

Marching on Women's Equality Day



Contingent of a dozen Guild members form part of 3,000-person march down Washington's Pennsylvania Avenue on Women's Equality Day, Aug. 26. March was tribute to Alice Paul who in 1913 led suffragists down the same street the day before Woodrow Wilson's inauguration. Paul's march was disrupted by hecklers and its leaders' arrests. Leaders of women's religious, civil rights and labor organizations in this year's march met with President Carter while he signed Women's Equality Day proclamation. In the front rank of Guild marchers, from left: Hannah Jo Rayl, TNG human rights coordinator; John Strouse of the Washington-Baltimore Guild's CWA Unit; Marjorie Rachlin of the local's AFL-CIO Labor Studies Center Unit; TNG President Charles A. Perlik, Jr.; Elma Morrison of the local's BNA Unit, and Barbara Nelson and Yetta Riesel of TNG's Collective Bargaining Dept. staff. Marchers chanted slogans for ratification of the Equal Rights Amendment. Purple, yellow and white banners and sashes were replicas of those used by early suffragists.

30,732 eligible to cast ballots in TNG elections

Washington—A total of 30,732 Guild members in the United States, Canada and Puerto Rico are eligible to vote in TNG's international elections Sept. 15-20.

That is 173 fewer than in 1975, but 198 more than in 1973. There were 30,905 eligible in 1975 and 30,534 in 1973, the last times there were Guild-wide elections.

Eligible voters were certified by the International Election and Referendum Committee on Aug. 26, when it met in TNG's Washington headquarters, and later when its appeals subcommittee met with Secretary-Treasurer Robert M. Crocker in conference calls to consider challenges by locals to the accuracy of the lists mailed to them after the IERC's Aug. 26 meeting.

Guild voters will choose six at-large vice presidents from a field of eight candidates. Voters in the U.S. Northeast and South also will choose a regional vice president from each area.

During its Aug. 26 meeting, the IERC determined that eight locals had no members who were eligible to vote—Hampton Roads, Lansing, Lexington, Mountaineer (Morgantown, W. Va.), Sioux City, Yakima, Greensboro, and Northern Ontario (Sudbury).

Eligibility is determined by per capita payments to TNG in either June, July or August and payment of last spring's two special organizing assessments.

The appeals subcommittee, in its telephone conferences, added

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Edgington wins Leuchter



JOHN C. EDGINGTON

Cambridge, Mass.—John C. Edgington, administrative officer of the San Diego Guild, has been awarded the annual Irving Leuchter Memorial Scholarship to the Harvard University Trade Union Program.

He will attend the 12-week, professional-level course here next spring, beginning Feb. 8.

His selection was announced by Joseph P. O'Donnell, executive director of the Harvard Trade Union Program.

Edgington has been the San Diego Guild's administrative officer the past six years. Previously, from 1969 to 1971, he was an

at-large TNG vice president, winning election while a member of the Columbus Guild and working as a district manager for the Columbus Dispatch.

From 1964 to 1968 he worked for TNG as an international representative, resigning during his fourth term as Columbus Guild president to take the position. He also was secretary of the Columbus Guild for one term and served a term as treasurer of the old Pennsylvania-Ohio-Indiana (now Great Lakes) District Council of Guild locals.

Edgington has attended the

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ITU delegates impatient, cautious on merger

By JAMES M. CESNIK
Editor

Delegates to the International Typographical Union's 119th Convention were unanimous Aug. 25 in approving a pair of steps toward merger when they:

- ✓ Gave the green light to ITU President A. Sandy Bevis to appoint a special committee "to meet as soon as possible" with its TNG counterpart "to negotiate terms of merger" with the Guild.

- ✓ Endorsed a 17-point merger proposal by the ITU Executive Council for submission to the

Guild merger-planning panel to meet

The first meeting of the special Guild committee to draw up and negotiate terms for the possible merger of TNG and the International Typographical Union has been scheduled for Oct. 5 and 6 at TNG headquarters in Washington.

TNG President Charles A. Perlik, Jr., also announced that a "get-acquainted meeting" of the Guild and ITU merger-negotiation committees is being scheduled for sometime during the weeks of Nov. 6 and 13. It is being planned for ITU headquarters in Colorado Springs, he said.

3,300-member International Mailers' Union.

The convention and the ITU's officers and delegates who spoke

to the questions expressed impatience for both mergers.

The convention urged that the ITU's Guild-merger committee

work toward a goal of the two union's memberships voting during 1978, if "humanly possible." There were several calls for completion of an ITU-IMU merger before the ITU's 1978 convention.

At the same time, however, the convention, officers and delegates voiced concern that proposed terms for both mergers be worked out in fullest detail and fully explained and understood before going to the memberships for approval in referendum votes.

(Any proposed merger agreement would have to be approved

by referendums in each of the unions. TNG's Constitution requires that a merger proposal be approved by a convention before being submitted to referendum. If both a convention and the membership vote approval, the International Executive Board then is empowered to finalize a merger.)

The IMU Executive Council's members, who attended the ITU Convention as guests, voted unanimously during the convention to recommend to the IMU membership that it approve the

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ITU strike fund to hit \$5 million?

Cincinnati—Amendments to the ITU's Constitution that would change the international's allocation of its dues between its General and Mortuary Funds and boost its Strike Fund by four million dollars, to five million, were approved by the ITU's 1977 Convention and set for membership action in a Nov. 16 referendum.

In a related action, the convention amended the ITU By-Laws to establish a maximum \$150-a-week strike benefit, based on 50 percent of a striker's regular scale. The maximum benefit replaces an unlimited 50-percent-of-scale benefit formula. A \$50-a-week minimum benefit is retained.

The benefit cap was approved, 181 to 43, in the convention's only roll-call vote.

The ITU Constitution now requires that the union's Mortuary Fund be maintained at one million dollars.

Secretary-Treasurer Thomas W. Kopeck explained that now each month an average of \$855,000 is first channelled into the Mortuary Fund to replace benefits paid in order to maintain the million-dollar balance.

After that, the constitution now requires that remaining dues be divided equally between the General and Strike Funds until the Strike Fund reaches a million dollars. Then all the remainder goes to the General Fund.

Under the changes going to referendum, the million dollars now in the Mortuary Fund would go to the Strike Fund and mortuary benefits would be paid as they come due, out of each month's dues receipts.

The amendments also would apportion to the General Fund the amount needed each month to meet that month's General Fund expenses.

All monthly dues, after Mortuary and General Fund expenses are met, would go to the Strike Fund.

The amendments would also transfer the \$1,028,000 July 30 General Fund reserve to the Strike Fund, Kopeck explained.

Adding the General Fund reserve and the old Mortuary Fund balance to the million dollar re-

serve already in the Strike Fund would immediately give the ITU a Strike Fund of three million dollars, he said.

"We are reaching for five million dollars," he said, adding: "In my judgment, sending out a message that we have five million dollars in the Strike Fund is a lot more impressive than saying we have one million dollars in the Mortuary Fund."

Opposition to the benefits changes came largely from delegates from New York City, Detroit, Washington, Chicago, Los Angeles and Vancouver. Opponents argued that members of their locals were entitled to more than \$150-a-week benefits under the uncapped benefit formula and that strikers' resolve would be weakened during a lengthy strike under the capped formula.

Proponents of the benefits cap said that \$150 is much more than any other industry union, that strike benefits were never meant to be a living wage and that it is necessary to limit ever increasing benefits to insure that funds be available to all members in crises.

In another action, the convention rejected, on recommendation of its Laws Committee, a proposal to amend the constitution to allow all of a local's votes to be cast by its delegates when a local does not send as many delegates as it has votes. The votes would be apportioned among a local's delegates, as is the case with TNG conventions.

ITU locals are allotted convention votes according to their size, but each delegate may not cast more than one vote.

A member of the committee said the one-delegate, one-vote system has worked well for the ITU and that "until consummation of a merger, we still have to carry on the business of the ITU."

The convention also rejected proposals from Philadelphia and Chicago that the ITU change from annual to biennial conventions.

It voted to permit locals by referendum to limit retired members' voting on wage scales, strikes and lockouts and local dues or assessments if the retirees are not directly affected.



Guild leaders at ITU 119th Convention

Guild observers at ITU's Convention in Cincinnati Aug. 20-26 respond to a speaker. At table, from left: David M. Mulcahy of New York, a TNG vice president; Harry Fisdell, New York Guild executive vice president; Diane M. Woodstock, Madison Guild president and a TNG vice president; Harry S. Culver of the Wire Service Guild, TNG International Chairperson-elect; Robert E. Bruner of the Boston Guild and New England

Servicing-Organizing Program; David J. Eisen, TNG Research & Information director, and Charles Dale, TNG international representative. Also, standing in the rear: Ben Schilmeister of the Cincinnati Guild; John Lowe and Gerald Huntley of the Toronto Guild; Sheila Scaiff of the Ottawa Guild and J. William Blatz, TNG director of field operations. Robert A. Steinke of St. Louis also was there.

ITU seeks stepped-up organizing

Cincinnati—Pointing to "the thousands of unorganized workers in the printing and communications industry and emphasizing 'industrial units,' the ITU's 1977 convention here called for a stepped up organizing push by the union and a \$2 per member assessment for 12 months to finance it.

The assessment will go to the membership in a referendum scheduled for Nov. 16.

The ITU's organizing efforts should not be limited to newspapers, the convention declared. Commercial printing plants, specialty printing plants and other printing and publishing firms should be investigated, too, it said.

The union "should also look first to the industrial unit" to provide "maximum strength" in bargaining first contracts, it emphasized.

The convention singled out cir-

culation departments, press rooms and delivery departments "where other unions do not represent these workers" as prime targets for ITU-Mailer organizing.

At the same time the convention called upon all ITU members and staff in the United States to "exert whatever efforts are necessary to insure passage" of the labor law reform bills before Congress with the backing of the Carter Administration and the labor movement.

It said that passage of the reforms is as important to the ITU's future organizing success as the funds sought through the special organizing assessments.

The ITU member turned down a 12-month series of \$2 assessments in a referendum in February by a 2,475-vote margin.

The count was 30,587 in favor and 33,062 against.

The assessments would have raised an estimated 1.2 million dollars to finance an accelerated organizing push for at least two years.

Labor law reform backed

Cincinnati—Calling upon its locals and members to move "steadily and progressively into the political movement," the ITU's 119th Convention here endorsed reform of the U.S. labor law, a comprehensive U.S. national health care system and enactment of President Carter's proposals to insure the continued soundness of the social security system.

It also condemned the continuation of the Canadian government's economic controls as having "virtually destroyed meaningful collective bargaining on all economic issues."

The bill in the U.S. Congress to codify the federal criminal code (S. 1437) also was condemned by the convention for several provisions it said pose threats to the "basic freedoms of union members."

ITU delegates impatient, cautious on merger

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ITU merger proposal and pledged that each will do his utmost to convince their members to do so.

The ITU convention called upon all ITU members to actively campaign among other members for their approval of the IMU merger and to seek out IMU members for their approval, as well. The IMU was founded in 1944, largely by former members of the ITU-Mailers.

Addressing itself to the prospects for merger of the ITU and TNG, the convention said it believes "the majority of our members were ready some time ago to accept the principle of merger," but noted that "the same degree of understanding, conviction and sense of urgency does not exist among many members of both unions."

In adopting the report of its Committee on Graphic Arts Unions Merger, headed by Rob-

ert E. Petersen of Washington's Columbia Typographical Union, the convention expressed the concern that "when the matter is put to a vote there will not only be enough votes to adopt it, but the broad support to assure its success."

ITU members "must be prepared now to accept many changes," the convention said.

Earlier, delegates heard both Bevis and TNG President Charles A. Perlik, Jr., point to the continued blurring of jurisdictional lines through the advance of automation and state that only an industrial union will be able to properly represent industry employees.

"Many traditional laws, customs and institutions will undoubtedly have to give way to new practices and procedures in order to reflect the new, larger and more comprehensive union," the convention said.

"We must be primarily concerned with a streamlined structure capable of meeting future challenges, and an organization which preserves the democratic rights of its members," the convention said.

It called for increased local-level efforts toward developing "respect and trust" for members and leaders of each union.

"We must forget our prejudices and animosities resulting from past mistakes," the convention continued, calling for closer "social and organizational contacts" and improved communications. Locals should send each other enough of their publications for distribution to all members, if possible, it recommended.

Echoing Bevis's opening remarks, the convention called for "the greatest amount of information" to the membership from the ITU to enable them to "intelligently discuss and act on what

will probably be the most important decision our union will ever make."

It urged that when the two unions' merger committees begin to meet jointly they issue "joint communiques" to the memberships of both.

The convention also called upon the ITU Executive Council to "continue talks" with the United Paperworkers International Union, the International Printing & Graphic Communications Union "and other unions looking towards closer co-operation, liaison and possible mergers."

Earlier, the convention heard UPIU Secretary Treasurer Henry Segal state that the union is committed to work for "a unified organization in the paper and printing industry."

He proposed that a conference of all craft and industrial unions

in the two industries be convened to provide a "clearing house and working agreements toward common goals." It could be similar to the construction and maritime unions' departments within the AFL-CIO, he said.

Officers of the ITU and Paperworkers met on at least two occasions late last year and earlier this year.

In May, the IP&GCU broke off talks with the Paperworkers. The IP&GCU's convention last September had instructed the union's executive board to "complete" merger talks with the Paperworkers and submit a merger agreement to referendum.

The IP&GCU executive board said the Paperworkers had failed to provide information requested "since January" and that the two unions were unable to resolve "other issues which are very important to our membership." It did not elaborate.

Scientific American up as much as \$123

New York — Increases of as much as \$123.50 a week are included in a new, three-year New York Guild contract at Scientific American.

General increases are 8 percent retroactive to Dec. 1, 1976, and on Dec. 1, 1977, 8½ percent on Dec. 1, 1978, and one-half percent on June 1, 1979.

Increases in top minimums and the resulting minimums over the term of the contract include:

Editors — Up \$95.25, to \$490.75.

Assistant copy chief — upgraded, resulting in a \$123.50 increase, to \$388.75. The progression schedule to the top minimum also is reduced a year, to two. **Book division senior copy editors and senior production associates** are added to this group. The book division is new.

Apprentice editors — Up \$74.75, to \$350.50. **Assistants to circulation and advertising managers, programmers, research associates**—Up \$72.50, to \$359.25. **Book division copy editors, senior accountants, senior editorial re-**

searchers, production associates are added to this group.

Advertising traffic expeditors, artists, assistant production managers — Up \$66.50, to \$331.75. **Shipping room supervisor and subscription fulfillment supervisor** are added to the group, resulting in an \$88 increase.

Bookkeepers, dictaphone stenographers, art assistants — Up \$54.50, to \$270.50. **Switchboard receptionists, assistant bookkeepers**—Up \$51, to \$250.25.

Clerks, file clerks, clerk-typists—Up \$46.50, to \$231.

Night differential goes to 10 percent, up from 8 percent. Supper money for employees working two or more hours of overtime increases to \$6 without receipt, from \$5, and \$9 with receipt, from \$7. Lunch money for employees working four hours on a scheduled day off goes up \$1.50, to \$6.50. Reimbursement for taxi fare for employees working overtime goes up \$2, to \$8, if they work past 7:30 p.m., instead of 8:30 p.m.

Presidential election day is added as a holiday. There are 11 named holidays and three personal days.

Maximum payment for major medical expenses increases from \$40,000 per illness to a general top of 1 million dollars.

Female employees who adopt a child younger than one year will receive maternity leave of up to six months with two week's pay after a year's service, three weeks' pay after two years of service, and four weeks' pay after five years' service.

Paternity leave is increased two days, to three days with pay.

The maximum annual reimbursement for tuition costs goes up \$400, to \$1,000, and up \$50, to \$100, for non-academic courses.



200 years in the Toledo Guild, ITU

25-year Toledo Guild member Herral Long, kneeling at left, prepares to focus his camera on some of the other persons honored for long-time Guild and Typographical Union membership jointly by the local unions in ceremonies conducted by ITU Representative Albert Rudy, center. Among 12 other 25-year Toledo Guild members honored are, standing, from left, Marguerite Murphy and Eveyln Alexander. Among more than 40 Typographical

Union members honored for up to 60 years' membership are, from right, 50-year members Thomas Post and Olon Thompson. The picture was taken by Toledo Guild President William Lee, also recipient of a 25-year Guild pin. Charles Phillis, Toledo Typographical Union president, also received recognition for 25 years' membership. Lee officiated at installation of the local Typographical Union's officers during the same meeting.

Lansing tops to rise \$56

Lansing, Mich. — Reporters' and photographers' top minimums increase \$56.50, to \$358.50, in a new, three-year Lansing Guild contract with Gannett's State Journal.

The contract also raises top minimums for desk persons and rewrite employees \$56.50, to \$368.50.

The first increment of the increase—\$20—is retroactive to Oct. 4, 1976. Additional increases of \$18.25 are payable this and next October.

Bakersfield—is it matter of form?

Bakersfield, Calif.—Leaders of the Bakersfield Guild are considering resubmitting the local's proposals for a new contract with the Californian on an expense account form.

The standard format has seen the local go more than 500 days without a new pact with the paper while management has steadily

escalated what the local sees as a campaign of harassment and intimidation [Guild Reporter, Aug. 26].

Resubmission of its proposals on expense-account forms was entertained briefly after the following incident, according to one local representative.

At 6 a.m. the day after the

paper unilaterally posted working conditions in the plant, chief copy editor Vi Hollins was refused admittance to work by guards who had watched her approach the door on closed-circuit television.

Hollins made two calls from a nearby telephone booth—one to a Guild representative, the other to the city editor at home. The city editor called the co-owner, who was asleep inside his office, as were several other management people.

About 20 minutes later Hollins was allowed to enter the plant to work. A "mix-up" was blamed for the guards' earlier action.

Hollins submitted an expense account for 20 cents for the two calls. That afternoon she displayed to her fellow workers two dimes from the company cashier.

"Maybe . . . just maybe," a local bargainer was heard to mumble.

Editor's top up \$32

San Jose—Top minimum for the editor rises \$32, to \$356, in a new, one-year San Jose Guild contract with the Labor Union Gazette, a building trades weekly. Reporter top minimum rises \$34, to \$226. Mileage rate goes up 10 cents, to 28, or \$35 a week, whichever is more.

off the boycott on Aug. 24, she said [GR, Aug. 26].

They included local and regional officers of the United Auto Workers and the Michigan Education Assn.

An important gain was scored when the boycott was endorsed by the Pontiac Citizens Assn., a group of 100 community organizations. More than 300 other organizations also have endorsed the boycott.

Madison council and board ask good faith talks at MNI

Madison, Wis. — The City Common Council and the Dane County Board of Supervisors both have called on Madison Newspapers, Inc., and five unions to reach agreements in their long-running bargaining disputes.

The board's Sept. 1 resolution urged fair bargaining procedures and enlistment of a private mediator.

The council on Aug. 30 asked that all parties "make every effort to reach acceptable agreements in open bargaining."

Diane M. Woodstock, the Madison Guild's president and a TNG regional vice president, told the county board that management "has been deliberately provoking the unions into a strike" by failing to offer decent contract proposals.

Each of the five unions at Madison Newspapers, Inc.—publisher of Lee's Wisconsin State Journal and of the Capital Times—have been bargaining for new contracts, some of them for more than a year.

The unions are the Guild, State Journal Editorial Assn., International Mailers, Typographical and Printing & Graphic Communications' Pressmen.

Meanwhile, County Board Chairperson Mary Louise Symon was thrown out of State Journal-Editorial Assn. bargaining by management on Sept. 6. She previously had observed Guild-Capital Times bargaining.

About 250 union members were expected to attend a mass

Some of them are issuing mass mailings to their members.

The 35 Guild members at the Press have gone without a pay increase since 1975. The Guild and the pressmen charge the paper is obeying orders of its parent conglomerate, Capital Cities Communications, in taking "a completely unreasonable stand" in drawn-out contract negotiations.

meeting Sept. 7 to discuss the situation.

Meanwhile, Woodstock reported, the "Never on Sunday" boycott of the Sunday State Journal is picking up [GR, Aug. 26].

Both the Madison Federation of Labor and the Wisconsin State AFL-CIO are supporting the boycott.

Boycott J.P. STEVENS PRODUCTS

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

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



SHEETS & PILLOWCASES

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

TABLE LINEN

Simtex

BLANKETS

Forstmann
Utica

TOWELS

Fine Arts
Tastemaker
Utica

CARPETS

Contender
Gulistan
Merryweather
Tastemaker

HOSIERY

Finesse
Hip-Lets
Spirit

The U.S. price elevator

The table below records the ascent of the Consumer Price Index in the United States over a 24-month period following a 0.8-point rise in the index in July, to 182.6, up 11.5 points from July, 1976. The first column lists the index for each of the last 12 months, the second the percentage increase over the same month of the preceding year, and the third, the percentage increase over July, 1975.

	Index*	Percentage over Same month prior year	July 1975†
August, 1976	171.9	5.6	5.9
September	172.6	5.5	6.4
October	173.3	5.3	6.8
November	173.8	5.0	7.1
December	174.3	4.8	7.4
January, 1977	175.3	5.2	8.0
February	177.1	6.0	9.1
March	178.2	6.4	9.8
April	179.6	6.8	10.7
May	180.8	6.7	11.3
June	181.8	6.9	12.0
July	182.6	6.7	12.5

* 1967 = 100 † Index = 182.3

30,732 are eligible to vote in Guild elections

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189 as eligible voters from the New York Guild—110 in the El Diario-La Prensa Unit, 17 in the New Brunswick, N.J., Unit, and 62 in the Waterbury, Conn., unit.

It also added three in St. Louis, 24 in the Cleveland Guild's Massillon Unit, five in San Francisco-Oakland, one in Albany, three in Chattanooga, six in San Antonio, 50 in Washington-Baltimore, 35 in Lynn and 19 in Wire Service.

IERC rules provide that local election committees must count ballots on either of the two days immediately following the voting period—that is, Sept. 21 or 22.

Chairman of the IERC is Robert A. Steinke, executive secretary of the St. Louis Guild. Members are Jim McCarthy of Ottawa, secretary; Lou Mleczo of Detroit, Louise Walsh of Wire Service, Pat Scuotto of New York, Elinor Redner of San Francisco-Oakland, and Francis Fanucci of Harrisburg.

Appeals subcommittee members are Redner, Scuotto and Fanucci.

Candidates in the elections are, in ballot order:

For vice presidents at large—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 incumbents. They and Holt, Tucker and Bigelow are running as the Unity Committee slate.



Ballots, rules, voter lists readied

TNG's International Election & Referendum Committee clears ballots, election rules and voter lists for mailing to locals during Aug. 26 meeting at TNG headquarters with assistance from Alberta Padgett, TNG office manager, left foreground, and TNG Secretary-Treasurer Robert M. Crocker. Committee members are, beginning

third from left: Elinor Redner of San Francisco-Oakland; Pat Scuotto of New York; Francis Fanucci of Harrisburg; Louise Walsh of Wire Service; Robert A. Steinke of St. Louis, chairperson, and Jim McCarthy of Ottawa. Not pictured was Lou Mleczo of Detroit. Election is Sept. 15-20.

For regional vice presidents—In Region 1, the U.S. Northeast: Richard V. Sabatini and Eugene B. Jones, both of Philadelphia. Jones is the incumbent. In Region 2, the U.S. South: Faye McCracken of Memphis and Warren E. Howard of Washington-Baltimore. Howard is the incumbent.

Re-elected without opposition at the Honolulu Convention this summer were President Charles A. Perlik, Jr., and Secretary-Treasurer Robert M. Crocker, each to his fifth term.

Harry Culver of the Wire Service Guild was elected without opposition as international chair-

person.

Also at the convention, Carla Beck of Great Falls was elected vice president from the U.S. West and John M. Lowe of Toronto was elected from Eastern Canada.

Regional vice presidents re-elected without opposition at the convention were Roger L. Stonebanks of Victoria, for Western Canada, Betsy Wade of New York, for the region that is New York City and vicinity, and Diane M. Woodstock of Madison, for the Midwest.

Culver, Perlik, Crocker and the vice presidents will be sworn in when the International Executive Board begins its fall meeting.

Manchester ad tops rise \$60

Manchester, N.H.—Top minimums for classified and display solicitors and reporters and photographers rise \$60 in a three-year Manchester Guild contract with the Union Leader and Sunday News here.

The increases take the solicitors to \$349 a week over the term of the contract and the reporters and photographers to \$339.

Top minimum for cartoonist, editorial writer and state news coordinator goes up \$60, to \$356.

Increases are payable as of Jan. 1, 1976, and Jan. 1, 1977, and July 1, 1977, and July 1, 1978, and come in increments of \$10, \$10, \$20, and \$20 for the solicitors and reporters and photographers.

Among other classifications, increases and resulting top minimums are:

Circulation supervisors — Up \$8.25, \$8.25, \$16.50 and \$16.55, to \$280.55, a total increase of \$49.55.

Inside Classified solicitors—Up \$7.50, \$7.50, \$15 and \$15, to \$254, a total increase of \$45.

Circulation delivery clerks—Up \$7, \$7, \$14 and \$14, to \$237.50, a total increase of \$42.

Switchboard operators, typists, receptionists—Up \$6.10, \$6.10, \$12.30 and \$12.30, to \$208.30, a total increase of \$36.80.

Janitors — Up \$6.30, \$6.30, \$12.60 and \$12.60, to \$213.80, a total increase of \$37.80.

Effective next Jan. 1, the employer will pay \$11, instead of \$10, into the pension fund, and will pay \$12 per week per employee effective next July 1.

Employees become eligible for four weeks of vacation after 10 years of service, instead of 13, and a fifth week is added after 25 years.

Provision is also made for the publisher to meet all reasonable fees and expenses of legal counsel selected by an employee if the

employee is proceeded against as a result of assigned news or advertising duties—unless the employee acts in reckless disrespect of the truth.

Leuchter scholarship to Edgington

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last 17 TNG Conventions, 13 of them as a delegate, and has been chairperson of convention Research & Information and Finance Committees, the latter three times.

He has been a delegate to the San Diego-Imperial Counties Labor Council since 1973 and currently is chairperson of the Kaiser-Permanente Consumer Council.

The Leuchter scholarship is named for TNG's late general counsel and provides \$3,000 for tuition, room and board "with something to spare." Expenses beyond that must be made up by the recipient or his or her local.

The 12-week residential program consists of professional instruction in union administration, labor law, economics, wage administration, labor history, communications, and international labor affairs.

Harvard administers the scholarship, processes applications, evaluates qualifications and selects the recipients.

Funds for the scholarship come from annual contributions by the university, TNG and interested Guild locals.

Established by TNG's 1973 Convention, the scholarship is open to local and international administrative staff members and to paid and unpaid local and

international officers. In special circumstances, it may be available to persons who formerly held such positions and those who can reasonably be expected to assume such positions in the future.

The scholarship differs from the TNG's annual Guild Service Award for outstanding local service, which provides a \$1,500 scholarship for a short-course in labor education of the winner's choice. Leuchter applicants do not have to be nominated by their locals. Paid officers and staff are not eligible for the Guild Service Award.

Edgington is the sixth person to be awarded the Leuchter scholarship. Previous recipients were: Hugh H. Harrison, the Pacific Northwest Guild's executive secretary; Louise Walsh, the

sideration.

The agenda includes examination of merger of locals in the same international as well as locals of separate international unions, joint bargaining and organizing and inter-union co-operation generally.

Locals of all three unions in Saskatoon are handling details.

Centre top up \$16

New York—A new, one-year New York Guild contract at the International Literary Centre raises the top minimum for senior information analyst-adviser \$16.57, to \$348 a week.

The top minimum for national projects assistant goes up \$13.65, to \$286.67, and for mail room supervisor to \$247.33, an \$11.78 increase.

Wire Service Guild's assistant administrator; Fred Fletcher, the San Francisco-Oakland Guild's executive secretary; Gary H. York, in 1974, vice president and chief steward of the Providence Guild, and Brian L. Flores, in 1973, then administrative officer of the Washington-Baltimore Guild.

There were two other applicants for the Leuchter scholarship that went to Edgington: Susan R. Craig, member of the Toronto Guild's executive committee and chairperson of its Star Unit, and Bruce Nelson, vice president of the Twin Cities Guild and chairperson of its St. Paul Dispatch and Pioneer Press Unit. Nelson expects to attend the Harvard program under a Bush Foundation fellowship awarded him earlier in the summer.

N.Y. manager Tom Fay dies

New York—Tom Fay, New York Guild office manager the last 9½ years and before that a vice president of the local for 20 years, died July 20. He was 72.

A Guild member since 1945 when he was a lithograph operator at the New York Herald Tribune, Fay also was chairman of the Guild unit at the paper

for five years and was the only chairman of the Guild unit at the short-lived World Journal Tribune, formed through merger of the Herald Tribune, the Journal-American and the World-Telegram in 1967.

He was a delegate to virtually every Guild convention during his 20 years as a local vice president.

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

C-o-L boosts add \$9-plus in two cities

Cost of living adjustments have added as much as \$9.91 to top minimums in St. Louis and \$9.24 in Chicago.

At the St. Louis Post-Dispatch, reporters, photographers and outside advertising sales representatives received \$9.91, effective this month, bringing their top minimum to \$419.40 a week, a \$51.74 increase over the first 31 months of a 44-month contract.

At the St. Louis Globe-Democrat, reporters, photographers and rewrite employees received \$9.91, bringing their top to \$405.90, a \$51.74 increase over the first 31 months of a 44-month contract.

On the Chicago Sun-Times and Daily News, copy readers, rewrite employees and assistant picture editors got \$9.24, bringing their top to \$452.34, a \$61.19 increase over the contract's two-year term.

Cost-of-living increases in other classifications' top minimums include:

Post-Dispatch

District managers—Up \$6.88, to \$291.35, total increase of \$35.94; stenographers, telephone operators, keypunch operators, voluntary ad takers—Up \$4.68,

A terminal case

Video display terminals continued to dominate the automation picture at newspapers, as demonstrated by this table, based on data from the American Newspaper Publishers Assn. Research Institute annual survey of member newspapers in the United States and Canada. It shows the number of each device in use in newspaper plants at the end of each year. VDTs increased by 81 percent in 1976 after a 130-percent increase in 1975. Scanners increased 25 percent after a 44-percent increase in 1975. There were 14 percent more IBM Selectric or other single-element typewriters at the end of 1976 after a 35 percent increase during 1975.

Year	VDTs	Scanners	Selectrics*
1971	155	16	—†
1972	360	87	—†
1973	685	186	6,107
1974	1,666	377	13,819
1975	3,896	543	18,778
1976	7,038	671	21,384

*Or other single-element typewriters
†Figures unavailable

to \$198.27, total increase of \$24.45.

Globe-Democrat

Outside classified sales representatives—Up \$9.91, to \$373.65, total increase of \$51.74; circulation district men—Up \$6.88, to \$239.64, total increase of \$35.94; stenographer, keypunch operator—Up \$4.68, to \$191.27, total increase of \$24.45.

Sun-Times, Daily News

Reporters, photographers, artists, caption writers—Up \$8.93, to \$437.40, total increase of \$59.27.

Upper dues increased

Guild members earning \$550 or more a week and who belong to Guild locals with dues "equal to or approximating" TNG's constitutional Minimum Dues Schedule will have higher monthly dues in October and thereafter.

Secretary-Treasurer Robert M. Crocker has reminded locals that the 1976 Convention, continuing a progression started 12 years before, voted an increase in the upper range of the Minimum

Dues Schedule, effective Oct. 1, 1977, as follows:

Regular weekly compensation	Monthly dues
\$550.00 to \$554.99	\$7.75
\$555.00 to \$559.99	\$8.00
\$560.00 to \$564.99	\$8.25
\$565.00 to \$569.99	\$8.50
\$570.00 to \$574.99	\$8.75
\$575.00 to \$579.99	\$9.00
\$580.00 to \$584.99	\$9.25
\$585.00 to \$589.99	\$9.50
\$590.00 to \$594.99	\$9.75
\$595.00 and over	\$10.00

The entire amount of the increases go to local treasuries, Crocker said.

Death Row coverage —TNG joins in appeal

Washington—TNG is joining an appeal to the U.S. Supreme Court from a circuit court decision barring television coverage of executions.

Tony Garrett, of KERA-TV in Dallas, won an affirmative decision in U.S. District Court in Dallas in January, but the 5th Circuit Court overturned the District Court.

William M. Taylor, Jr., the lower court judge, had ruled that executions are state acts and the media have the right to cover them.

Reversing Taylor, the circuit court held that Texas' regulations

don't violate the First Amendment because the press doesn't have a constitutionally guaranteed right of special access to information not generally available to the public.

The circuit court also held that Garrett was not denied equal protection of the law by virtue of having been denied the use of the tool of his trade — a television camera.

The state's regulations allow the media access to executions but prohibit recording an execution by mechanical means.

This applies to a newspaper photographer's camera or a radio reporter's tape recorder, the court noted, not only to television cameras.

TNG filed a friend of the court brief in the Circuit Court proceedings jointly with the Reporters' Committee for Freedom of the Press and the Radio-Television News Directors Assn., the same groups which intend to file an amicus brief in the Supreme Court.

Directories top minimum goes up \$29

Vancouver — Top minimums increase \$29 in a new, two-year Vancouver-New Westminster Guild contract with B.C. Directories.

The increase brings senior clerks to \$167 in increments of \$19 retroactive to June 27 and \$9.50 next June 27. Clerks' top minimum goes up \$27, to \$159, in increments of \$18 and \$9.

B.C. Day is added as an 11th holiday.

The employer's contribution to the dental fund rises 2.5 cents, to 11.5 cents, per hour for each hour worked by covered employees. In November, the contribution will rise to 13 cents an hour.

The new agreement replaces one which expired in February, 1976. A decertification petition was filed in April, 1976, but the Guild won the election in March, 1977.

'Professionalism, membership hand in hand'

Guild aided him as journalist, m.e. says

Duluth, Minn.—"Professionalism and union membership went hand in hand" for him during his 11 years in the Guild, the Minneapolis Star's managing editor told about 50 Twin Cities Guild members during a "Duluth Day" conference here.

In fact, David Nimmer told the group, his Guild membership "in many ways . . . helped me as a journalist."

"I had some goals for myself," Nimmer told the group during lunch. "I wanted to be a good reporter, I wanted to work hard, I wanted to be honest, I wanted to have my stories show integrity and candor and I wanted to develop my skills."

"But," he continued, "I also . . . wanted to protect myself from any kind of whimsy in the newsroom. I wanted to earn a decent living. I wanted to work decent hours. I wanted to live a 'middle class' kind of life. . . . Some of the objectives that the Twin Cities Guild had."

Nimmer said he thinks he was a professional journalist ("a few

vestiges of that even remain in my new role in management") and "a good union member, too."

"I worked hard, I was active, and at no time in my career did those values clash . . . those roles were always compatible."

"There was nothing in my membership in the Guild which could even remotely hamper, or did remotely hamper, my standing as a professional journalist."

"I was glad I belonged to a union. I felt proud of that fact. I felt that in many ways it helped me as a journalist," Nimmer said.

He was a member of the Twin Cities Guild for 11 years before being named managing editor of the Star in 1974. During those 11 years he was a member of the local's executive committee, local secretary, local treasurer and a member of its bargaining committees at the Star and the commonly owned Minneapolis Tribune. Since becoming managing editor he has been a management bargainer.

In the early '70s he was a member of the Star's three-reporter consumer team that was called the best in the country by the president of Consumers' Union. He spoke July 30 at a meeting of Guild members from Minneapolis, St. Paul and Duluth devoted in the main to contract enforcement.

"I knew I wanted to belong to a union which would provide me an opportunity to have my say," Nimmer continued. "And that was the Twin Cities Newspaper Guild for me."

He said he also considered it important that the Guild was "comprised of a reasonable group of people . . . not controlled by any fringe . . . [but] by that great center . . . a bunch of people collectively bargaining their own wages and working conditions."

He also considered it important that the Guild "didn't hate the Minneapolis Star and Tribune Company," he said. "If you belong to a union because you hate your employer . . . it's the wrong reason," he said.

"We were organized, not because we hated our employer but because we valued our own work and we wanted to be well paid for it," he added.

He also pointed out that he found the Guild to be "the kind of union that asked itself what we can do better to make our newspapers better. . . . We were concerned with questions of productivity, . . . with the kind of product we put out."

He also said he found the

Guild to be "a union that was strong enough, aggressive enough, cared enough about its members not to be a beggar."

"We came to the bargaining table . . . with an honest concern for our members who we thought were working hard," Nimmer said. "We bargained in good faith for decent salaries for them. We were not a company union, and I always felt that was important, too," he said.

Pointing out that he was "not saying you can't have a professional newspaper without a union," Nimmer said that "with some degree of certainty" in his own experience "professionalism and union membership went hand in hand."



Twin Cities's 'Duluth Day'

Twin Cities Guild members grin and chuckle as Bruce Nelson, standing, discusses mock arbitration cases presented during Twin Cities Guild's "Duluth Day." Nelson, of the local's St. Paul Pioneer Press-Dispatch Unit, co-ordinated the all-day conference held in Duluth. About 50 members from

Duluth, Minneapolis and St. Paul attended. Dianne Woodstock, Madison Guild president and TNG vice president from the Midwest, and Fred Jones, TNG international representative, also attended. David Nimmer, Minneapolis Star managing editor, spoke to the group during lunch.



DAVID NIMMER
'Guild aids professionalism'

IT SEEMS

TO US

New Jerseyite lists areas of concern in merger talks

PISCATAWAY, N.J.

Editor:

The merger between the Guild and the ITU, with its endorsement in principle by President Charles Perlik and the appointment of a committee to negotiate terms, now appears to be well along.

The terms obtained by the negotiating panel, therefore, will be all-important in governing the nature of the charter for the merged union.

I urge the committee not to overlook union democracy issues—not immediately transferable into contract gains, perhaps, but vitally important for the long-range health of any union. The present right of Guild members to attend negotiating sessions on their own contract, to attend meetings of Guild committees on which their interests are to be represented, to vote on job actions and contract settlements, and to effect changes in the union constitution through initiative and referendum, must be retained.

Professional issues, so important to union power in newsrooms, must also be regarded. The charter, for instance, should contain a clear statement on anti-censorship policy, proscribing the interference by any union member in the publication of newsroom copy, other than as part of a strike or other job action dealing with efforts to obtain a contract.

GEORGE B. DAWSON
New Brunswick Unit
New York Guild

Nine Philadelphia leaders endorse Jones in Region 1

PHILADELPHIA, PA.

Editor:

We are asking you to consider and support Eugene B. Jones in his candidacy for re-election as vice president of the International Executive Board from Region 1.

Over the past years, Eugene has held a number of unit and local offices. He currently is president of Local 10. These years have given him the experience in knowing and understanding the problems of small and large locals and he has kept these problems foremost in his mind as he represented Region 1.

His voting record on the IEB has been one of independence and individuality with careful thought and examination.

His efforts to assist the constituents of Region 1 reflects his sincere concern for the individual—the little person. He has attended to any problem any local brought to his attention, and has completed his responsibility with honesty, unselfishness and determination.

There are few with devotion to the Guild.

Again we ask you to support Brother Jones for re-election to the IEB.

ROSEMARIE ALLMER
Secretary

STUART BYKOFKY
Chairperson, rep. assembly
and 4th vice president

FRANK GLEESON
Chairperson, Wilmington Unit
and 5th vice president

VINCENT M. IEZZI
1st vice president

VIRGINIA JOHNSON
2nd vice president

GENE KOCH
Chairperson, Pottstown Unit

PHYLISS LaVOIE
Treasurer

HENRY MAURER
Chairperson, Consolidated Unit

CATHERINE SCATTERGOOD
Chairperson, Triangle Unit

Philadelphia Guild

Ten Philadelphia leaders say they're for Sabatini

PHILADELPHIA, PA.

Editor:

We, the undersigned, strongly endorse the candidacy of Richard V. Sabatini for international vice president of Region 1.

Ric has proven himself time and again in the Inquirer-Daily News Unit and the Philadelphia Local as a dedicated, conscientious leader.

We believe Ric will best serve the interests of our region and local on the IEB through his pledge of total involvement and communications.

FRANK HEICK
Vice President

SEYMOUR RAVINSKY
Chairperson
Inquirer-Daily News Unit

GERRY OLIVER
Chairperson
Delaware County Unit

HELEN McCARTNEY
2nd vice chairperson
Inquirer-Daily News Unit

NANCY MORTIMER
Secretary
Inquirer-Daily News Unit

CAROL McGARVEY
Secretary
Representative assembly

BOB SINGER
Former vice president

RICH AREGOOD
Former vice president

MIKE ST. JOHN
Former vice chairperson
Inquirer-Daily News Unit

FRANK DOUGHERTY
Former vice chairperson
Inquirer-Daily News Unit
Philadelphia Guild

San Diego's Davis plumps six on slate in at-large race

SAN DIEGO, CALIF.

Editor:

When it comes time to mark your choices on the ballot, I strongly urge you to vote for the Unity [Committee] slate—Lou Calvert, Floyd Tucker, Bob Holt, Dorothy Sain, Woody Bigelow, and Dave Mulcahy.

As a freshman delegate to this year's convention I had the opportunity to meet the members on the Unity slate. I share their philosophy, dedication, and enthusiasm. The Guild could only prosper under their leadership.

I particularly encourage you to support Lou Calvert and Floyd Tucker. I have worked with them for over two years in the Western region. They have always responded when help was needed or questions needed to be answered.

MICHELE C. DAVIS
Secretary
San Diego Guild

Letter denied publication improperly, member says

WASHINGTON, D.C.

Editor:

In a letter submitted too late for the previous issue of GR, I described the presentation made by Faye McCracken before the RA of the Washington-Baltimore Guild. My letter only raised questions about the knowledge of Faye, obviously a dedicated member, of important Guild affairs.

In a far-stretched interpretation of his clear-cut mandate, the editor of GR has denied publication of the previous letter on grounds that it would have raised new charges in the GR issued immediately before balloting.

The present letter—like the suppressed one—raises no new

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.

charges against Faye. It simply points out to members in Region 2 that in the judgment of the editor they must cast their votes without the benefit of at least one informed source.

Those who do not believe in a controlled and partisan labor press will vote for Warren Howard. He thinks you ought to know all about it.

JOE HOLT ANDERSON
Former vice president, Region 2
At-large
Washington-Baltimore Guild

Editor's note: Long-standing, convention-established policy on letters relating to elections states that such letters "to appear in the issue immediately preceding distribution of ballots and subsequent issues preceding the voting shall contain no new charges." This policy is stated in the box accompanying these letters, as it has been in the previous four issues. In the editor's judgment, Anderson's "questions" clearly raised new charges.

Howard sees advantage to opponent in GR error

WASHINGTON, D.C.

Editor:

I realize that to many we still all look alike, but it hardly seems constitutional to give my opponent an advantage by dumping Eugene Jones into the Region 2 race as was done in his statement in the last GR.

WARREN E. HOWARD
Vice President
Region 2

Editor's note: Howard sub-

mitted the letter above after the deadline for the Aug. 26 issue. He refers to the candidates' statements in the Aug. 12 issue. As stated in a correction in the Aug. 26 issue, the erroneous identification of the region in which Jones is running was the result of a typographical error. The region was correctly identified in two other places in the same issue.

New member is 'appalled' by 'alleged skullduggery'

WASHINGTON, D.C.

Editor:

As a new member in the Washington-Baltimore Newspaper Guild (full-time 2/27/77), I am appalled by the unseemly activities and alleged skullduggery alluded to in the August 12, 1977, GR.

An endorsement of incumbent Warren Howard by leaders of his opponent's local... an assault accusation in which the supposed injured party testifies that he sustained a fractured knuckle... Howard's contention that the GR is encouraging libel... and a very complicated brouhaha about who set the date for the Aug. 17 candidates' forum. I checked and found that the "forum" was announced to the membership Aug. 12 as a special meeting to hear two candidates who probably would not be there in which the chair knew "of no other business that will come before the body."

Is it possible to suspect that members of my idealized Guild would engage in political obfuscation?

In the interests of my Guild education I listened in on a little-publicized confrontation between Howard and his opponent, Faye McCracken, at the Bureau of National Affairs in Washington.

Concluding that membership in the Guild promises to be an illuminating experience, I figured I'd vote for Howard.

MARY DRESSER
IUE Unit

Washington-Baltimore Guild

A Memphis ex-secretary backs Faye McCracken

MICHIE, TENN.

Editor:

Having worked closely with Faye McCracken for many years I heartily endorse her candidacy for Region 2 Vice-President.

I have always found her to be a loyal, trustworthy person who puts the welfare of the Guild above personal profit.

Since she has served as president and vice-president of the Southern District Council; she is aware of problems facing the Southern locals, especially in the organizing field.

Faye has served on several bargaining committees and understands the bargaining process. She was one of the original human rights committee members and is still committed to human rights.

As a former officer, now an associate member, I urge you to vote for Faye McCracken.

MARLENE PHIFER
Former Secretary
Memphis Guild

**Memphis rewards service**

Richard P. (Dick) Lane, left, displays the Memphis Guild's 1977 Service Award, given him for four decades of service to the Guild on the local and international levels. He was one of the local's founders and is a former TNG regional vice president. The local's Citizens of the Year Award went

to Mr. and Mrs. Monroe Ballard, center, for their work with wayward girls. They have taken so many into their home they have had to more than double its size to accommodate them, the local reports. Memphis Guild President Brown Alan Flynn, right, was named Guild Member of the Year.



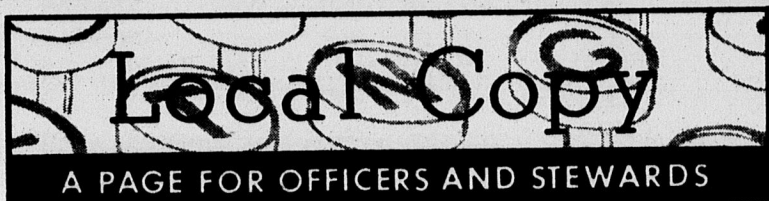
Mike Pearce (far right), Ottawa Guild

Ottawa Guild brings stewards together for seminar

Ottawa Guild holds its first annual shop stewards' seminar. Until recently, the local's executive committee had performed the steward's role, but increasing business caused the local to go to a formal system. Seated from

left are Ernie Sherman, Evan Leduc, Bob Chapman, Dave Rogers, Kit Collins, Wendy Jackson, Rob Burton, TNG Canadian Director William McLeman, and Dian Duthie. Standing from left are Charlie Higgins,

President Katie FitzRandolph, Andy Rose, Bozica Costigliola, Don Coghlan, Jim McCarthy, Executive Assistant Sheila Scaiff, who conducted the seminar, Charley Gordon, and Mike Pearce, who got into his own picture.



INSIDE CLASSIFIED

Five top \$300

Top minimums for classified-ad telephone solicitors in effect Aug. 1 exceeded \$300 a week in five of the 63 Guild contracts with Canadian, U.S. and Puerto Rican newspapers that cover the job, according to data compiled by TNG's Collective Bargaining Dept.

Top minimums exceeded \$250 a week in 24 of the contracts (38 percent).

They ranged from a high of \$352.93 a week, at the New York Times, to a low of \$141 a week, at the Winnipeg Tribune. Average was \$226.20 a week.

But TNG's goal of parity for inside classified sales with other key top minimums remains unachieved in all 63 contracts. Closest is the Detroit Free Press, where the gap is \$81.25 a week. Biggest gap is at the Washington Post, a \$194-a-week difference. Gap at the New York Times is \$133.34 a week.

Following are the classified-ad phone solicitor top minimums as of Aug. 1:

	Minimum	After		Minimum	After
New York Times	\$352.93	3 yrs.	Denver Rocky	217.00	3 yrs.
New York News	348.38	3 yrs.	Mountain News	215.91	4 yrs.
Washington Post	335.50	4 yrs.	Elizabeth Daily	208.50	5 yrs.
Detroit Free Press	307.45	3 yrs.	Eugene Register-Guard	206.95	3 yrs.
New York Post	300.85	3 yrs.	Kingston Daily Freeman	205.15	5 yrs.
San Diego Union and Tribune	292.25	4 yrs.	Memphis Commercial Appeal and Press-Scimitar	205.10	2 yrs.
St. Louis Post-Dispatch	291.35	4 yrs.	Buffalo News	204.85	1 1/2 yrs.
Philadelphia Inquirer and News	288.94	4 yrs.	Vancouver Sun and Province	203.14	3 yrs.
San Francisco Chronicle and Examiner	285.44	4 yrs.	Cleveland Press††	202.83	4 yrs.
San Jose Mercury and News	285.44	4 yrs.	Pottstown Mercury	192.34	3 yrs.
Seattle Times	277.50	4 yrs.	Erle News and Times	189.00	2 yrs.
Seattle Post-Intelligencer	274.75	4 yrs.	Royal Oak Tribune	189.00	4 yrs.
Boston Herald American	273.50	3 yrs.	Monterey Peninsula Herald	189.00	4 yrs.
Herald Advertiser	270.85	4 yrs.	Great Falls Tribune	186.00	3 yrs.
Washington Star	267.90	4 yrs.	Albany Times-Union and Knickerbocker News-Union-Start	177.30	2 yrs.
Honolulu Advertiser and Star-Bulletin	265.80	4 yrs.	Bay City Times	177.30	3 yrs.
Sacramento Bee	264.50	3 yrs.	Cincinnati and Kentucky Post	175.00	2 yrs.
Providence Journal and Bulletin	263.25	4 yrs.	Portland Press-Herald, Express and Telegram	174.05	2 yrs.
St. Louis Globe-Democrat	262.85	3 yrs.	Enterprise-Times	174.00	3 yrs.
Tacoma News-Tribune and Ledger	258.39	4 yrs.	San Juan	169.63	2 yrs.
Sacramento Union	256.68	3 yrs.	El Mundo	167.05	3 yrs.
Toronto Star	253.70	4 yrs.	Oshawa Times**	162.50	3 yrs.
Stockton Record	252.00	3 1/2 yrs.	Allentown Call and Chronicle	161.20	2 1/2 yrs.
Denver Post	245.21	3 yrs.	Sheboygan Press	156.05	3 yrs.
Toledo Blade	240.11	3 yrs.	San Juan Star	154.81	3 yrs.
San Mateo Times††	239.00	3 yrs.	Lowell Sun	153.50	3 yrs.
Manchester Union Leader and New Hampshire News	238.50	3 yrs.	Yakima Herald-Republic	152.11	3 yrs.
Baltimore Sun and Evening Sun	235.48	3 yrs.	Duluth Herald and News-Trb.	140.41	3 yrs.
New Westminster Columbian	232.54	4 mo.	Canton Repository	141.00	2 yrs.
Montreal Star**	227.00	3 yrs.	Winnipeg Tribune*		
Chester Delaware County Times	224.45	4 yrs.			
St. Paul Dispatch and Pioneer Press	224.00	5 yrs.			
Mount Clemens Macomb Daily	223.38	2 yrs.			
Wilkes-Barre Times Leader-News-Record	218.80	2 yrs.			

*Contract has Classified Inside/Outside classification selling classified and display at \$400.25 after 2 yrs.
**Subject to Anti-Inflation Board approval.
††Minimum guarantee with commission system in effect.
‡Plus bonus.

Job restored in 'quick' arbitration

Santa Rosa, Calif.—The discharge of a nighttime sports reporter for going to a play during his usual work shift was without just and sufficient cause, an arbitrator has ruled.

Armon Barsamian ordered the Santa Rosa Press-Democrat to reinstate the reporter with back pay and no loss of seniority and other benefits.

He ruled in a case brought by the San Francisco-Oakland Guild and heard under an expedited procedure which resulted in the award being issued six days after the hearing.

The company claimed there was just and sufficient cause for the firing because, among other things, the reporter's output was low and he had been warned previously to adhere to schedules and assignments.

The Guild's position was that no one ever spoke to the reporter about the alleged low production, that there was no fair and com-

plete investigation of the play incident and that he had permission to attend the play.

The sports editor and the managing editor had spoken to each other about the alleged low productivity, but neither had spoken to the reporter, testimony showed.

Testimony also indicated that it was not uncommon for sports staffers to switch writing assignments to share the workload.

Past practice at the Press-Democrat has been to interpret the contract's provision for seven and one-half hours of work during an eight and one-half-hour period liberally; staffers will work past the usual quitting time if they have interrupted their normal shift with other business, the

arbitrator noted.

The sports reporter asked the night sports "strawboss" if he could take three hours off to attend the play. Permission was given. He came in early, attended the play, returned to the paper and worked late. The Press-Democrat is an afternoon paper, so an edition deadline was not imminent.

The managing editor spotted the reporter at the play and docked him three hours. When the reporter returned from his vacation, the managing editor fired him.

Having in mind the earlier warning, "the managing editor fired the grievant without investigating the matter," the arbitrator said.

Great Falls catalogues management's 'return'

Great Falls, Mont.—Management of the Great Falls Tribune sent a letter to employees enumerating fringe benefits and totaling wages they received in the last year.

But what did the paper get in return?

The Great Falls Guild reminded both the employees and management in its publication, "Bread and Butter."

"Reporters and editors have filled thousands of pages of news-hole. Photographers have broken up gray space with hundreds and hundreds of photos.

"Ad sales people have sold

page after page of valuable display and classified ads. Backshop people have pasted up till they were blue in the face, harried by late pages and early deadlines.

"Pressmen have inked thousands of tons of newsprint. Mailers have sorted and inserted millions of sections.

"Carriers have gotten up every day at ungodly hours to deliver millions of papers in bitter, cold weather.

"Others have seen to it that the whole process work smoothly so that 40,000 subscribers never miss an issue."

Any other questions?

20 train to be leaders in Albany

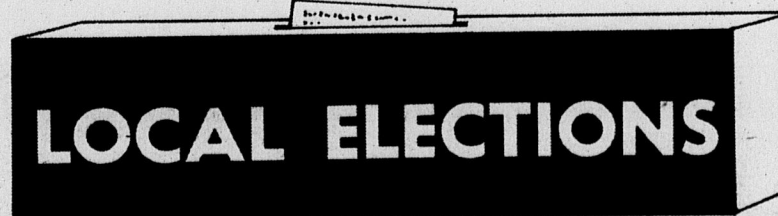
Albany, N.Y.—About 20 leaders and members of the Albany Guild participated in a leadership training institute put on by the local and the School of Industrial & Labor Relations of Cornell University here in June.

TNG Vice President Betsy Wade of New York led an exploration of Guild history and

Robin Gerber of Cornell, the history of the labor movement.

James H. Orcutt, Philadelphia Guild administrative officer, on assignment for TNG, led an examination of the role of stewards.

Several members and officers of the Albany Typographical Union, including its president, Joseph Donahue, also attended.



Canadian Wire Service

Byelection: Carolyn James, president; Neil Stevens, secretary.

Columbus

Raymond C. Volk, president; James Lawton, vice president; Stephen C. Hodges, secretary; James Seghers, treasurer.

Hudson County (Jersey City) Peter Wozniak, president; Arnold Freilich, vice president; Harvey Zucker, corresponding secretary; Milton Korzner, treasurer; Douglas Dabney, recording secretary.

Providence

Lee Dykas, president (Dykas, 224; Charles Walker, 83); Frank Proulx, vice president; Brian Jones, secretary (Jones, 219; Tom Bunn, 89); Mike Carey, treasurer.

St. Louis

Interim election: Patricia Rice, treasurer (Rice, 237; Phillip J. Weber, 123).

Wilkes-Barre

Special election: John J. Wallace, president; Patrick G. Rushton, vice president (Rushton, 23; John Sukowski, 11).

Workers safer than conditions, he says

Washington — Unsafe conditions cause more accidents than unsafe acts by workers, a University of Wisconsin professor is quoted as saying in Job Safety & Health magazine.

The publication, issued by the Labor Dept.'s Occupational Safe-

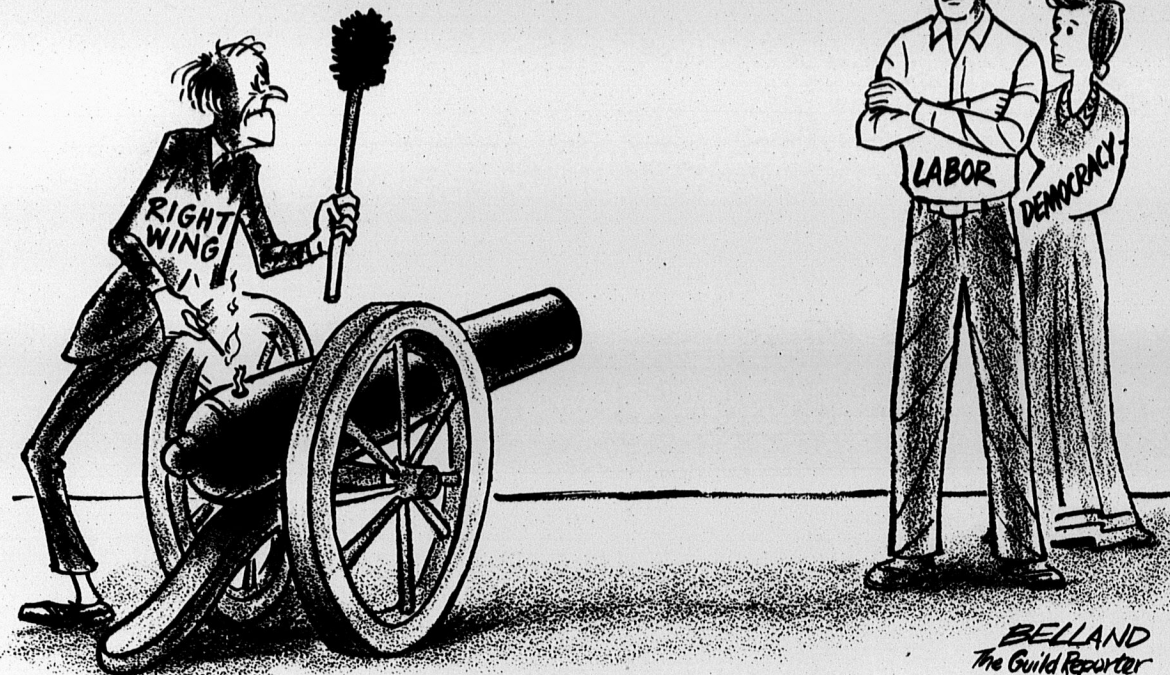
ty and Health Administration, says that Prof. George Hagglund of Wisconsin's Extension School for Workers in Madison undertook a study to dispel myths that workers cause most accidents.

He studied 2,610 accident reports made in 1973 by the state's

Safety and Buildings Division.

He concluded that 54 percent of the accidents were caused by unsafe working conditions, 35 percent by unsafe acts by workers, 4 percent by a combination and in 7 percent of the cases there was not enough information.

One will get you two



THE CASE FOR COLLECTIVE ACTION

'Most of us are on a short leash'

By WILLIAM RYAN

THE ECONOMIC FATE of most of us is not within our control but is intertwined with that of countless others. This means that at least seven out of ten families are economically vulnerable, with at least an even chance of spending some years of their lives in financial distress. It is not merely some vague minority called "the poor" who stand in economic peril; it is the majority of Americans.

The position of this vulnerable majority, made up of those primarily dependent on wages, salaries and transfer payments, is deteriorating. And with respect to progress or decline in the world of money, individual ability and effort don't count.

These uncomfortable truths have been confirmed by the University of Michigan's report, "5,000 Families," a study by James Morgan and colleagues tracing the economic trajectories of selected families over a period of seven years:

✓ During one five-year span, about one-half of the vulnerable majority (more than one-third of all American families) were poor for one or two years or more. Poor was defined as an income of less than \$5,038 for a family of four.

✓ Incomes of the top 30 percent increased faster than the inflation rate, while the rest fell behind.

✓ Individual characteristics such as ambition, planning ahead, saving money, the drive to achieve—all the tried virtues that have been so definitely certified as the high-octane fuel for the

William Ryan is a professor of psychology at Boston College and author of "Blaming the Victim." This article is reprinted from the July 10 New York Times, which condensed it from an article by Ryan for the Community Council of Greater New York. Ryan says that "someday we'll have to do something" about the fact that the Boston College staff is not organized.

journey from poverty to plenty—are essentially unrelated either to economic status or economic progress.

ONLY A SMALL NUMBER ever make the big leap over the barrier that separates the vulnerable majority from the secure minority. Most of the rest of us are on a very short leash.

Endless efforts to decipher the hidden secrets of the few who "make it" only obscure the truth: that most of us spend our lives hauling ourselves up and slipping down a rung or two of the very short ladder that has been set aside for the use of the bottom 70 percent.

Is there hope for greater equality? Searching through "5,000 Families" turns up a clue, a familiar fact that is really quite odd: in different places and settings, persons get different payoffs for the same work, payoffs determined not by individual skill or productivity, but by collective characteristics of the workplace.

Two examples: Wages are massively depressed by race and sex discrimination, and each wage structure, though similar in shape, rises up from a foundation—the lowest unskilled wage. As that is high or low, so is the whole wage structure. So, in one shop, a stockhandler gets \$2 an hour, a

lathe operator perhaps \$5 or \$6; in another shop, where the stockhandler gets \$3, the lathe operator may get, say, \$7.50.

A third example: Two men do the same job, but one is part of a union and gets 25 percent more than his nonunion counterpart.

SECURITY AND PROGRESS, then, can be gained only by the simultaneous action of all who are intertwined.

Recent history supports this. In the 1960s, the tide was running the other way, the bottom 70 percent was starting to get a little more. And those were years of collective actions such as had not been witnessed in America since the 1930s.

Most visible were those on behalf of, or led by, blacks, but whites were less visibly following suit, particularly through a brief revival of militancy in the labor movement. Between 1960 and 1970, the proportion of workers on strike almost doubled and real wages climbed rapidly—collective benefits flowing from collective action.

In the last few years, as the vulnerable majority has been falling farther and farther behind economically, there has been a parallel decline in collective actions of all kinds. No coincidence, I would suggest.

The somewhat paradoxical moral is that tens of millions of individuals will remain vulnerable until they learn to function collectively—to act together for a bigger piece of the pie for all.

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New York gives to UBJ

New York — The New York Guild has contributed \$500 directly to the South African Union of Black Journalists, whose national secretary, Phillip Mtinkulu, spoke to TNG's 1977 Convention in Honolulu.

As George put it

The right wing and labor

The following is taken from a Labor Day talk by AFL-CIO President George Meany over the CBS radio network.

On Labor Day 1977—as on every occasion since it began—the American union movement is a prime target of the right wing. That fact should come as no surprise, for the real target of the right wing is democracy. No matter the method of attack or the organizational identity of the attacking group, the aim is the destruction of the rights of American citizens to work together for their common good. And, of course, that is the essence of democracy.

When the first unions were formed in this country they were treated as a criminal conspiracy. It was a crime against society for free men to associate together in unions to protect their crafts, their livelihoods and their very lives.

Today, there are some people who seek to destroy the free and democratic labor movement—to label it as a "conspiracy," as if the exercise by workers of their democratic rights is somehow wrong or alien to America.

The civil rights movement met a similar fate for many years. The co-operative farm movement was painted with the same brush of hate. Churches, most particularly Jews and Catholics, have also been attacked.

The organizations formed by wealthy white businessmen in the South to oppose civil rights in the '60s are now deep into a campaign of anti-unionism. The same is true for the women's movement. Scratch an opponent of the Equal Rights Amendment and you find an advocate of so-called right-to-work laws.

What is it about movements of people that sparks such fear from those with the entrenched power of wealth? It is the basic democratic principle that people count more than money; that organized individuals are more powerful than their hoarded gold, as an old labor song put it.

Just as they resist sharing their wealth with the workers who produce it, they also resist sharing the political power their money commands with people who vote.

Every effort to extend the franchise—first to free workers, then to women and later to blacks and 18-year-olds—or to reduce the artificial barriers that keep people from voting, has been opposed by those who hold power through wealth.

Their aim has always been to keep workers apart, separated and divided. A popular anti-union tactic in many areas of the South even today is to appeal to racial prejudice, telling white workers that blacks will run the union.

The National Labor Relations Act of 1935 was enacted to end an often violent period in labor-management relations.

Now, as the Congress considers amending the law to better protect the rights of workers, the extremists are at it again.

Their aim is to confuse the issue with nice-sounding phrases and sophisticated attacks, to again manipulate public opinion to split workers, minorities, family farmers and others who have often worked together and have been responsible for civil rights legislation. Social Security, consumer protection, improved education, Medicare and much, much more.

The attack is being led by phony conservatives—phony because they display little respect for law or the institutions of society. Their target, as I said before, is democracy.

The Guild Reporter

JAMES M. CESNIK

Editor

ROBERT DUDNICK, Associate Editor

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DAY

BOOK

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

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

Canadian graphic communications unions joint conference, Oct. 8-10, Sheraton Cavalier Hotel, Saskatoon.

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

Western District Council, fall meeting,

Oct. 22-23, Hill House Motor Inn, Bakersfield.

Midwest District Council, fall meeting, Oct. 29-30, Holiday Inn, East Peoria.

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

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

Middle-Atlantic District Council, fall meeting, Nov. 5-6, New York City.

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

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