigelow are the best people for the IEB.

Frank Prosnitz Providence

WHEN I ANNOUNCED my candidacy, I did so with the idea of introducing an independent voice into the campaign.

And it is as an independent that I run for one of the Guild's most responsible positions—a seat on the International Executive Board.

All candidates for international office have substantial Guild experience. But more important than the resume is the candidate's positions.

I don't pretend to have all the answers. I just hope that I can add to the board my commitment to think through each issue and judge the issues for themselves.

I know that one very pressing issue facing us is merger, an issue that must dominate our thoughts in the coming year.

I believe in merger and that eventually one union should, and



Sisterly farewell

Vice President Shirley L. Caldwell, right, is presented with a lei and a sisterly embrace on behalf of TNG's other three women vice presidents at post-convention meeting of the International Executive Board. Caldwell withdrew her candidacy for re-election from the U.S. West region on the convention's last day. Vice President Betsy Wade's statement that the "sisters on the IEB want to acknowledge sister Caldwell's courage" drew cries of "so do the brothers," from others on the board.

will, represent the newspaper industry's employees. And I believe that the way to achieve merger is by gaining the support of locals and involving rank and file Guild members in the formulation of that agreement.

I also believe that we must concentrate efforts on organization.

I make no promises. All I can give you is an independent voice on the IEB, committed to the ideals of this union. I ask for your support.

Louis M. Calvert San Jose

THERE STILL IS much to be done.

Four years ago when I first announced as a candidate for vice president at large, I promised that if elected I would act and react responsibly in the best interests of all Guild members.

I believe I have done so.

Sixteen years experience as a Guild leader in two locals (Los Angeles and San Jose) and two IEB terms have equipped me with the tools necessary to continue responsible and responsive decision-making in your behalf.

To be sure, there have been some traumatic moments and some disagreements over the way to approach solutions to complex and difficult problems. But the true test of any decision is whether the result has improved the union.

This is a good union. And I believe it's a better union every year.

As we continue to face important issues—such as the kind of strengthened union that will be forged from merger discussions—your IEB needs the kind of people who can deal effectively with all subjects intelligently, objectively and forthrightly.

Dorothy M. Sain Cleveland

THE DECISIONS an IEB member has to make are not always easy ones. However, they are made after careful consideration of what best serves the interests of all Guild members. These decisions are subject to the approval of the convention, and by your vote every two years when a board member runs for re-election.

In running again, I ask for your decision as to whether or not you feel I have represented your best interests.

Even as we move closer to possible merger, we still have much to do in the areas of organizing, human rights and responsible unionism. I believe the strength of our union lies in our efforts in these areas and shall continue to work for them.

The decisions I have made as a board member have been, and will continue to be, my own. Because I believe the other candi-

(Continued on next page)

Region 1 vice president

RICHARD V. SABATINI Philadelphia

HAVING WORKED for Guild and non-Guild newspapers, receiving my baptism by fire in TNG while leading an organizing effort ten years ago, I know first hand the need to afford union protection to our less fortunate industry counterparts.

Hallelujah to the pending national labor reform legislation!

The sooner it is law, the sooner we can reap the fruits of our organizing efforts.

I strongly support the Guild's organizing program. As local NLRA chairperson I am doing my share to see the legislation passed.

Equally as important as organizing, however, is keeping the present membership informed of what is going on in the Guild.

A serious communications problem has developed in Region 1. The leadership of several locals said candidly they have not heard from the region's vice president since his election and have lost an important link to TNG.

This must not continue.

I plan a total communications program, contacting all local presidents before and after IEB meetings. I further plan a Region 1 newsletter for an exchange of problems and ideas.

A regional vice president must be totally involved in his region to serve it properly. I seek your support to immerse myself in our region's problems.

EUGENE B. JONES Philadelphia

TWO YEARS ago when I ran for vice-president I issued a letter in which I stated that although I endorsed the Unity slate this does not mean that I will not exercise my judgement in voting for what I feel would be in the best interest of Region 2 and the Guild as a whole.

I feel this is what I have done in the past two years. Some of my decisions have not been the most popular ones, but in all good conscience I feel that they were best for the Guild.

I am not at odds with the administration, but I believe, as other members of the IEB, that I could not be a rubber stamp.

I have attended to any problem that any local brought to my attention. I plan to continue to do likewise.

I will not make any promise of how I will vote on any issue prior to hearing all the evidence. But, I promise I will report the reason for my vote on any issue that is controversial.

I have had a two-year learning experience on the IEB. I would like to put those two years in use for your benefit.

K-R Council elects

Honolulu — Knight-Ridder Council of Guild locals elected John B. Mitchell of Gary chairperson and Harriett Agar of San Jose secretary at its meeting during TNG's convention here.

... They take their stands

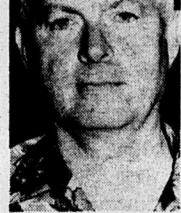
At-large vice presidents

(Continued from preceding page) dates running with me on the Unity Committee slate are of like mind, I ask for your support and vote for all of us.

Above all, I urge you to exercise your right to vote so those elected truly represent the majority of our membership.

Elwood B. Bigelow
Portland

I AM SEEKING a first term on the IEB as a vice president at large at a time when the Guild faces some of its biggest challenges—and opportunities.



The merger question, of course, is outstanding, with decision-making time looming in the near future... re-vamping of restrictive labor laws which smother organizing efforts requires our strongest attention... discrimination in many forms is a constant enemy... and automation continues its erosion of labor's ranks.

Experience and dedication are necessary if the Guild is to meet these challenges and continue its steady growth. I believe I can deliver both, and urge your support in September.

I have served as president of my local for ten years and as president of the New England District Council for five years. I have been secretary of the New England Servicing-Organizing Program for three years, have attended 11 Guild conventions and

served two terms on the International Election and Referendum Committee.

I ask for your vote so that I may have the opportunity to serve as a vice president at large. I also urge your support for the Unity Committee, of which I am honored to be a member.

Donald L. Bean
Cleveland

FOR MANY YEARS I've been troubled by many things affecting the future of TNG.



I've been especially troubled since the Washington Post strike. I feel a majority of the IEB caved in to the wishes of the administration and failed to permit a local to judge picket

line crossers. Every local has the right to try violators. The IEB should enter any such trial solely as a review board.

The IEB rubber stamped the appointment of a lobbyist. I am not against labor reform. I am not against Brother Peterson. But I question expending money at this time in this manner before a concrete course on merger has been charted.

I am not an "aginner," just to be negative. I have been a vocal, viable, visible, innovative delegate at eight conventions. I have supported the administration when it was for the greater good of the Guild.

It is time we supported a "Voice Not An Echo." These were the words of J. Stephen Hatch, Cleveland Guild president, when he nominated me.

We need more persons to say, "Whoops! Let's take a closer look at this idea. Let's look for alternative ideas that are for the good of all Guild members, from small locals and big locals."

These are the candidates

Following is the official list of candidates in TNG's international election Sept. 15-20:

For At-large Vice Presidents

ROBERT C. HOLT, JR.
DAVID M. MULCAHY
FLOYD A. TUCKER
FRANK PROSNITZ

LOUIS M. CALVERT
DOROTHY M. SAIN
ELWOOD B. BIGELOW
DONALD L. BEAN

For Region 1 Vice President—U.S. Northeast

RICHARD V. SABATINI

EUGENE B. JONES

For Region 2 Vice President—U.S. South

FAYE McCRACKEN

WARREN E. HOWARD

3rd VDT test coming at Times

A third test to see if New York Times video display terminals emit the kind of radiation some think causes cataracts will be held in the middle or latter part of this month.

Meanwhile, the National Institute for Occupational Safety & Health (NIOSH), which produced a disputed New York Times radiation test, said it would undertake a study of stress—including visual stress—and VDTs starting next year.

Agreement to conduct the new Times test came as the New York Guild and the company continued in arbitration before Dr. Maurice Benewitz, an economist.

The Guild is seeking not only the new test but the re-assignment of two copy editors with cataracts to non-VDT work.

Dr. Milton M. Zaret, an ophthalmologist who is now acting as a consultant to the New York Guild, diagnosed the men's cataracts as radiation-induced, possibly from microwaves.

This led to a test for non-ionizing radiation by NIOSH.

Although the test found no non-ionizing radiation, its methodology was attacked by Zaret and Victor Alexander, an industrial hygienist with the AFL-CIO's Industrial Union Dept., which was consulted by TNG.

A second test was conducted by non-NIOSH personnel, but it too was attacked by the Guild, which alleged that faulty methods were used.

NIOSH, however, consistently has stood behind its test. In testimony to the Senate Commerce Committee on June 28, Dr. Elliott Harris, director of NIOSH's Division of Biomedical and Behavioral Science in Cincinnati, cited the test as showing that levels of optical and radiofrequency radiation "were several orders of magnitude" below occupational exposure levels.

"What Dr. Harris does not say is that The Newspaper Guild did not and does not accept the survey results which his testimony presents as unchallenged," Robert Dudnick, TNG's associate research and information director, said in a comment to be added to the committee's hearing record.

He said that TNG and the New York local "do not accept the findings... because there seems to us to be a reasonable doubt as to their accuracy."

"We do not dismiss the NIOSH report out of hand," he added. "We simply believe that we must adopt the most conservative, worst-case position in order to represent the interests of our members."

Although there were no details yet, it was understood that a branch of NIOSH in Cincinnati plans laboratory studies of stress associated with VDTs that might, at first glance, deal with some of the problems TNG asked NIOSH to look into in February.

At that time, Dr. John Finklea, the NIOSH director, said that the

agency didn't have the personnel or equipment to take on a study of VDT-related visual fatigue as distinguished from an immediate test for radiation.

Now, however, it appears as though the agency plans to budget funds for a stress study in fiscal 1978, which starts on Oct. 1.

A special laboratory is to be established in Cincinnati. The project would get under way in mid-1978, after equipment is purchased, a source told the Guild Reporter.

Meanwhile, the Wire Service Guild asked the Occupational Safety & Health Administration to investigate "working conditions relative to eye and vision threats" in the Dallas bureau of United Press International.

The Guild local also has grieved the matter of "improper lighting, glare and reflections" at the bureau.

Assisting the local was Dr. Jeryl Sparks, a Richardson, Tex., optometrist, who warned UPI management that some people's eyes just can't take prolonged exposure to VDTs.

Sparks told the Guild Reporter that the eye will adapt to the vision environment and prolonged close work will cause nearsightedness and astigmatism. He conceded that not all share this opinion.

The Dallas Morning News quoted him as saying that a VDT operator in his early 30s had the focussing ability of a 50-year-old.

Region 2 vice president

FAYE McCRACKEN
Memphis

BECAUSE OF my background in the Southern District Council, a delegate since 1972, two terms as vice-president and one as president, I believe that I can properly represent the members of the region.



This region consists of only eight locals, with not one between Memphis and Puerto Rico. As one who has been active in several organizing efforts, I feel there is a desperate need for changes in present labor laws which hamper organizing in the South.

I have been a Guild member since 1959, served on the executive board, three terms as third vice-president, chairman of the membership and organization committee, on the contracts, human rights and three negotiating committees, delegate to four TNG conventions and delegate to Memphis AFL-CIO Labor Council, currently in second term as secretary-treasurer, a member of CLUW.

Merger is an important issue facing the IEB and being a member of the local Guild-ITU Task Force will give me some experience in this area.

There is a need for better communication and co-operation in Region 2. I want to help solve our problems and ask for your support.

WARREN E. HOWARD
Washington-Baltimore

DURING MY FIRST THREE terms as Region 2 International Vice President, I worked to bring the locals in the region closer together, while keeping them informed of the issues—particularly the thorny and controversial ones.



In addition, I have been and still am concerned with the problems that women and minorities face within the Guild and the industry, and what I see as movements by managements to erode gains made in these areas under the guise of "efficiency" and "streamlining."

As chairperson of the IEB's Human Rights Committee, I continue to press the board to seek solutions to this problem, at the same time recognizing the rights of others who have built tenure in their jobs.

I am seeking a fourth term in order that I might continue.

Above all, I would not be seeking a fourth term if I did not believe in the basic concept of trade unionism, and the desperate need for its protections and benefits to be extended to our brothers and sisters who do not now enjoy them, and to improve the lot of those of us who do enjoy the benefits of a union, but not yet to the degree that we deserve.

Rochester Guild, ITU share executive officer

Rochester, N.Y.—In a move unique in Guild history, the Rochester Guild has hired as its new executive secretary and chief bargainer Gerald Brasley, who holds the same position with the Rochester Typographical Union.

The Guild also has moved its office into that of the Typographical Union.

Brasley, who put on the Guild hat effective July 1, will work to co-ordinate the administration and bargaining functions of the two unions. He has been working fulltime for the Typographical Union local the past eight years.

The two unions, plus a unit of the ITU mailers, represent more than half the 1,000 full-time employees at the morning Democrat and Chronicle and the evening Times-Union, flagship papers of the Gannett chain.

A joint office and executive officer for the two unions was first proposed by a Rochester

Guild-ITU Solidarity Task Force.

The move was praised and encouraged by ITU 3rd Vice President Allan Heritage and TNG Field Operations Director J. William Blatz, members of the two international unions' Unity Task Force.

Local Guild President Jim Rowley said he is confident the new arrangement will help the local obtain its first full contract renewal since 1968. The ITU's contract expires this fall.

"I'm optimistic that the combined efforts of the two unions will get us a workable contract," Rowley said, adding that the local is "fortunate" to secure the services of Rowley, "a respected and experienced local union representative."

Brasley said a long-term goal is to "extend the benefits of the trade-union movement to non-union Gannett employees both in Rochester and elsewhere."

Exempts' pay data ordered

San Francisco — A National Labor Relations Board administrative law judge has found two suburban dailies guilty of unfair labor practices in withholding payroll data from the San Francisco-Oakland Guild.

Jerrold H. Shapiro, the law judge, ordered the Santa Rosa Press Democrat and the Vallejo Times-Herald to supply the pay rates of 15 persons who perform editorial work but who are not covered by SFONG's contracts.

SFONG had sought the data to support its proposal that such non-union employees be compen-

sated at the proper contractual minimum, and in order to frame its general wage proposals in current bargaining.

Shapiro rejected the first reason because, he said, the employer under the law was not mandated to bargain on the proposal.

But he upheld the union on the second ground, saying that the connection between the work of unit and non-unit personnel was so close that SFONG had the right to the information so it could frame its pay proposals for those in the bargaining unit.

IT SEEMS

TO US

VP Howard assaulted him, is 'unfit,' member charges

SILVER SPRING, MD.

Editor:

On Feb. 14, 1977, International Vice-President Warren Howard assaulted me because of views I expressed on Local 35. He struck my face with his fist while I was seated and he was standing. Before I could react, he struck me a second time. The assault occurred in the presence of two witnesses, both Guild members who later testified to the assault. I sustained a fractured cheekbone and knuckle and required two stitches on my face.

The U.S. Attorney's Office for the District of Columbia issued an arrest warrant for Howard and he was required to appear in court. He was given the option of voluntarily enrolling in a pre-trial diversion program rather than face trial on the charges. He chose to enroll in the program.

Unfortunately, my experience with Howard was not an isolated one. In February, 1976, Howard assaulted another union member, Don Baker of the Post Unit, at a WBNG executive board meeting in the presence of several witnesses.

Howard's behavior violates a person's basic right to free expression and demonstrates that he is unfit to sit on the IEB. I urge the members of Region 2 to vote against him in the upcoming election.

JOHN M. KELLY
CWA Unit

Washington-Baltimore Guild

Editor's note: With respect to the first incident referred to in Kelly's letter, the charge against Howard was dropped on July 15 following his completion of a pre-trial diversion program. With regard to the second incident referred to in Kelly's letter, no charge was filed by any person.

Howard charges 'politics,' acknowledges altercation

WASHINGTON, D.C.

Editor:

In 1971, there was a large flap in TNG because of articles appearing in the GR late in a political campaign which many members—including some who were running for office—felt were politically motivated.

I thought we had progressed beyond that point.

But John Kelly's letter, and the editor's note which follows it—convince me that we haven't. The letter is loaded with libel, and the editor's note does nothing to explain it.

As to the first event discussed in the letter, I acknowledge that

there was an altercation, blows were passed on both sides, and charges were filed against me by Kelly. The charges have been formally dismissed.

I do not choose to dignify the second so-called incident with a response. However, I feel that the cavalier manner in which the GR has published a letter which accuses me of "assault," a criminal offense, in the face of no charges, is itself close to criminal.

It is that kind of journalism that caused that 1971 incident. And obviously, things haven't changed at the GR—in spite of some of our efforts.

WARREN E. HOWARD
Region 2 Vice President

Four Memphis officers urge Howard's re-election

MEMPHIS, TENN.

Editor:

We, the undersigned officers of the Memphis Newspaper Guild, are proud to endorse the candidacy of Warren Howard, our brother from the Washington-Baltimore Local of the Guild, to retain his seat on the International Executive Board. Warren has well represented all the locals in the Southern Region of the Guild as the IEB member from Region 2, and has been an effective voice for members of the Memphis Local at the international level of the Guild.

BROWN ALAN FLYNN
President
BARBARA BOOTH
1st vice president
JIM WILLIS
2nd vice president
LINDA TURNMIRE
Recording secretary
Memphis Guild

McCracken denied forum by date shift, writer says

WASHINGTON, D.C.

Editor:

We were hoping to have a candidates' forum here so Washington-Baltimore's RA could hear from incumbent Warren Howard (Local 35) and challenger Faye McCracken (Local 91) before endorsing anyone in the upcoming IEB election for the Region 2 (South) seat.

RA members set it up for Aug. 17. McCracken was coming from Memphis at her own expense. Howard lives here.

Then we got a note from our RA president (a Howard supporter) that switched the meeting to Sept. 7, just a week before the election. He said "August is a very busy month for the hotel business" and the local staff could not find any meeting spot.

McCracken supporters — of

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.

which I am one—were suspicious of the change, particularly when we discovered McCracken's job prevents her from taking time off at the early part of each month. (Howard, by the way, has already arranged a campaign trip to Memphis in mid-August.)

You can imagine our feelings when—on a hunch—we checked two traditional RA meeting sites and found both places eager to schedule us for the Aug. 17 date.

Just thought you Guild members out there (Region 2 especially) would like to know how opponents of McCracken campaign.

KARLYN BARKER
RA member

Post Unit
Washington-Baltimore Guild

Candidates' 'convenience' no factor, RA head says

BALTIMORE, MD.

Editor:

The representative assembly of WBNG operates for the good of the membership, not at the convenience of any candidate.

A guaranteed space, large enough for the expected turnout, at a reasonable cost (as required by the RA) was not available, so, in the interest of the body, I set an appropriate, later date for the "forum" meeting. (The "traditional" site of our July 20 meeting would not have held the entire RA, but for economy I schedule routine meetings in anticipation of average absences.)

Neither candidate was consulted for availability; it is obvious that a fairly flexible schedule is necessary for an IEB member to serve properly. An emergency IEB meeting could be scheduled for "the early part" of a month.

I resent Barker charging me by publication without even the courtesy of asking the reasons for the change I made, and without letting me know that her candidate has problems travelling.

She says that I support Warren Howard, but I have not told anyone what candidate, if any, I will support.

I hope that in the future Delegate Barker will give up published rhetoric in favor of communication.

WEYMAN SWAGGER
RA chairperson
Washington-Baltimore Guild

Bean would provide 'spur ... flint,' ex-VP Wical says

MENTOR, OHIO

Editor:

Don Bean will provide a spur and a flint which any Guild board needs.

In the Cleveland local, Don Bean is quick to rise and fire at any proposal or argument that departs from straight-line union-

ism. He rallies faint hearts to reject expedient, risky compromise.

Delegates at Guild conventions will remember Don Bean for his spirited and sometimes satiric dissent at the microphones.

In Cleveland, we know him for his constant Guild service—as a strong president of the local, a never-tiring leader in the Plain Dealer Unit, a happy warrior on the picket lines in three strikes. When the Guild calls, Don Bean doesn't flinch or falter.

His supporters in Cleveland hope you will help to add Don Bean's spark to the IEB.

NOEL WICAL
Former IEB member
Press Unit
Cleveland Guild

26 members in Cleveland endorse Sain's re-election

CLEVELAND, OHIO

Editor:

We the undersigned add our names to those who seconded nomination of Dorothy Sain at the convention in Honolulu.

As Dolly Kaczor said, "she has shown true leadership, is dedicated to The Newspaper Guild, and has won a great deal of respect for her work in the Guild both locally, and with the IEB."

We intend to vote for her, and urge you to give her your support.

VIRGINIA O'SHEA
RICHARD J. McLAUGHLIN
MARY SWINDELL
ALBERT PRUDENCE
JACK L. MORGAN
CELE HUGHES
BARNEY FLYNN
GREGORY C. CHAPMAN
MILDRED E. BARBER
SARAH TOTH
FABIAN HENDERSON
THEODORA R. GIBSON
HOWARD A. SWINDELL, JR.
MARY TIMCHICK
META MOORE
LOUIS MIERZEJEWSKI
CHUCK NICKLAS
YOSHIE MITSUYASU
DICK PEEPLES
ELAINE LEMON
PAUL TOPPELSTEIN
BURNIE NOBLE
KATHY GENDRICH
IRWIN J. REGSEN
ROSEMARY KOVACS
MYRNA MULLEN
Cleveland Guild

6 at-large hopefuls best, council leader says

SAN DIEGO, CALIF.

Editor:

Questions which will come before the Guild's International Executive Board over the next two years will be as crucial as any it ever has had to answer. Certainly the merger delibera-

tions are at the top of the list. But, finding ways to convince Congress and the President of the need for labor-law revisions, and coming up with programs to cover all-important issues such as strengthened jurisdiction and creeping computerism must have high priorities.

To meet these challenges our IEB must be prepared to weigh the issues carefully, make some tough decisions and then rally the support of the membership.

The board must be the positive force that steers the Guild through the critical period ahead.

After having the opportunity to meet and talk with all but one of the candidates for at-large international vice presidencies, I believe Lou Calvert, Dorothy Sain, Dave Mulcahy, Floyd Tucker, Woody Bigelow and Bob Holt are the ones who can best meet the challenges ahead.

Calvert, Sain and Mulcahy, all seeking re-election, have proven to be strong board members.

Tucker, Bigelow and Holt have had the kinds of experience at local and regional levels which will make them valuable members of our IEB.

GERALD L. SCHULTZ
President
Western District Council

Tucker is called 'bulwark,' Unity Committee backed

OAKLAND, CALIF.

Editor:

Floyd Tucker has been a bulwark of the San Francisco-Oakland Tribune Unit.

Good minds are not uncommon in the Guild, but good minds that "think union" in every case are invaluable. Brother Tucker has been that sort of person for us as unit chairperson, grievance committee member, representative assembly delegate, and as president of Local 52 through very hard contract bargaining.

I have worked with him and for him during much of this period and I have found him to be imaginative, patient and durable.

I am writing this as an endorsement of his candidacy for the IEB and as an endorsement of his running mates on the Unity Committee slate: Dorothy Sain, Dave Mulcahy, Lou Calvert, Woody Bigelow and Bob Holt. We in SFONG have backed Sain, Mulcahy and Calvert before. I urge their re-election. I believe Bigelow and Holt will bring experience and capability to the IEB, as will my friend Tucker.

BILL EATON
Chairperson,
Oakland Unit
San Francisco-Oakland Guild

EUGENE B. JONES
FOR VP ON THE IEB

Locals, Units big or small
"Your Concerns are My Concerns"

- Shop Steward
- Vice Unit Chairperson
- Unit Chairperson
- Vice President
- President
- Delegate TNG
- Delegate MADC
- Grievance & Negotiation

Keep This Experience Working For You

RE-ELECT EUGENE B. JONES VICE PRESIDENT
INTERNATIONAL EXECUTIVE BOARD REGION 1



ELECT ★ ★ ★ ★ ★ ★ ★
RIC
X SABATINI

Region 1 Vice President
The Newspaper Guild
(AFL-CIO, CLC)

TOTAL COMMUNICATIONS AND INVOLVEMENT IN REGION 1.



IT

SEEMS
TO US**San Jose president backs Calvert, Tucker and slate**

SAN JOSE, CALIF.

Editor:

I was unable to attend the 1977 Convention and personally second the nomination of Lou Calvert for another term on the International Executive Board.

As president of a large local, I must lean on everyone I can in order to handle the important day-to-day business of Guild members. Our "pro" can't do it all, and neither can I. That's where Lou comes in. No matter what the problem or its ramifications, he's there to take it on. With vigor.

His understanding and knowledge of the Guild contributes immeasurably to the successful operation of the San Jose Local. I'm convinced these attributes make him a valuable asset on the IEB, too.

Lou Calvert is a member of the Unity Committee seeking election as vice-president at large. I've had the pleasure of meeting nearly all of the other members of that committee and have worked closely in San Francisco Bay Area negotiations with Floyd Tucker. They're the kind of folks I want representing members' interests on the IEB.

The Unity Committee will get my vote and deserves to have yours.

WILLIAM C. ERNST
President
San Jose Guild

New England's Bruner backs Bigelow, 5 others

SAUGUS, MASS.

Editor:

As director of the New England Servicing-Organizing Program, I have had the opportunity to work closely with Woody Bigelow for many years.

Woody has chaired bargaining and grievance committees, worked diligently for human rights, and in ten years as Portland local president has worked hard for the improvement of wages and working conditions.

Correction

Time Inc. chairman and chief executive Andrew Heiskell is entitled to a pension estimated at \$75,000 a year.

A typographical error in the June 24 Guild Reporter article on publishing executives' pay and fringe benefits ["Pay in executive suite—well, it's a living"] resulted in his pension being reported at ten times the correct amount.

Woody has gained great respect among other New England locals as president of the New England District Council. He was instrumental in the formation of the New England Servicing-Organizing Program, serving as secretary for three years.

Woody is seeking his first term as an international vice president at large on the IEB. His experience and awareness of the Guild's problems qualify him for that post.

I strongly urge a vote for the Unity Committee of Bigelow, Sain, Mulcahy, Calvert, Holt and Tucker.

ROBERT E. BRUNER
Director
New England Servicing-Organizing Program

Manchester leader likes Bigelow, slate, Sabatini

MANCHESTER, N.H.

Editor:

I have worked with Woody Bigelow for many years, both in New England District Council activities and in our association with the New England Servicing-Organizing Program.

As far as I'm concerned, it would be difficult to find a local president who works harder or is more involved in the problems of his members than Woody. He is a truly dedicated Guild member who puts in a lot of long hours.

The IEB needs people like Woody Bigelow. His long experience as president of the local in Portland and of the New England District Council make him eminently qualified for an at-large position on the board.

I strongly urge support for Woody in his candidacy and for the Unity Committee of which he is a member.

I also recommend support for Ric Sabatini in his campaign for Region 1 vice president.

JOHN F. BARKER
President
Manchester Guild

Garde endorses Bigelow, Unity slate and Sabatini

FALL RIVER, MASS.

Editor:

I am writing this letter to urge your support of Woody Bigelow for vice president at large on the IEB.

I've known Woody for many years and have worked with him in the New England Servicing-Organizing Program and New England District Council. He's a hard working, dedicated Guild member with a lot of practical

experience and would make an excellent addition to the IEB. He deserves your votes.

Woody is a member of the Unity Committee, whose members I have also known for a long time. I urge your support of this team.

There is also an important Region 1 contest, and I feel Ric Sabatini is an excellent candidate and deserves your support. His co-ordinating efforts in the recent Philadelphia strike were outstanding.

FREDERICK T. GARDE
Former Chairperson
Fall River Unit
Boston Guild

Brockton president backs Bigelow, slate, Sabatini

BROCKTON, MASS.

Editor:

I am writing this letter to urge your support for Woody Bigelow in his candidacy for vice president at large on the IEB.

Woody has been a tireless worker in his efforts to build a stronger union. He understands the problems of small locals. His leadership in Portland and work with the other New England locals give him the ideal combination of experience and dedication needed to serve at the international level.

Woody is a member of the Unity Committee along with Dave Mulcahy, Dorothy Sain, Lou Calvert, Floyd Tucker and Bob Holt. I urge your support of the Unity Committee as it represents the type of leadership needed in the months and years ahead.

I am also supporting Ric Sabatini in his candidacy for the Region 1 vice presidency.

DONALD WATERMAN
President
Brockton Guild

Mill City trio vents ire, blasts GR for rap at rim

MINNEAPOLIS, MINN.

Editor:

The June 24 Guild Reporter, in its story about VDTs, concludes with, "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."

For the phrase "grumpy copy editors" substitute "shiftless blacks" or "drunken Irishmen" or "flighty women." Or even "irresponsible reporters."

Among the things copy editors remove from copy is that sort of insensitive generalization. The Guild Reporter, supported by copy editors' dues, should give us the courtesy we give others.

MARILYN BAILEY
BILL SCHUSTER
BOB HARWI
Star-Tribune Unit
Twin Cities Guild

Editor's note: Letters like this don't make the 20-year copy-desk veteran who wrote the story any less grumpy, but he says he's glad to have confirmation of his suspicions.

Big Mama okay

New York—The Amalgamated Clothing & Textile Workers' Union has removed Big Mama hosiery from its J. P. Stevens product's boycott list.

Stevens has sold the trade mark to another company, a union representative explained.



Chicago Guild

Chicago honors Studs Terkel

Author Studs Terkel (right) receives service to journalism "Stick o' Type" award from Chicago Guild President Beverly Bennett at local's Page One dinner. At left is Gerald Minkinen, local's executive director. Bill Veeck, the baseball owner, received the local's community service award. The search committee that found the local's new executive director received the Guild service award. Members were Kathy Christensen, Les Hausner, Pat Moore and Jon Ziomek.

Most rubber cement clears benzene check

Washington—Most rubber cement and thinner apparently does not contain leukemia-causing benzene, a sampling indicates.

David H. Rhone, regional administrator of the Occupational Safety and Health Administration in Philadelphia, said that two of three brands TNG asked him about contain no benzene.

Benzene's role in leukemia resulted in an OSHA emergency temporary standard covering occupational exposure [GR, June 10].

Rhone responded to a query from Robert Dudnick, TNG's associate research and information director, on June 22.

Rhone said there was no benzene in Carter's Rubber Cement No. 848, Sanford's Rubber Cement No. 494, and Sanford's Thinner No. 90-T.

But LePage's Rubber Cement No. 4-C had 1.3 percent benzene. Rhone said LePage's planned to reduce the content to less than

one percent.

OSHA's temporary standard exempts operations in which exposure is from liquid mixtures containing less than one percent. Otherwise, the exposure limit is one part benzene per million parts of air.

Naphtha is used in some rubber cements. Rhone told Dudnick that its primary constituent is xylene, which is toxic by ingestion, inhalation or by skin absorption. The permissible exposure is 100 parts of xylene per million parts of air.

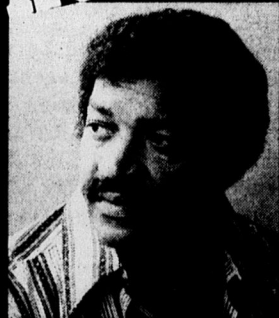
Catholic paper's top goes up \$32

Cleveland—A wage reopener covering the last two years of a three-year Cleveland Guild contract adds \$32.26 to the key top minimum at the Catholic Universe Bulletin.

The resulting top minimum for reporters, copyreaders, photographers and artists is \$273. The top for outside ad salespersons is \$224.15, up \$26.48, and for inside classified sales and telephone solicitors the top is \$164.26, up \$19.41.

Combined with the earlier raises, the total increases over the three years range from \$23.40 to \$51.12.

**Re-Elect
WARREN
HOWARD**



REGION 1
VICE PRESIDENT

**WARREN
HOWARD**



**Faye
McCRACKEN**

FOR REGION TWO
VICE PRESIDENT

"My only commitment
is to the membership"

FAYE McCRACKEN IS . . .

• a dedicated Guild member (for 18 yrs.), experienced in human rights, organizing, finance, negotiations and contract research.

Bay Area package hits \$88

(Continued from Page 1)

covered in Oakland)—Up \$68.19, to \$333.99, in increments of \$15.99, \$3.65, \$10.05, \$21.14, and \$17.36.

In San Francisco, the voluntary ad taker classification is eliminated and employees who had been so classified move into the telephone sales classification at the minimums next above their Jan. 1 salaries. In San Jose, inside classified employees are upgraded effective July 1, 1978, by payment of an additional \$14.75 over the general increase effective the same date.

Senior bookkeepers in San Jose, senior clerks and secretaries "A" in San Francisco — Up \$54.49, to \$325.47, in increments of \$16.30, \$3.73, \$10.24, \$6.52, and \$17.70.

Stenographer-clerks and advertising schedule desk clerks in San Jose—Up \$47.80, to \$285.53, in increments of \$14.30, \$3.27, \$8.99, \$5.72, and \$15.52.

Telephone operators, keypunch operators, stenographer-clerks in San Francisco, stenographer-clerks, library clerks and tele-

Correction

Dropped lines resulted in confusing the increases and new top minimums of inside classified ad sales and outside classified in the New York Guild's settlement at the New York Post [GR, June 24]. The correct figures are: Outside classified, up \$21.65, to \$420.25; inside classified, up \$15.50, to \$300.85.

phone operators in Oakland—Up \$44.03, to \$263.05, in increments of \$13.17, \$3.01, \$8.28, \$5.27, and \$14.30.

Copy clerks in San Jose—Up \$34.21, to \$204.39, in increments of \$10.24, \$2.34, \$6.43, \$4.09, and \$11.11. Copy persons in San Francisco and Oakland receive an increase of \$44.60 to gain parity with San Jose copy clerks.

A fifth week of vacation won in arbitration under terms of the old contracts remains, and the work requirements for various amounts of vacations are reduced.

The basic pension benefit in San Jose will be increased by 20 percent effective Jan. 1, 1977. Those who retired before then will get a 15 percent increase effective Jan. 1, 1977. The ceiling on the basic pension is increased \$100, to \$400 per month.

The same improvements apply in San Francisco and Oakland, except that the ceiling will be increased from \$300 per month to the extent new money remains from increased employer contributions.

At the Chronicle, Examiner and Printing Co., the union security language was improved to provide for a full Guild shop. It had been nine out of 10 with maintenance of membership.

San Jose employees who can't work because of normal childbirth where there is no other illness or disability will be entitled to regular pay to the extent of their accumulated sick leave up to a maximum of seven weeks, dovetailed with state disability in-

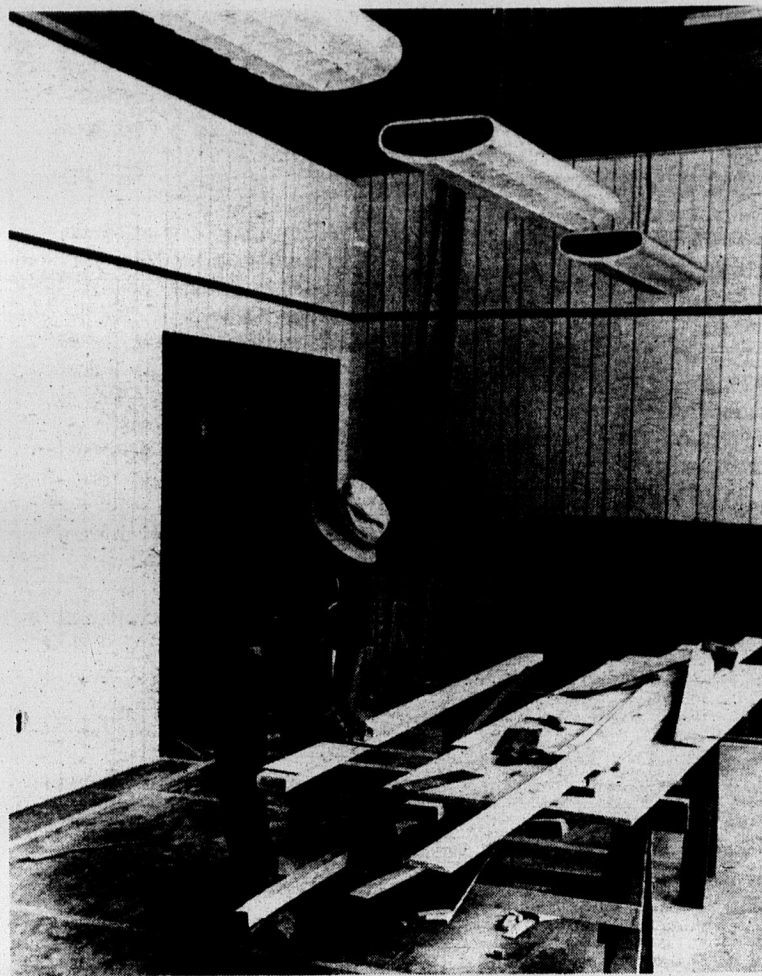
surance. The old maximum had been 10 days. In San Francisco and Oakland, such employees will receive their regular pay to the extent of accumulated sick leave or 15 days' pay, whichever's less, up from 10 days.

San Jose also won a requirement that the employer provide the Guild with results of monthly tests to determine if video display terminals are emitting harmful or potentially harmful radiation and to determine if they are improperly tuned or focused to a degree which would cause undue eye-strain or fatigue. Similar provisions already existed in SFONG's contracts.

Provisions are added in all three cities to inform reporters before their by-lined stories are changed substantially and to consult with them when corrections or retractions are contemplated.

Improvement also was made in the privilege area at the Oakland Tribune, protecting employees against disclosure of material, providing legal representation for such employees and protection of their pay and benefits if they are prosecuted.

The San Francisco and Oakland papers will continue to select employees below key classifications for editorial department training of up to 13 weeks—or more by agreement—with payment at the key minimum. In San Francisco, at least half of those employees in all jobs below the key (except classified telephone sales) who have a journalism degree will get 12 weeks of training.



Building unity in Providence

Providence Guild member William C. Parker, foreground, and co-worker put finishing touches on room in offices complex rented by Providence Guild and sublet to the other three newspaper unions in the city as well. Complex consists of two large, high-ceilinged rooms, with two balconies providing added space. One of the rooms is for union meetings. Guild, Printing & Graphic Communications (pressmen) Union and Graphic Arts (engravers) Union offices will be in the other, with the Typographical Union office on one of the balconies. There will be a lounge area for members to relax or hold small meetings on the other balcony. The offices, in a former watch factory, are across from the Providence Journal and Bulletin.

Workers tell Congress of need to reform labor law

(Continued from Page 1)

act a massively financed right-wing campaign against it, he said.

Meanwhile, the "very presence" before Congress of workers who are suffering physically and financially from the inadequacies of the present federal labor law is proving "an embarrassment" to the employer lawyers, business lobbyists and propagandists who are trying to scuttle the bill, according to the AFL-CIO News's congressional reporter, David L. Perlman.

The employer lobby, he noted, is trying to argue in the face of the workers' testimony that speeding up representation elections and strengthening remedies to unfair-labor practices would give unions too much power.

Among the worker witnesses:

George Coe, a Spencer, W.Va., auto mechanic, cited last year by his Ford dealer employer for "excellence" on the job, but fired not long afterward when he became a leader in an organizing effort. And blackballed by other employers in the area.

Angel Felix, who said he was sent as an undercover agent to report on union organizing activities among employees of a steel firm in Tampa, Fla. In addition to his salary he got \$12 for every report on union supporters he filed and he was promised that none would be fired until he was gone—to protect his identity.

Brian Mochrie, whose temporary layoff became permanent three years ago, from a printing and lithography firm in Amsterdam, N.Y., a week after employees there voted for representation by the Graphic Arts Union. The union still is without a contract.

Walter Cockrell, who told of being fired from a Montgomery

Ward appliance service center in Oklahoma City in 1974 after testifying at NLRB hearings on the company's efforts at keeping out the Electrical Workers (IUE); of an NLRB law judge calling him "the ablest technician" at the center; of it taking more than three years to get reinstated, and the company then trying to down-

grade him.

Pauline Frazier, a machine operator in a tool factory in Fort Worth, told of two other women on the bargaining committee seeking an initial contract there who, because they needed the money, accepted promotions to uncovered supervisory jobs. Then were fired. Meanwhile the NLRB

found the company guilty of refusal to bargain, but the company ignored board's order, she said.

All followed Labor Sec. Ray Marshall, leadoff witness in the House Committee's hearing, who said that the right to organize and bargain is "worth very little if it requires years of waiting and

thousands of dollars in legal fees before it can be enforced."

TNG President Charles A. Perlík's House labor committee testimony, scheduled for July 25, was cancelled when the House cut back its hearing schedule in favor of floor action on President Carter's energy bill before beginning a recess. A brief will be filed with the House labor subcommittee.

Meanwhile 20 percent of TNG's U.S. locals reported they had appointed leaders of local efforts to persuade members' representatives and senators of the need for the bill's enactment: Central California, Chicago, Detroit, Gary, Philadelphia, Pacific Northwest, New York, Great Falls, San Antonio, St. Louis, Washington-Baltimore, Los Angeles, Wire Service and Pittsburgh.

The executive boards of at least three locals passed resolutions supporting the reform bills: Detroit, San Diego and Washington-Baltimore.

In Pittsburgh, 40 members at the Post-Gazette signed petitions to area senators and representatives stating that as Guild members and as newsmen they are "familiar" with the problems of effective action under present labor law and its administration.

Peterson, in a mailing to locals, called upon all to act to support the bill. He called especially for assigning persons to "remind" and "prod" members to write their Congress members.

He enclosed material for use in the effort: fact sheets on the bill, a letter-writer's guide, a list of leaders and members of House and Senate committees dealing with it and an editorial supporting it in the New York Times.

Senate hearings on the measure are expected to open Sept. 20.

Here's summary of reform measure

Following are the main provisions of the labor-law reform bill (H.R. 8410 and S. 1883) backed by TNG and most other unions, as summarized by the AFL-CIO:

Representation elections

Election timetables would be set by law, based on the complexity of the case.

✓ A simple election petition by a majority of employees in a clearly appropriate bargaining unit would result in a vote within 15 to 21 days.

✓ More complicated cases involving questions of appropriate unit or voter eligibility would normally be held within 45 days.

✓ Elections presenting "exceptional novelty or complexity" could be delayed a maximum of 75 days.

✓ The NLRB would have to issue appropriate unit rules that could be applied to most elections without time-consuming hearings.

✓ Unions would be given an equal opportunity with an employer to reach all employees during a pre-election campaign. Now an employer can command captive audiences for his anti-union message.

✓ The NLRB would have to seek a court order immediately reinstating an employee fired for union activity during an organizing campaign or before a first contract is signed. Now the law only requires the NLRB to seek an injunction for specified unfair practices by a union.

NLRB procedures

✓ The five-member NLRB would be increased to seven members, allowing creation of more three-member panels to speed decisions

of unfair practices—it now takes more than a year, on average.

✓ The NLRB would be authorized to adopt procedures for more routine cases under which two members of a three-member panel could affirm the findings of an administrative law judge with going through the full decision-rendering process, a procedure used by federal courts of appeal.

✓ The NLRB would be able to have its orders made final if neither party seeks a court of appeal review within 30 days, similar to Federal Trade Commission procedures.

Effective remedies

✓ An employer found by the NLRB to willfully continue to coerce employees or discriminate against union supporters would be barred from obtaining federal contracts for three years, as is the case under several other federal laws. There would be "national interest" and "sole source" exceptions.

✓ An employee fired for union activity during an organizing campaign or before an initial contract is obtained would get double back-pay when ordered by the NLRB to be rehired. Other earnings in the interim would no longer be deducted.

✓ When it finds an employer guilty of bad-faith bargaining for an initial contract, the NLRB would be empowered to order workers paid for the period of bad-faith bargaining an amount equal to the percentage increase in wages and benefits in the average major contract settlement made during the quarter-year in which the delay began. Determination would be from regularly published Bureau of Labor Statistics data.

Convention ok's \$1.7 million fiscal year budget

Honolulu — A General Fund budget for the current fiscal year totalling \$1,737,815 was adopted by TNG's 44th Annual Convention here.

The budget, which includes \$40,000 for salary and expenses for TNG's temporary legislative representative, is up 8.6 percent from expenditures in the fiscal year ended March 31.

In adopting the report of its Finance Committee, chaired by Richard Gibbons of Victoria, the convention also estimated income for the present year at \$1,695,905, up 7.1 percent from last year's actual income to the General Fund and \$41,910 less than the budget. The amount of the shortfall would be reduced, however, if the legislative representative position doesn't last the full year. The International Executive Board in creating the position in

April directed that it last only until the fate of U.S. federal labor-law reform legislation "finally is determined."

The Finance Report was adopted after the convention, in a 272-to-107 roll-call vote during consideration of its Organizing Report, rejected a move to abolish the temporary legislative position [GR, July 15]. An IEB recommendation that the position be financed from TNG's Special Organizing Fund was defeated in the Organizing Committee.

Noting that last year's income exceeded the estimate by \$11,000 and that per capita and dues-paying membership rose toward the end of the fiscal year, the convention based its income estimate for this year on an average of 30,000 capitas and 250 agency fees per month.

Pointing to last year's General

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Fund deficit of \$17,148, the smallest in the past ten years, and a total of \$444,503 owed to the Defense Fund by the General Fund as of March 31, the convention also established a long-range formula for reducing that "paper debt."

Under an action of the 1975 Convention, any time Defense Fund assets exceed two million dollars, the excess goes toward paying off Defense Fund loans to the Los Angeles Guild during the Herald-Examiner strike that totalled \$345,580. Under that formula \$168,000 of the local's debt was written off last year.

After the rest is paid, the convention said, Defense Fund assets exceeding two million dollars will be used to reduce the General Fund's debt to the Defense Fund.

The convention also directed the writing off of \$1,804 in servicing costs and \$4,000 in Defense Fund loans to the former North Jersey Guild, both assumed by the New York Guild when the two merged.

And, following past years' practice, the convention also voted to extend the upper range of the Minimum Dues Schedule to a new top of \$32.50 a month for members earning \$645 or more a week, effective Oct. 1, 1978.

A resolution calling for coffee to be supplied for morning ses-

sions of the convention was defeated in the Finance Committee.

Following is the 1977-78 budget adopted by the convention:

	Budget 1977-78
Per-capita taxes	
AFL-CIO	\$ 42,120
IUD	12,480
CLC	8,400
IFJ	12,500
Total	\$ 75,500
Field operations	
Director	
Salary	\$ 37,670
Expenses	7,200
Organizing & servicing	
IR salaries	\$ 307,090
IR expenses	117,500
Organizing-servicing	
subsidies	16,700
Secretary-stenos (1/6)	7,010
Misc. organizing & servicing	20,800
Collective Bargaining	
Salaries	
Exec. Sec'y Contracts	
Committee	\$ 30,065
Pension consultant	9,000
Secretary-stenos (1/6)	7,010
R & I Associate	22,500
Coll. Barg. & Research	
Ass't	20,760
Human Rights	
Co-ordinator	29,335
Expenses—personnel	5,250
Total	\$ 637,890
Administrative operations	
Director	
Salary	\$ 37,670
Expenses	1,100
Research & Information	
Salaries	
Director	\$ 29,095
Associate Director (1/2)	12,395
Secretary-stenos (1/6)	7,010
Expenses	
Personnel	1,500
Books & periodicals	
Legal & coll. barg.	1,490
Subscriptions	2,000
Other printed material	1,000
Publications & literature	
Constitution	7,000
Organizing & other	
lit.	2,750
Institutes & seminars	4,200
Miscellaneous	200
Guild Reporter	
Salaries	
Editor	\$ 30,420
Associate Editor (1/2)	12,395
Clerical (1/2)	19,390
Expenses	
Personnel	1,500
Printing	59,500
Postage	21,500
Addressing	13,000
Pix & special material	3,200
Miscellaneous	100
Total	\$ 268,415
Office management	
Salaries	
Office manager	\$ 21,640
Secretary-stenos (1/2)	21,040
Bookkeeping	29,370
General clerical (1/2)	30,795
Expenses	
Rent & maintenance	43,500
Stationery & supplies	24,000
Equipment & machinery	5,000
Telephone & telegraph	24,000
Repairs & improvements	1,200
Postage	12,000
Auditing	4,900
Insurance & bonding	6,000
Employee pension	40,960
Employee health & welfare	46,000
Directly billed transportation	68,500
Data processing	13,000
Miscellaneous	5,500
Total	\$ 397,405
Executives	
Officers' salaries	\$ 74,555
Officers' expenses	19,750
Total	\$ 94,305
Other expenses	
Legal fees	\$ 22,000
Payroll & personal property taxes	40,300
Contributions & tickets	13,750
Delegates & committees	10,000
IEB meetings	32,000
Severance pay provisions	32,000
Convention reserve	60,000
Broun Award	1,000
Broun Award expenses	1,750
Guild Service Award	1,500
AFL-CIO-IUD conventions	4,000
IFJ meetings	5,000
CLC convention	—
Irving Leichter Fund	1,000
Legislative representative	
Salary	25,390
Expenses	14,610
Total	\$ 264,300
Summary	
Per-capita taxes	\$ 75,500
Field operations	637,890
Administrative operations	268,415
Office management	397,405
Executives	94,305
Other expenses	224,300
Grand total	\$1,737,815

TNG study approved of criminal code bill

Honolulu—The Guild's leadership should figure out by fall how best to get rid of objectionable features of the latest proposed U.S. criminal code revision bill.

This was the task voted by TNG's 44th Annual Convention here in discussion of S. 1437, the successor to S. 1, a U.S. Senate measure of considerable controversy in past Congresses.

Acting on a report of its Political Action Committee, chaired by Floyd Tucker of San Francisco-Oakland, the convention said the International Executive Board, "on the basis of a study by Guild counsel and staff," should determine no later than its fall meeting "how best to exert the Guild's influence toward eliminating" the objectionable aspects or defeating the bill entirely.

S. 1437, by Sens. Edward M. Kennedy (D-Mass.) and John McClellan (D-Ark.), has been stripped of some of S. 1's "ugliest features," including an official secrets act and infringements on demonstrations and speeches, the convention said.

But it still has many provisions "dangerous to trade unions, the press and civil liberties generally," the convention added.

The bill attempts to codify scattered U.S. criminal law. It is before the Senate Judiciary Committee. A Senate subcommittee liberalized some aspects which affect the press.

In other political action business, the convention passed a recommendation that U.S. locals and district councils "make every effort" to fulfill TNG's 1977 COPE quota of \$6,005.

COPE is the AFL-CIO's Committee on Political Education.

Rose Mary Mecham of New York opposed the recommendation, saying that "so long as the unions of this country, the United States, and the Guild stay tied to the passive political action policies of the AFL-CIO and, in fact, to the two-party system, the out-

look, in my opinion, for any real change is a dead end."

She said raising money through COPE "for our so-called friends, many of whom — Democrats as well as Republicans—are also the friends of our enemies" is fruitless.

Elinor Redner of San Francisco-Oakland defended the recommendation.

She said that federal law forbids unions to contribute directly to campaigns, but corporations "buy, at great cost to them and great cost to us, representatives." COPE helps right the balance, she said, by collecting voluntary contributions from union members, making their collective impact much greater than individual small contributions would be.

The convention also recommended that:

✓ All locals appoint political action chairpersons and committees.

✓ Canadian locals consider contributing to provincial political education committees.

Wage floor, U.S. health insurance, consumer agency get TNG backing

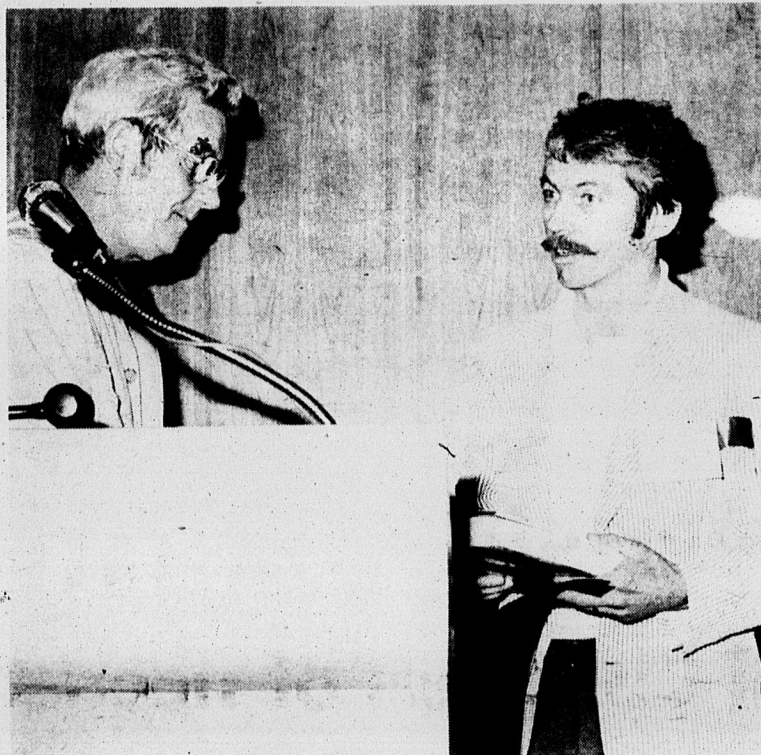
Honolulu — Legislation to increase the U.S. minimum wage, create a national health insurance program and start a federal consumer advocate agency won support from TNG's 44th Annual Convention here.

In supporting minimum wage legislation, the convention noted that 10 million workers earn less than "the bare minimum needed to rise above the government's official poverty line."

After the convention ended, House Democrats and the White House agreed on a compromise bill that would raise the minimum to \$2.65 an hour and index it in two steps at 53 percent of the average manufacturing wage.

That bill was reported out of the House Education & Labor Committee on a 29-7 vote and awaits floor action. The House is in recess for a month.

Speaking of national health insurance, the convention said that "the nation's bill-payers—and the millions too poor to afford any bills at all—are tired of waiting. The Congress must enact it."



Well done, editor!

Emmett Murray, right, editor of the Pacific Northwest Guild PNNG Bulletin that won one of the first annual David S. Schick Memorial Awards for local publications, accepts citation for local and book for himself from TNG President Charles A. Perlik, Jr., during Honolulu Convention. Michael J. Otten accepted the award for the Central California Guild's Guild Journal and its editor, Iris Yang; Jim Willis for the Memphis Guild Memphis Guildsman and its editor, Leon Mundy, and Eugene B. Jones, TNG vice president and Philadelphia Guild president, for the strike editions of the local's Guild News, given a special citation.

The measure is the Kennedy-Corman Health Security Act, introduced by Sen. Edward M. Kennedy (D-Mass.) and Rep. James C. Corman (D-Calif.).

Noting that business has a powerful governmental advocate in the Commerce Dept. and 200 million consumers have none, the convention urged Congressional adoption of a bill to create a consumer protection agency.

The agency would defend consumer interests before other federal agencies, plead for those interests in federal courts, and collect, analyze and forward to proper agencies complaints from consumers.

Its budget—15 million dollars a year—would be 1/200th of the Commerce Dept.'s, the convention said.

The convention's Resolutions Committee, chaired by Willard Hatch of Detroit, rejected a resolution from the Pacific Northwest Guild calling for election of the AFL-CIO president by direct vote of members of affiliated unions.

Delegates at the federation's biennial conventions elect AFL-CIO officers.

The committee said the resolution tends to be "libelous, inaccurate and [interferes] with the internal operations of another organization."

Ottawa and Los Angeles granted loans from IEB

Honolulu — TNG's International Executive Board authorized loans to the Ottawa Guild of up to \$30,000 and to the Los Angeles Guild of up to \$10,000 during its pre-convention meeting here June 23.

The Ottawa Guild requested the loan to help meet legal and other costs incurred in seeking an end to the lockout at the Ottawa Journal that began Oct. 25.

The Los Angeles Guild requested the loan to help it meet legal fees involved in resolution of the dispute with the Los Angeles Herald-Examiner over alter-

nate benefits due Guild members who struck the paper Dec. 15, 1967. The loan is to be repaid as soon as the alternate-benefits settlement, now in progress, is finalized.

Both loans are from TNG's Defense Fund.

The board also authorized a \$50 contribution to a coalition of labor, consumer and other groups working for passage of legislation to establish a federal consumer advocate agency, \$50 to the Southern Christian Leadership Conference and \$125 to the National Urban League.

New Republic quits

Washington—The Washington-Baltimore Guild July 27 was decertified as collective bargaining agent for advertising, business, circulation, editorial and miscellaneous employees of the New Republic magazine. The loss came on an 8-8 tie in a National Labor Relations Board election.

Delegates hit improper free-lance use

Honolulu — Using free-lance writers and stringers improperly and illegally takes work away from Guild bargaining units and should be halted, TNG's Convention here declared.

It called on locals to start "a vigorous campaign to halt the erosion of jurisdiction through improper use of free-lancers or casuals."

Nearly everywhere it has contracts, the convention said, the Guild "is meeting increased use of freelance or casual correspondents, photographers, writers and other outside workers."

Not only does this erode jurisdiction, it reduces the opportunities for the hiring of additional Guild-covered employees, the convention said.

The convention's resolution said that Guild units should set as a top collective bargaining priority strong language to protect jurisdiction from this threat.

In other collective bargaining action, the convention adopted more than 30 amendments to TNG's Collective Bargaining Program and Convention Recommendations on Collective Bargaining.

Most of them are the product of the TNG-Typographical Un-

Wage goal raised to \$700

Honolulu—TNG's wage goal was advanced to \$700 a week at the top in key classifications by the Guild's 44th Annual Convention here.

That's an increase of \$50 a week.

The Convention, in adopting the report of its Collective Bargaining Committee, also advanced the key starting minimum goal \$34, to \$467 a week.

This is two-thirds of the key top minimum goal.

For all other classifications, the Convention raised the top minimum goal \$25, to \$350.

TNG's wage goal is based on a formula utilizing cost-of-living and productivity increases.

ion Unity Task Force's "merging and dovetailing" of the two organizations' collective bargaining aims during the previous year.

Among the changes was an addition to the Program to provide that employees required to work on their days off get no less than double time in addition to regular pay.

Another added to the Program a requirement that locals advance contract proposals to guarantee employees a share in the benefits of savings resulting from automation.

The struck work section of the Program was amended to provide that "no employee shall be re-

quired to cross the picket line of another union to reach his or her place of work or any place he or she is assigned to go, nor shall he or she be required to handle struck work or work destined for struck shops."

The Recommendations and Program both were rewritten to provide that, when feasible, con-

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tracts expire on the same day as those of other plant unions, and to provide that proposals for contracts be limited to a year except when a longer period is required to assure common expiration dates with the other unions.

The Recommendations and Program also were amended to provide that in initial contracts there be complete retroactivity to

not later than when the Guild was certified as the bargaining agent.

On grievances and arbitrations, the Recommendations were amended to provide that the employer pay for all costs of processing grievances, including costs of arbitration, and for a schedule of penalties to be paid the Guild if the employer is found guilty by an arbitrator of a contract violation.

The convention, acting on a report of its Collective Bargaining Committee, chaired by George McCormick of Twin Cities, also took these actions:

✓ Encouraged locals to co-ordinate their bargaining or, "better still," seek joint bargaining with other plant unions.

✓ Directed locals to furnish TNG with up-to-date copies of all health and welfare plans, pension plans and similar contract benefits. U.S. locals were directed to furnish copies of all documents obtained under requirements of the Employees' Retirement Income Security Act (ERISA).

✓ Recommended that locals take advantage of participation in TNG's International Pension Plan.

✓ Directed that the International Executive Board "undertake a careful examination" of the Program "with a view to streamlining the mandatory proposals" and clarifying the Recommendations and report to the 1978 Detroit Convention.



Eschew brew!

Convention Delegate Jose Stell of San Jose is high on boycotts, not beer. The labor movement has mounted a national boycott of Coors because of union-busting at its Golden, Colo., brewery. (In private life, Stell touches naught but San Miguel and Anchor Steam Beer.)

TNG renews support of Stevens boycott

Honolulu—Reinforcing an earlier action of TNG's International Executive Board, the Guild's 44th Convention here "wholeheartedly" endorsed labor's boycott of the J. P. Stevens Co.

The convention called on TNG and Guild locals "to make extraordinary efforts to bring the boycott message to both their members and the general public."

The convention acted after

viewing a 22-minute film on the struggle of Stevens workers to organize and bargain with the giant company.

Several actions were recommended to locals, including a long list previously recommended by the IEB [GR, May 13].

Stevens, the second-largest U.S. textile firm, has a long history of illegal attempts to deny its workers the right to organize, the convention said.

In the course of its 13-year campaign "Stevens has violated so many laws that it has been termed the nation's No. 1 corporate strikebreaker," the convention resolution said.

The boycott was called by the Amalgamated Clothing & Textile Workers and is being supported by the entire labor movement.

The convention called on TNG and U.S. locals to, among other things:

Enclose boycott cards in all correspondence, distribute to members and spouses TNG's own boycott letter, assist ACTW locals, establish boycott committees, and mark mail with a boycott message.

The convention also called on locals to show the film, "Testimony: Justice vs. J. P. Stevens," at membership meetings. It is produced by the Citizens Committee for Justice for J. P. Stevens Workers.

Also adopted was a recommendation, moved by Jerry Huntley of the Toronto Guild's Brantford Unit, that all labor organizations in export markets served by Stevens or subsidiaries and related firms be invited to join the boycott.

An amendment by Rose Mary Meham of New York urging that the AFL-CIO organize bus tours of Stevens plants in the South, culminating in a demonstration at the U.S. Capitol, was turned down, basically on grounds that if the ACTW wants that done it will ask for it.



23 years of Guild debate

Lenore Hayes records debate at her 23rd Guild convention during 1977 session in Honolulu. She's been the convention stenotypist since the 1955 Albany Convention and has recorded discussion of the biggest (and smallest) issues facing the union ever since. Behind her is TNG President Charles A. Perlik, Jr., at the head table.

Sanction source protection, Hill asked

Honolulu — Congress has the chance—and ought to grab it—to give legislative sanction to newsmen's right to protect sources and information if called before grand juries, TNG's convention here declared.

The convention adopted a resolution supporting three bills that would do that.

They are H.R. 3736, by Rep. John Conyers (D-Mich.), H.R. 94, by Rep. Joshua Eilberg (D-Pa.), and S. 1449, by Sen. James Abourezk (D-S.D.).

"While these bills are directed at reforming grand-jury abuses generally, and do not single out newsmen for special consideration, they would materially strengthen the position of news-

persons resisting grand jury subpoenas and reduce the likelihood of their going to jail," the resolution said.

Later, in Chicago, the American Bar Assn.'s House of Delegates also recommended wide-ranging changes in the grand jury system. U.S. Atty. Gen. Griffin B. Bell opposed the House of Delegate's action.

Monopolistic trends grow; inquiry asked

Honolulu — Six of 10 U.S. newspapers are chain-owned, twice the number 17 years ago, and the threat must be explored and perhaps stemmed, TNG's 44th Annual Convention declared.

At the same time that chains are grabbing independent papers and bigger chains are swallowing smaller ones, "the trend toward monopoly on the local level continues unabated," with 97.5 percent of 1,500 U.S. cities with daily papers having no newspaper competition, the convention said.

The convention voted to support a bill by Rep. Morris Udall (D-Ariz.) that includes newspapers among major U.S. industries that would be studied by a proposed competition review commission.

"A similar situation prevails in Canada" and "similar activity is required" there, the convention also said.

1981 Convention set for Montreal

Honolulu—TNG's 1981 Convention will be held in Montreal, delegates to the 44th Convention here decided. Selection of Montreal was by acclamation.

Health-safety panels urged

Honolulu — Locals should establish health and safety committees and help TNG produce a study of vision and other possible hazards involved in working with video display terminals and cathode ray tubes, TNG's Honolulu Convention said.

"Confusion and controversy confront TNG on the effects of radiation, microwave emissions and eye problems related to CRT and VDT use," the convention declared.

"No adequate body of knowledge on CRT-VDT safety hazards exists in the Western Hemisphere," the convention pointed out in adopting the report of its Research & Information Commit-

tee, chaired by Floyd Tucker of San Francisco-Oakland.

"Therefore, TNG has taken on the task of pioneering studies to determine the effects and defects of the new technology on its members," the report continued.

It warned, however, that "ran-

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dom and unco-ordinated local studies in the interim are likely to be inconclusive at best; at worst, they can compromise TNG's more comprehensive study."

At the same time, it pointed out, TNG needs local co-operation for its study.

The convention called upon locals to inform TNG as far in advance as possible of the pending introduction (or extension) of VDTs and CRTs in their jurisdictions.

For their own information and for TNG's, locals also should survey their jurisdictions to determine the number and distribution of the devices and employees' reactions to them. TNG will distribute questionnaires on the subjects, it noted.

If radiation tests already have been conducted in their jurisdictions, locals should send copies

Regular eye tests 'mandatory'

Honolulu—Locals are required to seek employer-paid, periodic ophthalmological examinations for each employee using video display terminals or cathode ray tubes under one of the amendments to TNG's Collective Bargaining Program enacted by the Honolulu Convention.

They are also to press for the exams before any employee begins to use VDTs or CRTs, seek provisions that the methodology and results of the tests be furnished to them and seek "adequate work breaks or other work hours limitations" for employees who engage in "prolonged or extensive" use of the devices.

of the measurements, results and methodology to TNG for evaluation, the convention added.

The convention also called upon TNG, "with all possible speed," to continue to pursue vigorously studies of VDT/CRT health and safety effects.

In other R&I business, the convention recommended that locals with official publications enter them in TNG's Schick Memorial Awards competition, and that TNG prepare a new members' publication emphasizing concerns of non-editorial employees.



UBJ SECRETARY PHILLIP MTIMKULU ADDRESSES TNG

Two in S.F. get support in libel case

Honolulu—Two San Francisco reporters whom Hearst's Examiner has denied independent counsel in a libel action were supported by TNG's Convention.

Raul Ramirez and Lowell Bergman were named as individual defendants in a libel action filed against them and the Examiner, which printed stories they prepared [GR, June 10].

"Executives of the Examiner have harassed other news people for their support of the Ramirez-Bergman defense. The convention condemns this and any other management interference with the consciences of news employees," a convention resolution said.

The Ramirez-Bergman Defense Committee is at 13 Columbus Ave., San Francisco 94111. The convention urged locals to distribute to their members information on the situation available from the defense committee.

Binks heads conference

Honolulu—Porter Binks of Chattanooga was elected chairperson and Louis M. Calvert of San Jose secretary of the Guild's Conference of District Councils, a body which meets annually at the convention.

The conference also adopted a set of by-laws.



JOE THLOLOE

Buffalo friend is recalled

Honolulu—Saying that the Guild owes him "a special debt of gratitude," TNG's 44th Annual Convention here stood in a moment of silence for the late Joseph P. Molony of the United Steelworkers of America.

The convention's resolution noted that it was through Molony's efforts that the Buffalo Guild won its first contracts at the Evening News and the Courier-Express.

Molony, a Steelworkers international vice president who retired in 1973, died on April 7.

S. African black journalist tells of tough fight against racism

Honolulu—South African black journalists formed their own union because they were "totally rejected" by their white counterparts, TNG's 44th annual convention here was told.

Phillip Mtimkulu, national secretary of the Union of Black Journalists (UBJ), said his 150-member organization isn't likely to be interested in proposals that it join with the white South African Society of Journalists — at least not soon.

Mtimkulu was a special guest of TNG at the convention. He barely got here because South Africa's apartheid regime gave him a passport only at the last minute.

"While I am privileged to stand before you," he said, "my president [Joe Thloloe] is in jail, having been detained without trial for the past four months."

UBJ's national organizer, assistant secretary-treasurer and another senior member also are facing trial for publishing an "undesirable" paper — the union's Bulletin, Mtimkulu said.

The union is prohibited from

publishing anything under its own name, he added.

The convention adopted a special resolution on its opening day protesting the "systematic harassment" of the UBJ and calling for the release of Thloloe, who was to go on trial on the convention's second day.

"We in The Newspaper Guild stand by our brothers and sisters in South Africa at this critical moment and salute both their bravery and their determination to carry on as journalists and trade unionists," the resolution said.

Mtimkulu recalled past TNG support for UBJ, including the presence at a conference in Lesotho of Robert A. Steinke, executive secretary of the St. Louis Guild.

After Mtimkulu finished, Steinke delivered an impromptu and impassioned description of the conditions he saw while in South Africa, including a trip into the South West Township ("Soweto"), where a million blacks live in servitude and poverty.

Steinke and others from the

International Federation of Journalists, which co-sponsored the Lesotho conference, visited the minister of justice, police and prisons on behalf of jailed black journalists.

Many subsequently were released, but some have been re-arrested, Mtimkulu said.

"White journalists took the first steps which were to lead to the jettisoning of their black 'colleagues' in the early Sixties," Mtimkulu said.

The SASJ closed its ranks to blacks so it could "enjoy the benefits of government-recognized trade union status," he said.

Then some "conscience-stricken" white journalists "decided to create a 'home' for us," but this amounted to tokenism, Mtimkulu said.

So UBJ was formed to lay to rest "the white belief that blacks were incapable of succeeding without white leadership and assistance."

"This, at least, has already been achieved," he said.

Earlier this year, the SASJ voted to change its name slightly and let blacks in, thus losing government-registration status.

But Mtimkulu said UBJ rejected the overture.

He said it was a ploy to gain international attention. When SASJ found that government registration did it no good in compelling publishers to pay salary increases, it decided to forego the doubtful benefits of registration and seek approval abroad instead.

Historically speaking, Mtimkulu said, "whites as a whole have succeeded only in proliferating racism. It is now the task and sacred duty of blacks, standing together in the unity of their common oppression, to achieve the opposite."

The New York Guild contributed \$500 to the IFJ to aid the UBJ. The Denver and Pacific Northwest Guilds each contributed \$50 and the Gary Guild \$25 directly to UBJ.

Canadian Fol group gets TNG as member

Honolulu—Acting on a proposal by the Guild's Canadian Policy Conference, the International Executive Board July 1 voted to affiliate TNG with Access, a group seeking freedom of information legislation in Canada.

The policy conference's resolution, passed on June 26, noted that Canadians have no legal right to government information even though such access "is a prerequisite to the exercise of other fundamental rights and freedoms."

In other business, the Canadian Policy Conference:

✓ Endorsed the stand of Ed Ziemba, a New Democratic Party member of the Ontario Legislature, who has refused to disclose sources of information which led to an inquiry into health care costs. He was jailed for his refusal.

✓ Urged TNG President Charles A. Perlik, Jr., to take into account the "long history" of council bargaining in Canada when making appointments to the committee which will blueprint TNG's merger proposals to the International Typographical

Union. (Later, Perlik appointed Canadian Director William McLeman as a member.)

✓ Endorsed the recommendation of the Vancouver-New Westminster Guild that "we immediately implement" the position of Western Canada organizing and servicing representative. No other action, however, was taken on this proposal by either the convention or the IEB.

✓ Elected John Lowe of Toronto conference chairperson, Bridget Petersen of Victoria vice chairperson, and Carolyn James of Canadian Wire Service secretary.

TNG to join Amnesty in bid to free 100-plus journalists

Honolulu — More than 100 journalists are in prison around the world and TNG will join Amnesty International to help them, the Guild's Convention here decided.

Calling full TNG participation in AI's program "an elementary obligation," the convention au-

thorized TNG to join AI "in every way feasible."

This would include intervention in cases of extreme urgency, supporting AI's petition to the United Nations asking compliance with the body's human rights declaration, and asking all governments to free jailed reporters.

Locals human rights key, convention says

Honolulu—Without a "dramatic increase" in local participation, TNG's entire human rights program could become "hardly more than rhetoric," the Guild's Convention here declared.

"The major responsibility for correcting abuses in this area rests in the hands of Guild locals," the convention added. "Lack of participation by some locals has hampered seriously these efforts."

Adopting the report of its Human Rights Committee, chaired by Donald Barker of New York, the convention said that TNG's human rights co-ordinator had performed vigorously and effectively, but must get more support and compliance by every local in carrying out convention mandates.

The convention renewed its call that locals obtain and forward to TNG complete payroll information by age, race, sex and date of hire of employees they represent. The same information was asked from TNG and locals with respect to their staffs.

Locals also were told to supply the human rights co-ordinator with annual reports on the representation of women and minori-

Warrior

Ruth Givan, 80-plus, brought the Guild to the inside classified department of the Seattle Post-Intelligencer more than 40 years ago and got fired for her trouble. She was ordered reinstated with a year's back pay and remained in the Guild even when her position was exempted. Givan, a guest at the Honolulu Convention, was given a standing ovation.



ties on their executive boards and representative assemblies. This also applies to the International Executive Board.

The convention adopted a recommendation providing that TNG and locals, where legal, continue to intensify their af-

firmative action practices in filling future staff positions with women and minorities.

Participation of women and minorities in Guild activities and leadership again was called for by the convention.

Delegates also approved a rec-

ommendation that TNG continue its human rights seminars and urged district councils and Canadian regions to schedule them.

Locals were urged to support the Campaign to End Discrimination Against Pregnant Workers, the coalition backing U.S. legislation that would require employers to give women absent from work because of pregnancy the same benefits granted employees unable to work because of other disabilities.

Separately, the convention adopted a resolution backing such legislation.

The issue arose when the U.S. Supreme Court ruled that exclusion of pregnancy benefits from disability plans doesn't constitute sex discrimination.

Increased collective bargaining efforts to gain paid leave for pregnancy-related disabilities also was approved when the convention acted on the report of its Collective Bargaining Committee.

Other human rights recommendations included:

✓ Locals shall explore creation of Guild-management intervention programs for employees with alcohol, drug, mental or

emotional problems that interfere with their work.

✓ Locals shall strive to eliminate disparities in pension benefits between men and women.

Additionally, the convention's collective bargaining report reaffirmed the Guild's policy that locals must return to the table to eliminate discriminatory language from proposed contract settlements—or sue the employer if it won't agree to the elimination.

Finally, the Collective Bargaining Program was amended to add family relationship and sexual or affectional preference to bases for which discrimination should be forbidden in contracts.

23.7% women, one calculates

Honolulu—Nearly 24 percent of the 198 delegates and 6 alternates at TNG's 1977 Convention here were women, according to one of them.

Anne M. Carey of Toronto announced to the convention that according to her calculation from Credentials Committee reports 23.7 percent were women.

Strike benefits amendment brings debate on floor

Honolulu—A recommendation for an amendment to TNG's Constitution that the International Executive Board and its Constitution Committee categorized as a "housekeeping" item provoked one of the more spirited debates of TNG's 44th Annual Convention here before being approved.

The amendment was advanced to correct "the absence of any specific constitutional language" authorizing the IEB to terminate benefits to strikers, the convention's Constitution Committee and the IEB both said. The authority was "understood" heretofore, the convention committee's report said.

Supporters of a minority report from the committee—ultimately defeated on a voice vote—sought to restrict the IEB's authority to denying benefits at a strike or lockout's outset and to terminating them "only at the request of the local or by direction of a convention."

They said they could foresee the possibility of strikers being without benefits for a long period of time while waiting for the next convention to be held to hear their appeal from a benefits cutoff. Minority-report backers said they realized such instances would be rare.

Supporters of the majority report said the minority posed a

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false problem when examined against the IEB's record in the area.

Other action taken by the convention in adopting the report of its Constitution Committee, chaired by Anna Padia of Pacific Northwest, included constitutional amendments to:

✓ Clear up confusing language on the authority to establish rates of strike and lock-out benefits.

✓ Correct what the convention called ambiguous, inconsistent and confusing language dealing with penalties for members tried and convicted of constitutional violations and with the rights and privileges of suspended and expelled members during appeals.

✓ Reduce from 75 to 40 miles the distance separating units of large locals which otherwise meet the criteria for holding at least two, rather than at least four, membership meetings a year. Such locals must have at least 3,500 members and both executive committees and representative assemblies and their members must vote to reduce the number of meetings.

✓ Make it clear that members

transferring from one local to another need not pay initiation or reinstatement fees more than once.

✓ Redistrict Regions 1 and 5 to reflect the merger of the North Jersey Guild into the New York Guild and the tradition that Region 5 has been coextensive the jurisdiction of New York. At the same time, the governmental entities comprising Regions 1 through 5 were relisted in alphabetical order.

✓ Ensure that disciplinary charges "are not left in limbo"

by a local trial board's inaction. To do so a provision was added to automatically dismiss charges on which there has been no trial board decision within six months after filing, 12 months in the case of a wire service local.

The constitution report also rejected a proposal that would have left it to a local's discretion whether to require initiation fees.

It also rejected a move to mandate constitutionally that the Guild Reporter once a year publish the complete text of the constitution.

Times's 'support of justice' questioned at its TV station

Honolulu—An open letter to the president of the New York Times Co. telling him to get off the dime in bargaining with the Memphis Guild at a television station was passed unanimously by TNG's 1977 Convention.

The letter was moved as a special resolution by Harry Fisdell, executive vice president of the New York Guild.

It calls on Arthur O. Sulzberger, Jr., the Times Co. president, to come to agreement with the Memphis Guild on an initial contract at the Times's WREG-TV.

WREG-TV Guild members

are working without a contract 20 months after they chose the Memphis local as their bargaining agent, the resolution noted.

A projectionist with a family makes only \$120 a week, an announcer with 20 years at the station \$185, a certified meteorologist \$9,100 a year, a reporter \$9,360 a year, and a photographer \$9,620 a year, it added.

The New York Times has a long history of defending unpopular groups and causes, but the WREG-TV situation "gives us cause to wonder" if it is wavering in its "support of justice," the convention said.

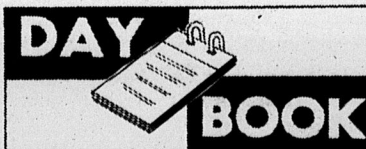
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International Election & Referendum Committee, voter eligibility and election rules meeting, Aug. 30, TNG headquarters, Washington.

TNG elections, six-day voting period, Sept. 15-20.

International Election & Referendum Committee, tabulation and certification of election results, Oct. 7, TNG headquarters, Washington.

International Executive Board, fall meeting, Oct. 17-20, TNG headquarters, Washington.

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.

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

The Guild Reporter

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