

NLRB, again: Bargain only 'code' penalties

2nd-job bans held proper by majority

Pottstown, Pa. — The Pottstown Mercury must rescind most of its "office rules" and the penalty portions of its "ethics code" and bargain with the Philadelphia Guild on them, but the paper doesn't have to bargain on the provisions of the code itself, a three-member panel of the National Labor Relations Board has ruled in a split decision.

The ethics-code portion of the decision is similar to one handed down in April, 1976, on an ethics code at the Madison Capital Times. (No office rules were involved in Madison.)

But, by linking part of one of the Pottstown office rules to the ethics code and exempting it from the order covering the rest of the rules, the board majority appeared to be saying that a publisher need not bargain about restricting some kinds of outside activities, particularly "secondary employment."

The majority said restrictions on outside employment were not addressed in the Madison case except to point out that the publisher there "agreed it was obligated to bargain" about them. The Pottstown publisher didn't, the majority said.

The majority decision was by board members John A. Penello and Peter D. Walther, a former attorney for the Philadelphia Bulletin who is planning to leave the NLRB. Board Chairman John H. Fanning dissented, as he did in the Madison case.

Fanning said that the code and the penalties could not be severed, the same position he took in the Capital Times case.

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August 26, 1977

ITU's own merger panel approved



AN EXUBERANT RESPONSE TO ITU CONVENTION DELEGATES' GREETING
TNG President Charles A. Perlik, Jr., waves response upon introduction by ITU President A. Sandy Bevis

No shortcuts, convention is cautioned

Cincinnati—Hearing ITU President A. Sandy Bevis and TNG President Charles A. Perlik, Jr., both express confidence that the two unions are beginning the final steps in their move toward merger, the International Typographical Union's 119th Convention on Aug. 25 authorized Bevis to appoint a counterpart to TNG's new merger-negotiation committee.

In his opening remarks to the convention, Bevis noted "concern . . . over the seemingly endless discussions" of recent years and said he foresees "concrete terms for merger . . . in the actual negotiation process within the next few months" with approval of an ITU merger negotiation committee, as he recommended.

In his address on Aug. 24, Perlik said he shares the impatience of some over the "deliberate pace" of steps toward merger to date but cautioned against looking for shortcuts now.

"If we could have it that way, we'd be merged tomorrow," he said. "But it doesn't appear to be any more possible to shorten the gestation period for a new union than for a new baby."

Perlik said he takes "consolation in the wisdom of an old French philosopher who said 'patience is bitter, but its fruit is sweet.'"

"And merger will be sweet," he added, to the delegates' applause.

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Montreal tops raised \$28 in a year

Montreal—Top minimum for reporters and photographers rises \$28.50, to \$383.50, in a new, one-year Montreal Guild contract with the Montreal Star.

The \$383.50 also applies to artists and layout designers.

Increases are retroactive to June 16.

Raises and resulting top minimums in other classifications include the following:

Assistant op-ed page editor, bureau chiefs, business editor,

news editor — Up \$31.50, to \$426.50.

Assistant city, news, and photo editors, chief photographer, chief rewrite, copy control chief, editorial cartoonists—Up \$30.50, to \$410.50.

Assistant entertainment, financial, lifestyles, sports and scene editors, inside page makeup, wire editor, travel editor—Up \$30, to \$405.

Critics and copy editors—Up \$29, to \$394.

Librarian — Up \$20.50, to \$279.50; library assistants and secretary-stenographers—Up \$16, to \$213; library clerks, other clerks, clerk-typists—Up \$14.50, to \$195.50.

Display advertising sales repre-

sentatives—Up \$27.50, to \$372; classified advertising sales representatives — Up \$25.50, to \$304.50; classified solicitors—Up \$17, to \$227; classified ad takers —Up \$26, to \$216.50.

(Continued on Page 6)

TNG election panel draws lists

Washington—TNG's International Election & Referendum Committee was meeting at the union's headquarters here Aug. 26 to adopt rules, inspect voter-eligibility lists and approve ballots and other election materials for TNG's international elections, to be held Sept. 15-20 throughout the Guild.

To be elected are six at-large vice presidents, one regional vice president from Region 1 (the U.S. Northeast) and one from Region 2 (the U.S. South).

Eight nominees are running for the at-large seats (in ballot order): Robert C. Holt, Jr., of St. Louis; David M. Mulcahy of New York; Floyd A. Tucker of San Francisco-Oakland; Frank Prosnitz of Providence; Louis M. Calvert of San Jose; Dorothy M. Sain of Cleveland; Elwood B. Bigelow of Portland, and Donald L. Bean of Cleveland.

Mulcahy, Calvert and Sain are seeking re-election; the others are running for the first time.

In Region 1, Richard V. Sabatini and Eugene B. Jones, both of Philadelphia, are contesting, with Jones seeking re-election.

In Region 2, Faye McCracken of Memphis and Warren E. Howard of Washington-Baltimore are the candidates, Howard for re-election.

All Guild members in good standing as of June 1, July 1 or August 1 will be eligible to vote for at-large vice presidents.

Members in good standing in the two regions with regional-

seat contests will be eligible to vote for the respective regional vice presidents. A member of the U.S. Wire Service Guild votes in the region in which his or her bureau is located.

Good standing is determined by receipt of constitutionally established financial obligations at TNG's offices postmarked no later

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Bias case award nets parity for 4 in Portland

Portland, Me.—Four women news-room staffers at the Press Herald, Express and Maine Sunday Telegram here have had their weekly minimum wages increased by from \$12 to \$39 and have been awarded a total of \$11,588.95 in back pay in settlement of an equal-pay suit by the U.S. Labor Dept.

The suit grew out of a complaint made to the department's Wage & Hour Division in September, 1973, by the Portland

Sex bias charged in pay at Massillon Independent . . . Page 2

Guild under the federal Equal Pay Act.

The settlement provides the following increases:

✓ Family page editor — Up \$12, to \$298 a week and parity with the flat minimum for sports editor in the Guild contract.

✓ Women's page editor — Up (Continued on Page 2)

In Madison it's



Never on Sunday

. . . in Pontiac it's

All week

. . . in Bakersfield it's

500 days

Pages 4-5

NLRB, again: Bargain only 'code' penalties

(Continued from Page 1)

Penello and Walther agreed "only in part" with the findings of an NLRB administrative law judge who had concluded 22 months earlier that the paper had violated the National Labor Relations Act in promulgating the code and "general office rules."

The majority decision, issued in Washington on Aug. 9, ordered the Mercury to rescind the penalty provisions and the general office rules (with the one exception), bargain on the code's and rules' penalties and rescind warning letters to two employees.

"Consistent with our decision in *Capital Times*," the majority said, "we conclude that respondent's [the Mercury's] code of ethics, as a whole, does not affect terms and conditions of employment so as to constitute a mandatory subject of bargaining."

The penalty provision, "in and of itself," however, "directly affects employment security" and, therefore, is a mandatory bargaining subject, Penello and Walther said.

The office rules, issued in 1968 and revised in 1974, are mandatory bargaining items, except for the following portion of one of them, the majority said:

"All copy and proof, both news and advertising matter, must be

treated as confidential. No information obtained by any employee by reason of his employment shall be made use of for himself or given out, or in any way made known prior to publication. . . . Employees must so conduct themselves outside of office hours as not to reflect adversely on the newspaper or cause loss of business or patronage."

This is "essentially based on ethical considerations" designed to enhance the paper's credibility, Penello and Walther decided, adding, however, that any penalties still would have to be bargained. A similar stricture is included in the ethics code.

The language on outside employment and activities in the last sentence of the rule is a "legitimate attempt" by the management to "protect and preserve the credibility of its newspaper," and needn't be bargained, they said.

Fanning adopted entirely the opposite view.

"If an employee . . . accepts secondary employment or, for example, local political office, and votes to take a position on a matter which displeases one of respondent's advertisers so that the advertiser cancels an ad . . . then the employee may be discharged," he wrote.

"I suggest," he continued, "that discipline in such an instance . . . cannot in fact 'enhance the credibility' of respondent and could not be viewed as a 'legitimate' attempt to do so."

"First," Fanning said, "if the discipline were not known to the public, then it could have no effect with respect to enhancing respondent's credibility."

"Second," he said, "if such circumstances were known to the public," the paper, "would be viewed as either arbitrarily punitive or alternatively as forcing its employees to agree with its advertisers' ideas; i.e., an 'official line,' which hardly seems conducive to 'enhancing credibility.'"

Besides, Fanning added, the current decision appears to be inconsistent with the majority's rationale in the *Capital Times* case.

There, they said it was "important to note" that the *Capital Times* code only required the reporting of outside activities which might cause a conflict of interest. Here, the code places an out-

right ban on such activities, he said.

The lesser reporting requirement was "concededly a mandatory subject" in Madison—so why isn't the total prohibition such a subject in Pottstown? he asked.

"My colleagues apparently have concluded that a newspaper, and only a newspaper, does not have to bargain about prohibitions on secondary employment or other outside activities. Their rationale for such a change in the law is conspicuous by its absence," Fanning said.

The only portion of the rule considered by Penello and Walther to be subject to mandatory bargaining concerned prohibitions against defacing property.

Fanning wondered why "enforcement of the 'non-rule' aspects" of the rule "as to these very same employees is found a violation" by Penello and Walther when they also found that it was not mandatory to bargain the rule.

"Their logic in this regard es-

capes me," he wrote, saying that "the anomalous results reached here by my colleagues represents neither good logic nor good labor law."

"Rules and their constituent penalties (which is what makes them rules rather than merely opinion) cannot be artificially severed," Fanning said.

He quoted his dissent in the *Capital Times* case:

"If rules and their enforcement are severable, then we can never find a violation with respect to a rule. . . . Without meaning to impinge on theology, I suggest that where there is no effect there can be no cause. If there is no requirement that the rule be observed, it cannot affect, or be, a term or condition of employment. Conversely, rules with penalties, expressed or implied, are conditions of employment: cause and effect."

The test of whether something must be bargained is not the employer's alleged motive, but the effect on employees, Fanning said.

Bias case award nets parity for 4 in Portland

(Continued from Page 1)

\$34, to \$281 a week and parity with the top minimum for city-desk reporters.

✓ The papers' two women's page writers—Up \$39, to \$281 a week and parity with the top minimum for other reporters.

The Guild's equal-pay complaint also alleged pay discrimination in three other traditional "women's jobs": cleaning women, society reporters and the "Living-in-Maine" editor.

No mention of them is contained in the settlement, reached by the Guy Gannett papers and Labor Dept. alone, with the Guild excluded.

The suit, settled by a consent judgment signed by a U.S. District Court judge, was filed by the Labor Dept. in May, 1976, after the Guild pressed for action on its then 2½-year-old complaint.

The Guild filed the charge after the publisher refused in bargaining to eliminate what the Guild said were sex-based wage disparities in all six job classifications.

Portland Guild President Elwood B. Bigelow expressed a combination of satisfaction and frustration over the government's

settlement of the case; satisfaction over the award to the four persons in the three positions covered in the judgment, but frustration over the rest of the case and the way the Guild was "kept in the dark so long" about what was happening with a case it initiated.

The Guild feels that the women's page editor should have been upgraded at least to the level of the contract's copy editor minimum, \$5 a week higher, and it doesn't know why its complaints about the other three jobs apparently were dropped, he said.

The Guild had sought to have the cleaning women's minimums upgraded \$25 at the top to parity with janitors, the society reporters' \$72 at the top to parity with city-side reporters and the "Living-in-Maine" editor \$39 to parity with copy editors.

The company agreed to the settlement without admitting any liability. The settlement enjoins it from discriminating against employees on the basis of sex "by paying wages" at lesser rates to members of one sex than the other "for equal work in jobs which require equal skill, effort and responsibility and are performed under similar conditions."

Massillon pay bias charged

Cleveland — The Cleveland Guild has charged the Massillon Evening Independent with sex discrimination for refusing to eliminate lower minimums for women's department reporters than for other reporters in the contract settlement that ended a 20-week strike by the Guild, printers and pressmen early in August.

The charge, filed Aug. 15 with the federal Equal Employment Opportunity Commission, states that the "all-women members" of the contract's "society writers" classification "perform duties

equal to others, both men and women, in higher classifications."

It states that the strike "failed to correct the discriminatory action by the publisher, even though it was one of the most important issues involved."

The strike settlement [GR, Aug. 12] provides across-the-board increases of \$12.50 the first year and \$14 the second for all Guild classifications in a two-year contract. The raises take the society-writer top minimum to \$168.50, keeping it \$81.50 a week lower than other reporters.

The UNITY Committee

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

Elect these Six as Vice Presidents at Large



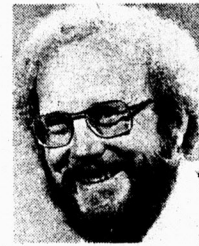
ROBERT C. HOLT, JR.



DAVID M. MULCAHY



FLOYD TUCKER



LOUIS M. CALVERT

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.



DOROTHY M. SAIN



ELWOOD B. BIGELOW

- ☒ 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

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, 269 N. State Road, No. 49, Valparaiso, Ind. 46051. John Stell, San Jose, Chairperson.



JAMES H. ORCUTT



LINDA L. ZINK

Orcutt quits in Philly—Zink appointed in L.A.

James H. Orcutt has announced his resignation as administrative officer of the Philadelphia Guild and Linda L. Zink has been appointed temporary administrative officer of the Los Angeles Guild.

Orcutt leaves Philadelphia to return fulltime to TNG's staff as an international representative on Sept. 15.

Zink, this year's Guild Service Award winner and a member of TNG's merger blueprint committee, took office on Aug. 15 for six months.

Orcutt, who was appointed administrative officer on May 1, said he was leaving for personal reasons. He had been working two days a week as an international representative since taking the Philadelphia job.

"As a result of changes in my personal circumstances that were

unforeseen, I am unfortunately unable to accept the job as Philadelphia administrative officer," Orcutt said.

"It is a personal disappointment to me and my family. I had been looking forward to the challenge," he said.

Zink's appointment was made so the Los Angeles Guild would have a full-time staff member to handle daily business, freeing International Representative G. Richard (Dick) Pattison for other projects.

Zink, who also is local president, is taking a leave from her job in the Long Beach Independent, Press-Telegram editorial department.

The local said it will look into possible further arrangements to keep the position filled when the six months expire.

Tops up \$65 at weeklies

Haney, B.C.—Reporters, photographers and display sales personnel will receive increases totalling \$65.47 in their top minimums under a new, two-year Vancouver-New Westminster Guild contract with the weekly Haney Gazette and Coquitlam Herald.

The first increase—\$22.50—brings them to \$247.50 retroactive to Jan. 1, \$21.45 on July 1 takes them to \$268.95 and \$21.52 on Jan. 1, 1978, to \$290.47.

Receptionists, circulation clerks and general office clerks at the weeklies receive increases totalling \$48.72 in their top minimum—\$17, \$15.52 and \$16.20—taking it to \$218.72.

The \$65.47 and \$48.72 increases also apply to starting minimums.

The new contract also forbids economic dismissals until two weeks after the company estab-

lishes their necessity. Voluntary resignations, seniority and bumping apply during the two weeks.

A night differential of 10 percent per shift, with a \$1 minimum, is established for regularly scheduled work between 6 p.m. and 6 a.m.

Three holidays—Dominion Day, Labour Day and the employee's birthday—are added, for a total of 11.

Employees will be eligible for three weeks of vacation after two years of service, instead of three, four weeks after six years, instead of 10, and five weeks after 16 years, instead of 28.

The mileage rate rises 10 cents, to 25, with a \$25 a week guarantee for salespersons and a \$15 weekly guarantee for editorial employees who regularly use their cars.

An employee's byline will not be used over his or her protest. Factual changes will be brought to the reporter's attention when

possible; if not possible, the byline will be removed.

No correction or retraction will be run without prior notification to the reporter.

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

Employees may refuse, without penalty or prejudice, to surrender custody or disclose to any party other than the publisher knowledge, information, notes, records, documents, films, photos, tapes or identity of sources relating not only to news and commentary but to advertising as well.

The publisher will not surrender or disclose such information without the employee's consent, and vice versa, except under court order.

The publisher agrees to assume all expenses incurred by an employee who has been named in a libel suit in addition to the paper, including fees of counsel selected by the employee.

Librarian upgraded—\$133 hike

New York—Top minimums are increased by as much as \$133.40 a week in a new, two-year New York Guild contract with Scholastic Magazines.

The hefty increase results from the upgrading of the chief librarian to the editor-production chief-production director group, which gets a new top of \$383.40, up \$28.40. The top is reached in two years, instead of three.

Among other classifications, increases and new top minimums include:

Associate editorial director (flat rate)—Up \$35.20, to \$475.20. Photographer, proofreader, production assistant—Up \$16.16, to \$218.16.

Assistant editor, artist—Up \$16.32, to \$220.32. Associate editor, senior artist, associate production chief—Up \$20, to \$270. Library and production clerks—Up \$13.12, to \$177.12. Editorial clerk typist—Up \$13.04, to \$176.04.

Supper money rises \$1.50, to \$8.50, and maximum cab reimbursement for night workers goes up \$1.50, to \$8.50.

An employee on maternity leave who suffers a disability because of pregnancy complications will receive base pay for up to three months beginning with the date of the disability and ending no later than three months after delivery or abortion.

No employee shall be required to take maternity leave, nor shall

duties or working conditions be altered because of pregnancy.

The new agreement also provides up to four days paid leave beginning on the day an adopted baby is brought home by either a male or female employee.

And four days paid paternity leave is included, up from three.

The settlement also provides that management may not install any automated equipment during the life of the agreement.

Age is added to factors for which the employer may not discriminate in hiring or promotion.

Presidential election day is added as a paid holiday.

Employees will receive five weeks of vacation after 16 years of service, rather than 18. An employee who is hospitalized or confined at home for at least three consecutive days during his or her vacation shall be placed on sick leave and the lost vacation time rescheduled.

Sudbury tops up \$46, to \$302, in 2 years

Sudbury, Ont.—Top minimum for reporters, photographers and desk employees rises \$46, to \$302 a week, in a new, two-year Northern Ontario Guild contract with the Sudbury Star.

Increases are 9.2 percent the first year and 8 percent the sec-

ond year of the contract.

Clerks, telephone operators, secretaries and librarians will get \$23.34 more at their top minimum, or \$153.54 a week.

During bargaining, the local was certified as representative for circulation employees. The new

contract establishes their top minimum at \$194.42.

Sports, district and wire editors' top minimum increases \$46, to \$312.

Increases in all classifications come in four increments. For the reporters, photographers and desk employees, the increments are \$16 retroactive to May 1, 1976, \$7.60 retroactive to Nov. 1, 1976, \$14.40 retroactive this May 1, and \$8 this Nov. 1.

For the clerks, phone operators, secretaries and librarians, the increases on the same dates are \$8.12, \$3.85, \$7.31, and \$4.06.

Circulation tops come in three stages, skipping last Nov. 1. They are \$180, \$189.27 and the ending rate of \$194.42.

Breed quits; promoted to exempt post

Boston—John J. Breed, an at-large vice president of TNG since 1973, has resigned the position following his appointment as retail ad sales manager of the Boston Herald American.

The position, to which he was appointed in July, is excluded from the Boston Guild's contract.

In his letter of resignation, Breed said that TNG "has been an important part of my life" and that he will "cherish for life" his memories of it.

He has also resigned as president of the Boston Guild.

He was not a candidate for reelection to the International Executive Board. The position will remain vacant until after this fall's elections.

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For IEB At Large

- Because Bean knows the inviolability of a picket line, having marched on at least seven himself, including one in which six policemen charged the line on horses.

- Because of his foresight in asking a Guild convention to call for the impeachment of Richard M. Nixon long before such a necessity became popular.

- Because of his many years of service as a Guild member and leader, including president of the Cleveland Local in 1972.

- Because of his strong support for merger with other newspaper unions in order to make us all stronger.

- Because of his dismay over the administration's ploy of appointing a lobbyist to work for labor law reform without asking the convention to approve the move.

- Because of his objection when a majority of the IEB knuckled under to the administration's condoning picket-line crossing at the Washington Post.

- Because of his belief that the Washington Post fiasco weakened all of us and will continue to do so for a long time to come.

- Because of his firm belief that the IEB needs someone to say, 'Whoops! Wait a minute. Let's take another look at this proposal.' To say, 'Is this for the greater good of the Guild? Is this good for all members, be they from large locals or small locals?'

- Because he is not an 'aginner' just to be negative, but because he believes that all actions should be for the good of all members.

If you believe as he does—

Vote for Don Bean

A 'Voice' not an echo, echo, ech, ec, el

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—I.E.B.
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An independent voice, with a commitment to judge each issue on its merits. And a strong desire for inter-union merger.

VOTE PROSNITZ

Madison: town rallies to workers

Madison, Wis. — There's one less thing to do here on Sundays since friends of the city's newspaper unions launched a "Never on Sunday" boycott against the Wisconsin State Journal.

It's part of a long and wide-ranging dispute over new contracts between the unions, including the Guild, and Madison Newspapers, Inc., the joint operating company that produces the morning and Sunday Journal and the evening Capital Times.

A citizens' committee supporting the unions is pressing the boycott and urging residents to subscribe instead to the Sunday Milwaukee Journal.

Diane M. Woodstock, president of the Madison Guild and a TNG regional vice president, said cancelling the Sunday Wisconsin State Journal isn't easy, however.

"They keep sending the paper, anyway," she said.

The unions charge that Madison Newspapers is trying to bust all the labor organizations, especially the Typographical Union.

First, the company unilaterally fired out of seniority 34 of its 56 printers when video display terminals were put into operation [GR, May 13].

Included in those fired was the chapel's leadership, Woodstock said.

Trial of a Typographical Union suit seeking to force Madison Newspapers to arbitrate the dismissals is expected to get under way in federal district court in mid-September. Several unfair labor practice charges filed at the time of the dismissals are pending; several others have been dismissed.

Last week management told the remaining printers that it would no longer contribute to their health and pension plans.

Agency firm owns Madison's papers

Madison—The joint operating agreement under which the Capital Times and Wisconsin State Journal are produced differs somewhat from most others in the country. The agency company, Madison Newspapers, Inc., actually owns the two papers lock, stock and barrel and contracts with the Capital Times Co. and the Wisconsin State Journal division of Lee Enterprises for the news and editorial contents of the respective papers.

Madison Newspapers, Inc., is in turn owned by the Capital Times and the State Journal.

In most other joint operations in the United States, the jointly owned company does not own the papers and operates the advertising, circulation, business and mechanical departments as agent for the newspapers involved.

The printers have been trying to negotiate a new contract since March. The Madison local of the International Mailers Union has been trying since July. The Guild's contract, which covers the Capital Times newsroom, expired in December. The unaffiliated State Journal Editorial Assn.'s contract expired in January. The Printing & Graphic Communications Union's press room contract expired June 1 and its district-manager contract in April, 1976.

Each union's members have voted strike authorization. A

unity council has rented a strike headquarters.

The "Never on Sunday" campaign is an attempt to get management to bargain in good faith by hitting its ad-chocked Sunday moneymaker, according to the

campaign's backers.

So far management hasn't moved.

For example, it is standing on its wage offer to the mailers.

The offer: a one-cent-an-hour increase.

The unions have distributed 100,000 copies—many of them door to door—of Common Bond, a unity tabloid explaining the issues to the public.

And the Madison Federation of Labor, AFL-CIO, and the State labor federation have endorsed the boycott.

The state federation has sent a pro-boycott letter to 59,000 union members in 14 counties.

Proposals for other actions short of a strike are being considered by the newspaper unions' supporters. Among them: "sponsoring" several carriers each week

to not deliver the papers, including the weekday editions.

The Madison City Council, whose members Woodstock recently took on a tour of the plant, was to discuss a resolution Aug. 23 asking the company to bargain in good faith. The city attorney also is looking into the municipal anti-strike breaker ordinance.

Up to 1,500 persons attended a rally on the unions' behalf at the labor temple July 31—including the sudden, unannounced but friendly arrival of 45 members of a local motorcycle group, the C. C. (Capital City, that is) Riders.

Earlier 200 persons attended a "labor action conference" on the dispute. A benefit concert is planned in a University of Wisconsin theater in mid-September.

Bakersfield: vote, line answer reign of fear

Bakersfield — The Bakersfield Guild unanimously authorized its executive board and bargaining committee Aug. 21 to call a strike at the Bakersfield Cali-

fornian when and if needed. At the same time, the membership voted to increase co-operation with craft unions in the plant and to authorize extraordinary expenditure of funds to support a strike. No strike deadline was set.

The strike-authorization vote came a week after the Guild held a unity rally and practice informational picket line to mark its 500th day without a new contract and a half-long "Sunday School" sessions, in which management and excluded personnel practice all phases of newspaper production, including press runs.

The vote came after 15 months of negotiations between the 145-member local and the Californian, a family-owned, 67,000-circulation daily in the oil-and-agricultural-rich southern San Joaquin Valley.

Members of the local, who haven't had a pay raise since October, 1975, work in the paper's advertising, business-office, circulation, editorial and maintenance departments. Other unions in the plant include the Mailers' and Typographical unions and the Printing & Graphic Com-

munications Union (pressmen).

The unity-rally started in a nearby park, wound through city streets, and included an informational picket line around the plant. The line was up for an hour.

Marching to the chant of "We want a contract," local Guild members were joined by representatives of the Bakersfield Mailers and Typographical Unions, the Kern-Inyo-Mono Counties Central Labor Council, and representatives from the Central California and San Diego Guilds. Guild members from Los Angeles' Long Beach Unit, taking their own strike authorization vote that day, sent greetings.

The rally concluded with a picnic in the park. The informational picketing was held under the gaze of recently installed television cameras, while armed guards and management personnel on the roof took photographs and called out names of participants over two-way radios to guards inside the locked plant.

The following day, as management reviewed photos of the march and matched pictures with lists of employees, its strike preparations increased in intensity.

Pontiac: citywide boycott against Press

Pontiac, Mich. — The Detroit Guild and the pressmen's union Aug. 24 launched an advertising and circulation boycott of the 75,000-circulation Oakland Press in an effort to conclude lengthy contract negotiations without having to strike the paper.

Willard Hatch, the Guild's administrative officer, said that 340 labor, civic and religious organizations have endorsed the boycott.

The boycott also is supported by the Teamsters and International Typographical unions, which have contracts at the Press. Jeanne Towar, chairperson of the Detroit Guild's unit at the Macomb Daily, has been appointed full-time boycott co-ordinator and has established an office near the Press's plant.

The 35 Guild members at the Press have gone without a pay increase since June, 1975. That raise was the final one in a contract won after a strike in 1973.

In a statement the Guild and

Printing & Graphic Communications Union pressmen accused Press management, "apparently carrying out the wishes of its parent conglomerate, Capital Cities Communications," of taking "a completely unreasonable stand with us."

The statement, made at a news conference here, said the Press is refusing to pay retroactivity and cost of living adjustments and is trying to limit the Guild's newsroom jurisdiction and reduce the pressmen's manning clause.

"On top of this," the statement added, "the company has sought to harass and intimidate union leaders and personnel with reprimands, suspensions and even firings. The Press has spent thousands of dollars for such items as barbed-wire fences, security guards and TV surveillance."

Guild-Press bargaining began in May, 1976. The company proposed a plan whereby it would decide which employees would

get wage increases, "raising the possibility that some employees would get no wage increases," the unions said.

From June to October of 1976, the Press put up an eight-foot-high barbed-wire fence, installed shatterproof glass in the plant's windows, hired a new security firm, increased its newsprint stocks and issued identification cards to employees.

Members of the Guild and pressmen's units voted strike authorization on Sept. 26, 1976.

On Oct. 1, 1976, Wackenhut guards appeared at all doors and closed-circuit television cameras began scanning the grounds and persons entering and leaving the plant.

Then, on Dec. 16, 1976, when the newsroom coffee pot was broken, a Guild member was suspended one day for getting coffee from a pot used by management personnel. In March, the Guild's unit chairperson was suspended for two days for "ne-

glect of duty," and in May for four days, plus the threat of dismissal.

This month, the Press declared an "impasse" in its bargaining with the pressmen and posted conditions eliminating a manning clause from the union's old contract. Such clauses allow the union to determine the number of workers required to run the presses.

Striking would play into the company's hands, hence the boycott, the two unions said at their press conference.

The press conference was held with an informational picket line in front of the newspaper office here.

"We hate to do this to our own paper, but we have no choice," the unions said. "If management is going to deprive us of decent salaries, then we have to deprive it of its fat profits."

The Guild represents the newsroom. The pressmen represent the press room and maintenance.



BUMPER STICKER PROMOTES SUNDAY-ONLY BOYCOTT
Modelled on Wisconsin State Journal's flag

Meanwhile, the unions are planning a daily strike paper should there be a walkout—or a lockout.

The prevailing view here is that Madison Newspapers' posture is being directed by Lee Enterprises, Inc., the Davenport, Iowa-based chain that owns the State Journal and 50 percent of the agency company.

The Capital Times is seen as the weaker paper although it gets a fixed proportion of the income from Madison Newspapers, Inc. Its circulation is half that

of the State Journal.

Meanwhile, the war of nerves goes on and on:

Woodstock not long ago walked into the office of Capital Times executive editor Elliott Maraniss and asked if he had any thoughts about this year's Capital Times bowling team.

"Diane," Maraniss sighed, "will there even be a Capital Times this year?"

"I don't know," she replied, "but there'll be a Capital Times bowling team."

Star-Ledger is told to hire 2 pressmen it blacklisted

Newark, N.J. — Newhouse's Newark Star-Ledger has been ordered to hire two pressmen it had blacklisted for participating in the Washington Post strike.

Lowell Goerlich, an administrative law judge for the National Labor Relations Board, ordered the paper to give the men the substitute situations they were denied in 1975 and 1976, or their substantial equivalent.

He also ordered back pay at six percent annual interest.

Until 1973 both men had held permanent situations in the Star-Ledger press room and one of them had been the chapel chairman of Local 8 of the International Printing & Graphic Communications Union.

They left in 1973 to work for the Washington Post and participated in the strike there by IPGCU Local 6, which started on Oct. 1, 1975.

During the Post strike, they returned to Newark and sought work as substitutes in the Star-

Ledger's press room.

When Local 8 submitted their names to the office on two occasions for one man and another occasion for the other, they were refused work.

Initially, the press room foreman told the chapel chairman that the men were not hired because top management had decided not to employ anyone who had worked at the Post without first calling the Post to find out if they had participated in the violence that occurred on the strike's first day.

This policy was confirmed in the testimony of Mark Newhouse, a Star-Ledger executive.

The practice before the Post strike had been to make checks on all substitutes who had not worked for the Star-Ledger previously, but not on those who had—as these men had when they held permanent situations.

Later, when informed that Local 8 would file a charge with the NLRB, the foreman changed his

story to say that the two weren't hired because they left without notice and owed for uniforms and ear muffs.

Goerlich, the law judge, dismissed this story as a pretext. He found that the men had left in accordance with accepted practices and didn't owe for uniforms or ear muffs.

The real reason they weren't hired "protrudes like a sore finger," he said.

This was that "the policy as adopted and enforced . . . contemplated the denial of employment if the applicant participated in the Washington Post strike regardless of the nature of the participation," Goerlich said.

Neither man, he said, participated in any violence at the Post. The Star-Ledger never checked to see if they had, he said.

Denying them employment because they participated in strike activity that is protected under the law is illegal, Goerlich pointed out.

Memphis hikes top \$63, to \$394

Memphis—Top minimums for display advertising salespersons and reporters rise \$63.75, to \$394 a week, in a new, three-year Memphis Guild contract with Scripps-Howard's Commercial Appeal and Press-Scimitar.

The new top, which also applies to photographers, copyreaders and rewrite, arrives in three

increments—\$20.65 retroactive to June 11, \$20.80 next June 11, and \$22.30 on June 11, 1979.

The outside classified sales force also gets the \$63.75 increase in the same increments, taking its top minimum to \$339.05.

Other classifications' new top minimums and raises include: Telephone classified salespersons, schedule clerks, counter clerks, telephone operators—up \$38.45, to \$230.95, in increments of \$12.65, \$12.60 and \$13.20.

Computer programmers, general bookkeepers, chief payroll clerk—\$317.35, up \$52.75 in increments of \$10.30, \$10.40 and \$10.90.

The publisher's average weekly contribution to the retirement fund rises \$4.59 over the term of the contract, to \$17.60 per employee. The company's weekly per-employee contribution to the hospitalization and medical insurance fund rises 50 cents, to \$5.

A requirement for two years' service and marriage to qualify for six months' unpaid maternity leave was abolished.

Ottawa loses CKOY vote in on-again, off-again fight

Ottawa — The Ottawa Guild lost a Canada Labour Relations Board election, 18-13, at radio station CKOY Aug. 17.

The loss follows a see-saw

chain of events beginning in May, 1976, in which the Guild was certified as bargaining agent for all 45 of the station's employees by the Canada Labour Relations Board, then uncertified, then recertified, and then uncertified again as a result of various court appeals by the station [Guild Reporter, July 15].

The CLRB also has dismissed a Guild complaint against the firing of its unit chairperson at CKOY.

Elsewhere, the Toronto Guild was decertified, 14-2, among the 21 employees of the Bargain Hunter Press in an Ontario Labour Relations Board election.

The Guild was certified in November, 1975, but had been unable to obtain an initial contract.

'Absolute privilege' before grand jury urged by TNG

Washington—Bills before Congress should be strengthened to give news gatherers "absolute and unqualified privilege" before grand juries, presidents and administrative officers of U.S. Guild locals have been told.

TNG President Charles A. Perlik, Jr., in an Aug. 18 letter, said that although present legislation "does not single out reporters for special protection, the reforms it mandates would help reporters" resist efforts of overzealous prosecutors.

He asked locals to send letters or resolutions to Rep. Joshua Eilberg (D-Pa.), chairman of the House Judiciary Subcommittee on Immigration, Citizenship and International Law, supporting "the strongest provisions of his bill," H.R. 94, and urging that other reforms included in H.R. 3736, by Rep. John Conyers, Jr. (D-Mich.), be included in it, along with absolute and unqualified privilege for news gatherers.

A resolution passed by TNG's Honolulu Convention supported grand jury reform.

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



BAKERSFIELD GUILD PRACTICE PICKETS RING THE CALIFORNIAN
Assistant production manager, left, and security agent watch from rooftop

IT SEEMS

TO US

Member in 'altercation' questions Howard reply

SILVER SPRING, MD.

Editor:

In his reply to my letter in the August 12 GR, Vice President Howard stated that my letter was loaded with libel, but he failed to say which statement or statements were libelous. The description I gave of his assault is true, and my conclusion that he is unfit to sit on the IEB is a fair one in view of his behaviour.

Howard acknowledged that there was an altercation, but he failed to acknowledge that it was one in which he was the assailant and I was the victim. He admitted in a hearing before an assistant U.S. attorney and several witnesses that he struck me first.

He further stated that the charges against him were dismissed. This leaves the inaccurate impression, however, that nothing was done about the assault. The charges were dismissed because he voluntarily enrolled in a twelve-week program which involved counseling and bi-weekly reports on his progress to the U.S. attorney's office. The charges were dismissed after he completed the program.

As for his assault on Don Baker, Howard viewed it as not even worthy of comment. My reporting of this incident is a serious allegation which should be challenged and explained if untrue.

JOHN KELLY

CWA Unit

Washington-Baltimore Guild

Editor's note: Under longstanding Guild Reporter policy, Vice President Howard was invited to respond to Kelly's second letter (above), as he was and did to the first, in the Aug. 12 Guild Reporter.

Howard calls Kelly letters discredit to editor, Guild

WASHINGTON, D.C.

Editor:

Once more, the cavalier manner in which the Guild Reporter prints a letter which accuses me

Correction

A typographical error in the candidate's statement by Eugene B. Jones in the Aug. 12 Guild Reporter resulted in an erroneous identification of the region from which he is seeking re-election. The region was correctly identified in the official candidates' list and in an ad elsewhere in the paper.

Jones is a candidate for the IEB seat from Region 1—the U.S. Northeast. He is being challenged by Richard V. Sabatini.

of "assault," a criminal offense, in the face of no charges, is not only close to criminal but is criminal.

The use of the official publication of The Newspaper Guild for the spreading of a smear campaign does discredit not only to its editor and the officers of TNG but to every member of The Newspaper Guild, including the writer of the above letter.

WARREN E. HOWARD
Vice President
Region 2

Memphis ex-presidents endorse McCracken

MEMPHIS, TENN.

Editor:

As past presidents of the Newspaper Guild of Memphis, Local 91, we endorse Faye McCracken for vice president of Region 2 on the International Executive Board of The Newspaper Guild.

Faye, in her past performance in many Guild positions, has proven her capabilities for responsible office and her dedication to the principles of unionism.

We feel it is time for a change in Region 2 representation. We know that Faye has been in close touch with the various Guilds in Region 2 and that she is aware of the particular problems faced by the Southern locals and that her past experience as Southern District Council president has given her an insight into local, as well as national, issues facing the individual Guilds.

We know her as a conscientious worker, one who won't turn loose of a vexing problem until there is a solution.

We urge the Guild members of our fellow locals to vote for Faye.

RICHARD P. LANE

Region 2 vice president,

1955-67

ORVILLE HANCOCK

THOMAS N. PAPPAS

CLIFFORD L. HUFFMAN

Past presidents

Memphis Guild

Tucker is 'outstanding,' says PNNG's Caldwell

SEATTLE, WASH.

Editor:

Knowing that Floyd Tucker will do an outstanding job as a member of the International Executive Board, I do not hesitate to ask Guild members to vote for him in the at-large IEB contest.

The San Francisco-Oakland Newspaper Guild made a wise decision when it chose Tucker as a candidate. We in the Pacific Northwest who have watched him in action at annual conventions and Western District Council

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.

meetings have found his integrity, thinking and compassion to be invariably first-rate.

SHIRLEY L. CALDWELL

President

Pacific Northwest Guild

Judge defended for jailing legislator in 'source' case

TORONTO, ONT.

Editor:

One of our oldest legal traditions is that the accused has the right to know who his accusers are before going to trial. This was the basic principle behind the jailing of Ed Ziemba, MPP, and I do not think our union in convention should so quickly criticize a judge who was honestly trying to uphold an important part of our legal system.

The judge, Robert Borden Dnieper, was a writer for the Toronto Globe and Mail before being called to the bar and was, to the best of my memory after 20 years, a Guild member and a man who is fully aware of the ethical and moral problems posed by cases of this nature. He made the only decision he could because the right of the accused to a fair trial must take precedence over the privilege claimed by

newsmen and others to withhold the source of information they have made public. Judge Dnieper had to consider one basic issue and that was whether the defendants' case would be hurt by denying them the name of their accuser. I can only hope that our lawmakers will have his courage to continue to protect this basic right.

HAROLD NELSON

CBC Unit

Canadian Wire Service Guild

Editor's note: The Guild's Canadian Policy Conference, which met June 26 immediately prior to TNG's 1977 Convention, passed a resolution endorsing Ziemba's stand in refusing to disclose the source of information on health care costs in Ontario [GR, Aug. 12]. The resolution did not address itself to the judge in the case or to the judge's action, only to Ziemba's refusal to disclose his source. The convention itself made no expression on the matter.

Local's 3rd VP endorses McCracken in TNG race

MEMPHIS, TENN.

Editor:

I, as an officer of the Memphis Newspaper Guild, heartily endorse and support Faye McCracken in her race for Region 2 VP on the IEB. Also, I have been in close contact with four of our local's past presidents who also endorse Faye; along with a vast percent of other Guild members, not only here in Memphis, but in other Southern locals.

Faye has pledged to represent fairly and work hard for all of the locals in Region 2. She has served faithfully in many and varied positions in the Memphis

local. She has been president of the Southern District Council and has been involved in many local, regional and national union activities.

Now is the time for Faye to add her enthusiasm, integrity and expertise to this IEB position in Region 2.

The support and vote of each union brother and sister for Faye McCracken will be appreciated very much.

DON HOPKINS

3rd Vice President

Memphis Guild

GR rapped for note, head on 'Mill City trio...' letter

WASHINGTON, D.C.

Editor:

The GR staffer who wrote the meaningless editor's reply to the Bailey-Schuster-Harwi letter [GR, Aug. 12], protesting stereotyped down-putting of copy editors, would have had some very sharp questions to answer from Marilyn Bailey herself had I tossed her his copy in the days when I was in the slot at the Minneapolis Tribune.

The GR clown who wrote "Mill City," a term offensive to most Minneapolitans, would have been given a quick and intensive course on how to count headlines. He had plenty of room to write "Minneapolis" or "Twin Cities," and if he needed an extra count or so could have used a better verb than the bush-league cliché "vent ire."

Until we get some competent copy editors on GR, let these amateurs please lay off the professionals who pay their salaries.

JOE HOLT ANDERSON

At-large

Washington-Baltimore Guild

TNG election committee draws voter lists

(Continued from Page 1)
than Aug. 15. The constitution provides for members whose remittances have been collected or paid to the local but not received on time by TNG to be made eligible upon receipt of a proper explanation from the local's treasurer or two other local officers.

Campaign ads for all 12 candidates appear in this issue of the Guild Reporter. They exhaust the free ad space made available to each candidate, to use singly or jointly, under an 18-year-old convention policy. Ten of the candidates also ran ads in the Aug. 12 issue of the paper. All candidates also had equal space for state-

ments in that issue, provided under TNG's Constitution, and all used it.

Three locals' executive committees and one local's membership, meanwhile, were reported voting endorsements of candidates.

The Toronto and Ottawa Guilds' executive committees endorsed Prosnitz and Bean in the at-large race. The Canadian Wire Service Guild's executive was to consider similar action Aug. 28. An officer of the Ottawa Guild said all other Canadian local executives also have been asked to do likewise. A Guild Reporter poll showed that none had as of Aug. 24.

The San Jose Guild executive committee has endorsed the Unity Committee slate in the same race: Holt, Mulcahy, Tucker, Calvert,

Sain and Bigelow.

And in the Region 2 contest, a Memphis Guild membership meeting, by 38 to 20, has endorsed McCracken over Howard.

The two have made at least one joint appearance before a meeting of members, in Washington at a meeting of the Washington-Baltimore Guild's unit at the Bureau of National Affairs on Aug. 15.

McCracken also spoke to the Washington-Baltimore Guild's representative assembly at a special candidates' meeting on Aug. 17. The meeting was held on that date in response to a petition by 21 members of the assembly, according to the local's "Guild Forum" publication. The assembly's regular meeting earlier had been moved from Aug. 17 to Sept. 7.

... Montreal

(Continued from Page 1)
Circulation district sales representatives—Up \$27.50, to \$372.
Mechanics — Up \$22.50, to \$301.50; drivers — Up \$21, to \$284.

Janitors and elevator operators—Up \$16, to \$216. Janitors and elevator operators who work night or split shifts get \$10 per week extra.

If an employee becomes ill before going on vacation, she or he will be able to reschedule the vacation. If he or she becomes ill while on vacation, that portion of the vacation may be rescheduled.

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

SABATINI

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

TOTAL COMMUNICATIONS AND
INVOLVEMENT IN REGION 1.



CLUW report asks push for child care

Washington—The United States needs a comprehensive child care program as part of a national policy on children and families, a group of union women who studied child care in France, Israel and Sweden this spring concludes in a 62-page report issued Aug. 18.

It should include a maternal and infant health plan, a basic standard of housing for families, a floor on family income and full employment, their report says.

It must recognize that quality child care is a responsibility of society as well as of individuals, as is the case in the three nations the group visited, their report says.

The group, 24 women from 20 unions, toured child-care facilities in the three countries the last three weeks in April under a program sponsored by the Coalition of Labor Union Women and funded by the German Marshall Fund of the United States. TNG Human Rights Co-ordinator Hannah Jo Rayl was one of the 20. [Child care in France, Israel,

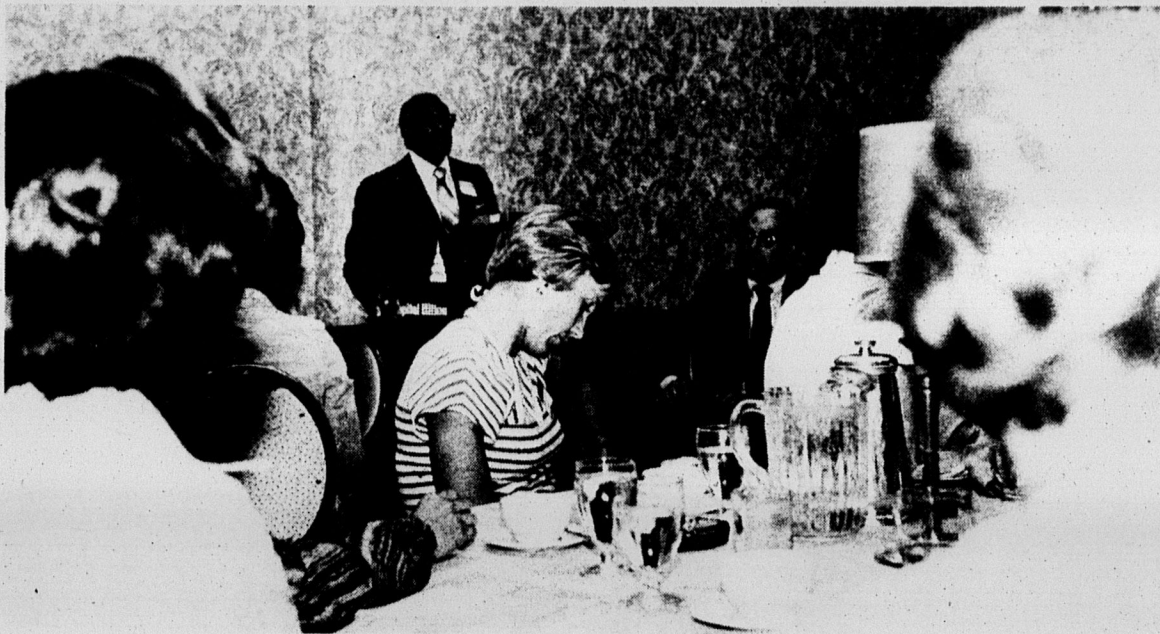
Sweden/Nations committed to the family," GR June 24.]

The group's report was released at a luncheon attended by more than 60 persons from 16 national and international unions, including the presidents of three: TNG, the Amalgamated Clothing & Textile Workers and the International Union of Electrical Workers. Others represented included the Auto Workers, Office Workers, Meat Cutters, Teachers, Steelworkers, Teamsters and three government employees' unions.

A U.S. child care program, the report recommends, should not simply provide custodial care but should offer pre-school education.

While the program should be open to all without regard to economic status, priority should be given to children of working parents, single parents and to children with special needs, including the handicapped, the report says.

Facilities should be located in neighborhoods rather than at or near places of work, the group recommended.



Prescription for child care

William E. Pollard, AFL-CIO civil rights director (standing, background), pledges the federation's assistance and calls upon Coalition of Labor Union Women leaders to help secure both "commitment" and "action" from their national and international

unions, locals and rank-and-file members for passage of U.S. child-care legislation. Pollard, representing AFL-CIO President George Meany, spoke at luncheon where CLUW group released its study of child care in France, Israel and Sweden.

Noting that the AFL-CIO, affiliated and unaffiliated unions worked for two national child care bills vetoed by Presidents Nixon and Ford, AFL-CIO Civil Rights Director William E. Pollard called on CLUW members

to use the report to spur their unions and members to renew the drive for passage of the legislation during the Carter Administration.

He also urged CLUW to enlist other, nonlabor organizations in

the effort and pledged the AFL-CIO's full assistance.

Thomas R. Donahue, executive assistant to AFL-CIO President George Meany, called CLUW's efforts "essential" to the push for the legislation.

ITU convention OKs merger-negotiation committee

(Continued from Page 1)

The ITU convention set 1978 as a goal for submission of a merger proposal to its membership.

Perlik repeated his statement to TNG's convention that the Guild has not set a timetable, and doesn't intend to, explaining: "We don't want the kind of hasty patchwork that deadlines bring." But the Guild doesn't intend to dawdle, he said.

Bevis said he observed the Guild convention's approval of the appointment of a special merger-negotiation committee "with a feeling of satisfaction." His proposal for an ITU counterpart was first okayed by the convention's Committee on Graphic Arts Union Merger.

Five of the nine members named to TNG's committee im-

mediately after the Guild convention attended at least part of the ITU convention: International Chairperson-elect Harry S. Culver, Robert E. Bruner of Boston and the New England Servicing-Organizing Program, Robert A. Steinke of St. Louis, Diane M. Woodstock of Madison and Harry Fisdell of New York.

Secretary-Treasurer Robert M. Crocker; Vice President David M. Mulcahy of New York; J. William Blatz, director of field operations, and Charles Dale, international representative, TNG's members of the Unity Task Force of the unions' presidents and ex-officio merger committee members along with Perlik and Crocker, also attended. So did David J. Eisen, director of research and information, who has been assisting the task force.

Bevis to retire, Bingel will run

Cincinnati—ITU President A. Sandy Bevis announced to the Progressive Party Caucus at the ITU's convention here that he will not seek a third term in the union's 1978 elections. He cited personal reasons.

ITU 1st Vice President Joe Bingel announced that he will seek the party's nomination to succeed Bevis.

The ITU has two internal political parties, the Progressives and the Independents.

The Toronto Guild sent two representatives and the Ottawa Guild one, as observers. Ben

Schilmeister, Cincinnati Guild president, also attended.

Both Perlik and Bevis pointed to the joint and co-operative efforts of the two unions over the past two years in bargaining and organizing as having helped lay the groundwork for putting together a structure for merger to be submitted to the unions' membership when it is drawn up.

Stating that the differences between the Guild and ITU "are dwindling rapidly," Perlik said "the winds of change generated by automation are blowing through both our unions [and] creating a climate in which only an industrial union . . . can hope to survive and have its members prosper."

With "common problems and increasingly common approaches, does it make any sense to remain

separate, to duplicate our efforts and fragment our strength?" he asked, answering: "We . . . think not, and we are preparing to put that conviction to the test."

He emphasized, as he did to the Guild convention, that "what we are talking about is the creation of a new union," not one absorbing the other.

It will be a union better-equipped than either union alone to cope with the problems of technological change, to turn back employer attacks and to "make sure its members share increasingly in the fruits of an ever more prosperous industry."

The convention also was addressed by Ralph H. Valero, president of the 3,500-member International Mailers Union, which is engaged in merger negotiations with the ITU, and from Henry Segal, secretary-treasurer of the United Paperworkers International Union, which has invited all unions associated with publishing to merge under its wing.

Canada locals urge TNG panel changes

The leaderships of all nine Guild locals in Canada are calling on TNG President Charles A. Perlik, Jr., and the International Executive Board to change the makeup of the blue-ribbon TNG committee appointed to negotiate tentative merger terms with the International Typographical Union.

Endorsing a position by Canadian delegates to the 1977 Guild Convention, the locals' executive boards are asking that:

✓ William H. McLeman, the Guild's Canadian director, be made an ex-officio member of the merger-negotiation committee, and;

✓ Another Canadian be appointed by Perlik, with IEB concurrence, to sit on the main committee.

Perlik, informed of the Canadian locals' actions, said he finds their "reaction . . . to the structuring of the special committee . . . as regrettable as it is difficult to understand."

"However, the solution proposed would only aggravate the situation, not relieve it," he added.

At the IEB's meeting July 1, immediately after the convention, Perlik, with the IEB's concurrence, appointed nine persons, including McLeman, as regular members of the committee and four others as ex-officio members [GR, July 15]. The convention had approved the committee's creation.

A caucus of Canadian convention delegates met with Perlik on July 2, to request the changes now being advanced by the locals' leaderships.

In a statement since endorsed by the locals' leaders and being enclosed with a letter from caucus leaders to all IEB members and candidates, the caucus said "an ex-officio role is appropriate or even mandatory for such an experienced staff member" as McLeman.

McLeman, the caucus said, should have a role on the committee in view of his key role in establishing "one of the first successful joint councils, in Vancouver," and because he has worked since "to maintain and strengthen such co-operation throughout the Guild in Canada."

But, the statement says, "it is imperative" that Canadian locals have representation from their ranks on the merger-negotiation committee.

Disavowing any criticism or lack of faith in McLeman, the letter says the locals "also want a Canadian committee member whom we can hold directly responsible for informing us of progress and positions to date."

"We are unwilling to make such demands on someone [McLeman] who already works too hard for us and who, as an ex-officio

member of the group, will be working harder still," the letter said.

Roger L. Stonebanks of Victoria, TNG vice president from Western Canada, said he will move at the IEB's fall meeting Oct. 17-20 for reconsideration of the merger-negotiation committee in light of the Canadian locals' action.

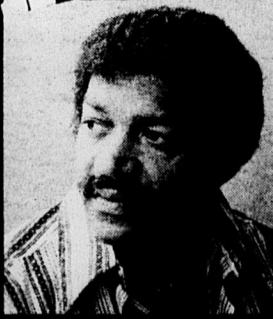
Members of the merger-negotiation committee, in addition to McLeman, are Fred Fletcher of San Francisco-Oakland, Linda L. Zink of Los Angeles, Paul H. MacClennan of Buffalo, Robert A. Steinke of St. Louis, Diane M. Woodstock of Madison, TNG International Chairperson-elect Harry S. Culver of Wire Service, Harry Fisdell of New York and Robert E. Bruner of Boston and the New England Servicing-Organizing Program.

Ex-officio committee members are Perlik, Secretary-Treasurer Robert M. Crocker and the two TNG members of the 2½-year-old ITU-TNG Unity Task Force: J. William Blatz, director of TNG field operations, and Charles Dale, international representative.



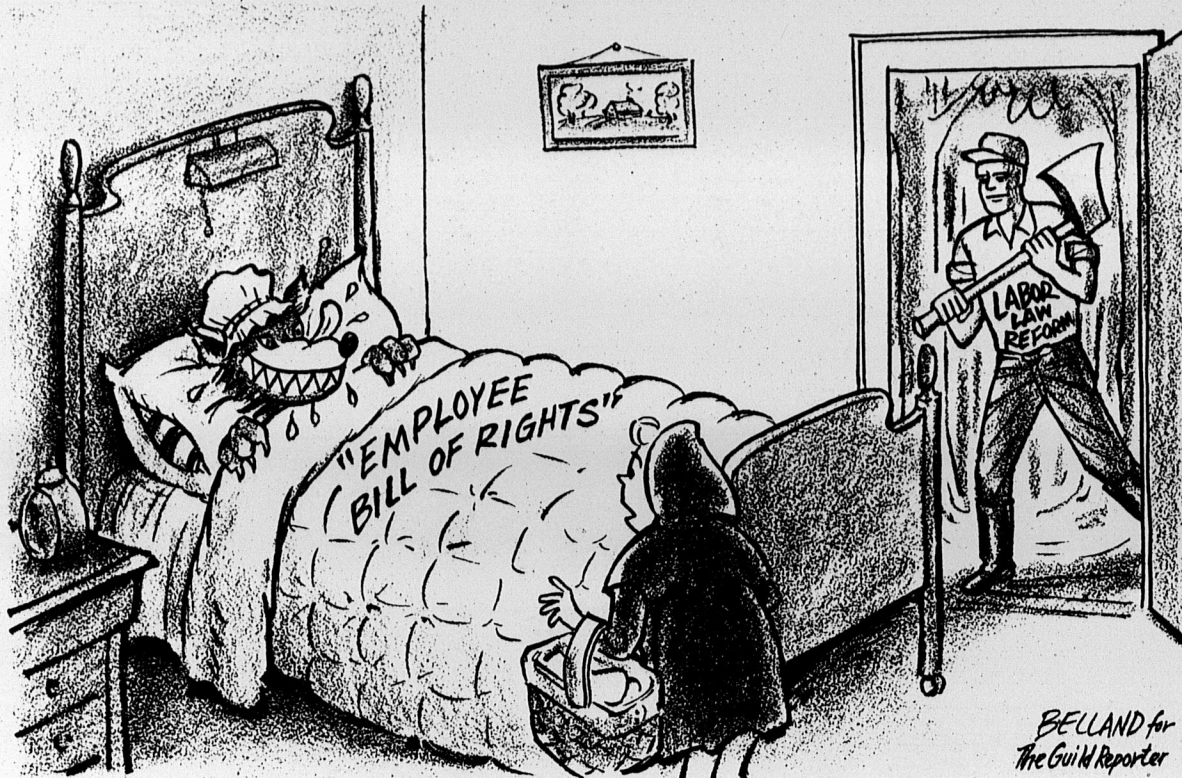
Faye McCracken
FOR REGION 2 VP
"My only commitment is to the membership"

Re-Elect WARREN HOWARD



REGION 2 VICE PRESIDENT
WARREN HOWARD

'But, grandmother...?!'

BELLAND for
The Guild Reporter

DATELINE: OTTAWA

'Restraint' request breaks up labor-government honeymoon

By HUGH WINSOR, Toronto Guild



THE HONEYMOON between the Canadian Labour Congress and the Canadian government was short lived. It was only a few months ago that we saw CLC President Joe Morris and Prime Minister Trudeau smiling and cooing at each other as they met the press after one of the consultation sessions that was supposed to lead to ending mandatory wage and profit controls.

The crunch came when the government asked both the CLC and representatives of the business community to put their heads on the line with a commitment to voluntary restraint of wage and profit increases when legal sanctions are lifted.

The CLC, which has been opposing wage and profit controls all along, decided that commitment was anathema to its whole position for the past two years. Businessmen didn't like the Trudeau proposal either, but they out-foxed the CLC by keeping mum while Joe Morris took all the bad publicity for being unco-operative.

ALL PRETENSE to the contrary, the government really doesn't care what slings and arrows are directed towards it by organized labor because it is convinced there is little public support for the union position.

The business community is the real target of the Trudeau maneuverings toward ending controls because it is the business decisions that are hurting the

government—or rather the lack of decisions. Business just doesn't like the tampering with its profit margins and, as a result, it hasn't come forward to take up the incentives for new investment offered in the last budget.

Thus unemployment has not declined as the government was predicting, nor has the economic growth it was hoping for materialized. The government is now forced to consider another round of its own pump-priming with make-work programs.

This may alleviate some of the most high profile unemployment but it will force the government to break its own spending ceilings—adopted in the attempt to convince businessmen that the government itself is not feeding the inflation spiral.

FROM THE CLC's point of view, the decontrol proposals held few incentives.

First, Trudeau was asking the unions to commit themselves to lower raises on a voluntary basis than would have been permitted under the mandatory controls.

Secondly, the union leadership under the aegis of the CLC could

not impose such an agreement on its membership and would run the risk of being embarrassed or repudiated by the membership.

Finally, the sweetener was to be a government offer to participate in economic decision-making through a consultative council. The CLC was originally very enthused about some form of tripartite arrangement with business and government but only on the understanding that each would participate as an equal.

What the government was offering was a much diluted form of organization, including representatives of farm groups, co-operatives and consumers, that would only have an opportunity to comment on policy rather than make it.

Fairly or unfairly, the CLC has stepped into the government trap. Trudeau can now say he attempted to open up economic policy-making but was frustrated by labor's stubbornness. Even if labor was tricked or seduced, Trudeau has more means to get his message across to the Canadian public than are available to the CLC.

Anti-inflation unit rolls back Victoria's latest pay raises

Victoria, B.C.—The federal government's Anti-Inflation Board has rolled back increases in the final 17 months of the Guild's and other unions' contracts at the Colonist and Times here by more than 3.7 percent total.

The Victoria Joint Council of Newspaper Unions was told that the cuts were necessary to make the increases conform to the basic guidelines.

Under the AIB's rollback, contract raises of four percent July 1 were cut in half and raises of four percent Dec. 1 and two percent next July 1 become a single 4.28-percent increase on Dec. 1.

The highest minimum in the Guild's contract—associate city and telegraph editors—went up only \$7.28 July 1, to \$371.39, instead of going up \$14.56, to \$378.67. It will go to \$387.29 on

Dec. 1 and stay there for the duration of the contract instead of going to \$393.82 then and to \$401.70 next July 1.

Top minimum for artists, district managers, outside ad salespersons and reporters on July 1 went up \$7.10, to \$362.12, instead of going up \$14.20, to \$369.22. On Dec. 1 it will go to \$377.62 instead of to \$383.99 then and \$391.67 on next July 1.

Top minimum for inside classified salespersons and circulation desk employees on July 1 went up \$4.15, to \$211.51, instead of going up \$8.29, to \$215.65 a week. On Dec. 1 it will go to \$220.56 instead of \$224.28 then and to \$228.77 on July 1.

One local leader calculated that the rollback will cost a person at key top minimum a total of \$1,040.

Editorial

The bosses' 'reform' bill

As AFL-CIO Secretary-Treasurer Lane Kirkland warned in a speech to the Retail Clerks' convention the other day, just because the Carter Administration has placed its weight on the side of federal labor-law reform doesn't make its enactment anything close to certain.

The traditional foes of unions—the business and employer organizations that have long opposed fair treatment for workers, along with their fellow travelers—have all declared war on the reform proposals backed by TNG and the rest of the U.S. labor movement.

And once again they are seeking to employ tactics of confusion and deception to serve their ends. Part of their effort is a bill introduced by Rep. John N. Erlenborn (R-Ill.)—titled an "Employee Bill of Rights." It is being considered right alongside the union- and Carter-backed reform measures.

Fully half the Erlenborn proposals—according to his own summary—would create new rights and powers for employers, new devices to delay, frustrate and subvert employees' right to organize and bargain the terms and conditions of their employment.

Consider, for example, the following provisions of the "Employee Bill of Rights:"

✓ The declaration that the public policy of the United States favors collective bargaining—as a rational means of resolving disagreements in a democratic society—would be excised from federal labor law.

✓ The National Labor Relations Board would be forbidden from ordering an employer to recognize a union without a secret-ballot election.

Now, in cases of unusually flagrant and pervasive unfair employer practices that destroy or prevent a union majority, the NLRB sometimes orders recognition and bargaining without an election—as the only effective recourse to the worst violations of workers' right to organize.

✓ Strikes would be forbidden without secret-ballot authorization votes—and employers, or 10 percent of the members, could call a new election on whether a strike should be continued.

If a majority voted not to strike, the minority could not do so, but if the majority voted to strike, the minority could go to work without fear of disciplinary action.

✓ An NLRB rule barring employers from making unanswered "captive audience" speeches within 24 hours of a representation election would be eliminated, opening the way to unfettered deception, threats and promises.

There's more. In the same vein. An "Employee Bill of Rights?" S-u-u-u-u-r-r-r-e it is! (Wink!)

Sound familiar?

"(Unions) may have been justified in the long past . . . I think the workmen were not always treated justly. (But there is) no necessity for labor unions . . . no benefit or advantage through them will accrue to anyone except the union labor leaders."

The speaker: Elbert Gary, chairman of U.S. Steel. The year: 1921. He was leading an effort to destroy unions under the banner of the "American Plan."

The Guild Reporter

JAMES M. CESNIK
Editor

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The Newspaper Guild

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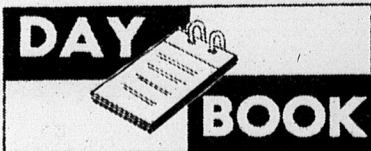
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TNG elections, six-day voting period, Sept. 15-20.

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.

Knight-Ridder Council meeting, Nov. 5-6, Gary.

45th Annual TNG Convention, June 26-30, 1978, Detroit Plaza Hotel, Detroit.

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