

Unity ticket, Sabatini certified; new Region 2 election ordered

Slim margin, discrepancies cited by IERC

Washington—The Unity-Committee slate for TNG's six at-large vice presidencies and the challenger to the incumbent vice president from the U.S. Northeast have been certified victors in TNG's Sept. 15-20 elections by the International Election & Referendum Committee.

At the same time, declaring that it was unable to resolve a four ballot discrepancy in the vote for vice president from the U.S. South, the IERC ordered a special, new election for that seat.

The event is without discoverable precedent in TNG's history.

The election—with the same candidates: incumbent Warren E. Howard of Washington-Baltimore vs. Faye McCracken of Memphis—was set for Jan 2-7.

Howard will continue to hold the position at least until then under a provision of TNG's Constitution providing that vice presidents "hold office until Oct. 15 two years after taking office . . . or until the certification of election of successors."

The IERC's tabulation of votes in the contest showed 973 for McCracken, 971 for Howard.

The IERC said it could not certify a winner, however, because irreconcilable ballot-total discrepancies involving two votes each in the Washington-Baltimore and Puerto Rico locals could affect the outcome.

Earlier, the IERC upheld one and denied another Howard objection to the votes from two Region 2 locals being counted.

In the U.S. Northeast—Region 1—the IERC certified Richard V. Sabatini the victor over one-term incumbent Eugene B. Jones. Both are from Philadelphia.

In the race for the at-large seats, the IERC certified as victors Dorothy M. Sain of Cleveland, Robert C. Holt, Jr., of St. Louis, David M. Mulcahy of New York, Louis M. Calvert of San Jose, Floyd Tucker of San Francisco-Oakland and Elwood B. Bigelow of Portland, in that order. Donald L. Bean of Cleveland and Frank Prosnitz of Providence were defeated.

The IERC's official tallies for at-large vice presidents:

Sain	6,131
Holt	5,923
Mulcahy	5,813
Calvert	5,742
Tucker	5,708
Bigelow	5,126
Bean	3,780
Prosnitz	3,605

The IERC included Region 2
(Continued on Page 5)



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Madison papers are struck



REFLECTIONS THROUGH A PICKET LINE

Madison newspaper union strikers' images are reflected in window of car being driven through picket lines at Wisconsin State Journal and Capital Times as other strikers, supporters and State Journal publisher Martin Wolman (striped tie, open coat, left of center), look on from other side

Tom Kelly, Madison Guild

Madison, Wis. — About 200 editorial, production and delivery employees began walking picket lines in front of Madison Newspapers, Inc., Oct. 1 after months of bargaining by their unions failed to produce acceptable new contracts.

The strike was called by Typographical Union Local 23 and the independent Wisconsin State Journal Editorial Assn. over a number of unfair labor practices charges against MNI, which publishes the Lee chain's morning and Sunday State Journal and the locally owned evening Capital Times.

Supporting the strike were the Madison Guild, the Printing & Graphic Communications Union's pressmen and district managers, and the International Mailers Union.

The Madison Guild represents editorial employees on the Capital Times.

Advertising, business and other commercial department employees are not organized.

Both papers continued publication.

Lee Enterprises, Inc., brought in strikebreakers from nearby states to run the MNI production departments and to work in the Capital Times news room.

The Capital Times took a one column by 1 3/4-inch classified ad in the Oct. 8 Editor & Publisher seeking reporters, photographers, copy editors, a librarian, sports reporters and an outdoor writer. The ad quoted the Guild's top minimum of \$343 a week. It noted that "a labor dispute is in progress."

The State Journal was being put out by management personnel
(Continued on Page 2)

Merger Committee meets

Washington — TNG's Special Merger Committee devoted the major portion of its initial meeting at TNG headquarters here Oct. 5-6 to a wide-ranging examination of the structure, policies, operations and procedures of the International Typographical Union.

The 13-member committee also received a "comprehensive briefing" from TNG's officers and the Guild's members of the TNG-ITU Unity Task Force, appointed by the unions' presidents nearly three years ago, the committee said in a written report issued after its meeting.

It said it decided at the outset of the meeting that a written report would be submitted to the IEB and TNG's membership through the locals "as soon as

practicable" following each of its meetings, in keeping with the 1977 Guild Convention's recommendation that it make such reports "periodically" and its own desire to keep the membership "fully informed".

It will be "guided by the principle of open covenants openly

arrived at, consistent with the demands of strategy and tactics inherent in such delicate discussions," the committee reported.

The committee was appointed July 1 by TNG President Charles A. Perlik, Jr., upon the convention's authorization and with the
(Continued on Page 6)

Labor law campaign moves to Senate

Washington—The labor-law reform spotlight has shifted to the Senate here since the House by a wide margin voted its approval of the landmark reforms package backed by the Carter Administration and organized labor in the face of bitter opposition from the right-wing and organized man-

agement.

The House on Oct. 6 passed the measure by a vote of 257 to 163 with its key provisions intact after decisively rejecting repeated attempts to delete or weaken them.

The bill—H.R. 8410 in the House and S. 1883 in the Senate

—would cut delays in union-representation elections and initial-contract bargaining and make penalties more stringent for unfair-labor-practices most often committed by employers seeking to deny employees' rights to organize and bargain.

(Continued on Page 2)



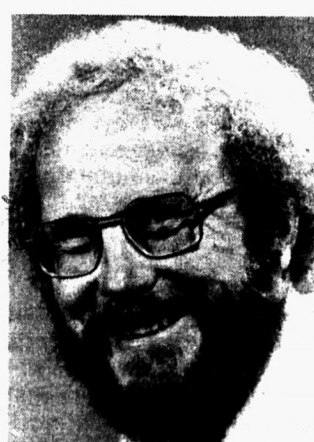
DOROTHY M. SAIN



ROBERT C. HOLT, JR.



DAVID M. MULCAHY



LOUIS M. CALVERT



FLOYD TUCKER



ELWOOD B. BIGELOW

Labor law reform campaign moves to Senate

(Continued from Page 1)

The AFL-CIO called the House-passed bill the kind that can "take the profit out of violating employee rights."

TNG President Charles A. Perlik, Jr., called it the kind the Guild's 1977 Convention envisioned when it called for legislation to breathe life back into the National Labor Relations Act's guarantee of workers' rights.

House Speaker Thomas P. (Tip) O'Neill, Jr., called it a demonstration of Congress's "sympathetic and responsible response to the callous and unfair attitude" of some managements to their employees.

The U.S. Chamber of Commerce's labor-law director, Harold P. Coxon, called it "a ripoff."

Supporters and opponents of the measure seemed agreed that few bills have been so extensively, and effectively, lobbied—especially by Congress members' constituents.

The opposition included the National Right-to-Work Committee, the Associated General Contractors, the National Assn. of Manufacturers, the National Action Committee on Labor Law Reform (360 businesses and business groups), in addition to the

Chamber of Commerce. All were able to tap important home-town employers in nearly every congressional district, a tactic effective earlier in defeating the construction site picketing bill.

Labor, aided by a coalition that included civil rights, women's and religious organizations, "mobilized its own 'home-state lobby' on a scale not seen since the Section 14(b) 'right-to-work' battle more than a decade ago," the AFL-CIO News reported.

In addition, the office of virtually every member of the House was visited by representatives of the AFL-CIO or one or more affiliated or unaffiliated union. Among them: TNG's temporary legislative advocate, Barney Peterson. State and local labor body leaders also called on their representatives. So did about 30 persons employed by national and international unions in other capacities who were specially recruited for the task by the AFL-CIO. Among them: Guild Reporter editor James M. Cesnik.

Congress members as well as representatives of groups for and against the bill pointed especially, however, to support for the bill expressed directly to House members by constituents.

Rep. David Cornwell (D-Ind.) told U.S. News & World Report he "heard more from individual union members than from their leaders," adding: "It's more impressive to me that way."

More than 35 percent of the Guild's U.S. locals reported to TNG that they have appointed labor law reform chairpersons to encourage and assist members to contact their Congress members.

Perlik praised them for it and called upon those locals who have not yet done so to immediately follow the others' lead. "The Senate won't be acting on the bill until after Jan. 1 and the bill's opponents have already increased their efforts to try to defeat it there," he pointed out.

Another Congress member said he had been impressed by the "grass roots opinion of working people" he had received.

The National Action Committee's co-ordinator called it "the most outrageous demonstration of unchecked union power ever witnessed on Capital Hill" and said it "clearly demonstrates that this nation is heading toward a labor-controlled government, similar to that of the United Kingdom."

The bill's key provisions, as passed by the House, include:

✓ Representation elections within 25 days of an employer's receipt of notice from the NLRB of a union petition backed by a clear majority of the employees in a clearly defined bargaining unit; within 50 days when a petition is backed by 30 to 50 percent; within 75 days when there is an issue of "extreme novelty or complexity" involved.

The original bill provided for elections within 15 to 21 days, 45 days and 75 days in the respective circumstances. An amendment to further increase the timetable was defeated 229 to 185.

✓ The NLRB is required to establish clear and fair rules for determining which employees can be included in bargaining units.

✓ Unions are to be afforded an "equivalent opportunity" to reach employees in organizing situations if an employer requires employees to attend meetings to hear arguments against organizing.

After an effort to delete the provision was defeated 247 to 168, an amendment was agreed to that would permit an employer access to a union hall.

✓ Employers guilty of willful

violations of final NLRB orders would be barred from federal contracts for three years. A proposal to delete the provision was defeated 301 to 111.

✓ The NLRB would be enlarged from five to seven members, with no more than four members from a single political party.

✓ Employees fired for organizing activity or during first-contract bargaining would be reimbursed at double their wage rate with no deductions and the NLRB would have to seek their reinstatement immediately through a temporary injunction, pending final resolution of an NLRB complaint against the employer.

The NLRB's power also would be broadened to seek injunctions against unsanctioned strikes and "stranger picketing" of plants operating under valid union contracts.

✓ The NLRB could require an employer guilty of refusing to bargain an initial contract to pay the affected employees amounts based on the average increases negotiated elsewhere, as measured by the Bureau of Labor Statistics, for the length of time the refusal to bargain continues.

✓ Guards would be allowed to join any union that does not represent other employees at the same plant, lifting the present prohibition against their belonging to a union "directly or indirectly" affiliated with a union representing the other employees.

✓ The NLRB would automatically obtain court enforcement of its final orders unless one of the parties appeals an NLRB order within 30 days of its issuance.

At the start of the third day of debate on the bill, the Associated General Contractors distributed an advance statement expressing its disappointment at the bill's passage and promising to "redouble our efforts to see that this bill is defeated in the Senate."

TNG's Perlik said Guild members should remember that "winning before only one of Congress's two houses is meaningless" and called on them to impress upon their Senators the importance of passing the bill "to give meaning to the law's 42-year-old statement that it is U.S. policy to encourage organizing and bargaining."

Newsroom goes ITU

Manitowoc, Wis.—The International Typographical Union has won a representation election among newsroom employees of the Herald-Times-Reporter, a Thomson daily. The vote was 12 for the ITU, three for no union.

Madison's 2 papers publish with strikebreakers

(Continued from Page 1)

and association members who are crossing picket lines—about half the association membership, a strike spokesperson said.

Jerry Ambelang, a Guild member who is the strike spokesperson, said Oct. 11 that all five unions still were in bargaining but that no progress had been made.

The Typographical Union has filed four unfair labor practices charges against MNI with the National Labor Relations Board.

They basically centered on the firing out of seniority of 34 of 56 printers from the composing room last spring when video display terminals were introduced. Wages were drastically slashed for those who remained.

The State Journal Editorial Assn. has filed two unfair charges against the paper, alleging bad-faith bargaining and interference in internal union activities, Leila Pine, association secretary, said.

Further bargaining was scheduled for Oct. 18 or 19 for the association, Oct. 20 for the Guild and IPGCU pressmen, and Oct. 24 for the mailers. No date has been set for the IPGCU district managers. The printers haven't had a meeting since long before the strike started.

The Guild's contract expired on Dec. 8, 1976, the association's on Jan. 15, the Typographical Union's on March 31, the pressmen's on June 1, the mailers' in July and the district managers' more than 1½ years ago.

Ron McCray, the Guild's vice president, reported that Capital Times management still had several regressive proposals on the table.

Among the most important, he said, were proposals to do away with severance pay in cases where an employee has been fired for just and sufficient cause; penalties for the paper's controversial ethics code, and a time limit on grievances.

McCray also cited management proposals to put no strike-no lockout language into the contract and to keep strikebreakers

on the payroll without regard to the Guild shop.

Still on the table for the Guild were proposals covering wages, relief for those using VDTs, annual eye examinations, a \$350 per employee benefit pool to cover what the health insurance plan doesn't, and the hiring of three laidoff printers to handle VDT input in the editorial department.

Bargaining has been "very slow" for the association, Pine said.

The company offered the association a three-year contract with 2.1 percent wage hikes in each year. But it also proposed a one-third cut in its health contribution, which would in effect wipe out the proposed wage increases.

Now the State Journal has refused to talk about economics until all non-economic issues are settled, Pine said.

She added that the association has cut its non-economic proposals to the bone.

Management also insisted on a management-rights clause, language prohibiting "even the mention of the word, 'strike,' with discharge for such mention, and regressions in the association's recognition and jurisdiction language," Pine said.

The paper proposed to cut half of the association's membership out of the bargaining unit, she said.

Pine said the interference charge was filed with the labor board after management, in one-on-one and other meetings, pressured association members to vote against merger with the Guild.

The vote in April favored merger, but not by the two-thirds called for under the association's constitution.

No strike-no lockout language was the stumbling block for the pressmen and mailers. The pressmen also were resisting management attempts to take away their camera jurisdiction.

The district managers were down to economics and health insurance issues, Ambelang said.

MNI earlier had rejected the five unions' request for joint bargaining and mediation.

The unions began to publish a Sunday paper, the Madison Press Connection, with an initial press run of 50,000, that was distributed throughout the city and surrounding area.

The 16-page, standard-sized paper was distributed hours before the Sunday State Journal came out. It carried \$2,000 in advertising in its first issue.

A decision on increasing the number of pages was expected soon. Another decision on whether to go daily also will be made later, Ambelang said.

The first two issues were distributed free.

The Sunday State Journal was the target of a union and community boycott before the strike.

Now the boycott has been extended to the daily papers. Reports were that the Journal was refusing to stop delivery upon request.

Support has come from Madison's large university community and from political figures.

Mayor Paul Soglin said he cancelled his five copies of the papers.

He also said that he would grant no interviews to the two papers and discouraged his staff from doing so. He added, however, that city documents would

be available to the Capital Times and State Journal.

The city announced it would enforce its building code strictures against the setting up of dormitories in production areas.

MNI has had cots placed in the building for the strikebreakers.

Violation of the Building Code carries a \$200 a day fine.

On Oct. 12, after more than two hours of discussion, the City Council voted, 15-7, to direct city administrators not to place municipal advertising in the struck papers where legally possible.

The council also urged the parties to resume intensified bargaining, with mediation.

It asked Madison residents to read and advertise in the strikers' paper, the Press Connection, instead of the State Journal and Capital Times.

The council also said it opposed use of strikebreakers.

Speaking to the council on behalf of the unions were Diane M. Woodstock, Madison Guild president and TNG vice president, and Bill Christofferson, president of the Editorial Assn.

Another speaker was Cedric Parker, who said he supported the unions and was speaking from the standpoint of a former reporter, photographer, city editor, managing editor—and stockholder—of the Capital Times.

Strike by Guild, ITU hampers Legal Press

Sacramento — Sacramento Legal Press reduced its legal paper from a daily to a weekly two days after members of the Central California Guild and Central Valley Typographical Union struck for an initial joint contract.

Six Guild members and five Typographical Union members set up picket lines at the publishing company on Sept. 27.

After the Press-Journal, the legal paper, went weekly, anything that had to be run immediately was put into the Daily Recorder, the firm's real estate paper, George C. Randol, the Guild's

administrative officer, said.

There was enough room for legal notices in the Recorder because it wasn't running any Sacramento County real estate recordings as of Oct. 10, he added.

The Guild unit, however, is publishing a free daily listing.

Main issues were the publisher's refusal to bargain on pay and his position that he will be the final and binding authority on grievances.

The publisher later modified these positions by proposing minimums that in some cases were less than existing wages. He also

proposed that impartial arbitrators be final authorities only in discharge cases, Randol said.

Management personnel and at least five strikebreakers are putting out the papers.

Legal Press is owned by a chain that also publishes the Los Angeles Daily Journal, another legal paper.

Negotiations have been held jointly since the Guild and the Typographical Union were certified as joint bargaining agents after they won representation elections, six to zero and five to zero, on Jan. 5.

Newport News group votes Guild

Newport News, Va. — The membership of the Peninsula Independent Editorial Assn. voted 64 to 11 Sept. 28 to affiliate with TNG.

The secret-ballot vote was conducted in the community room of the Hilton Presbyterian Church with two civically active persons, Agnes Braganza and Robert Saunders, history professor at Christopher Newport College, as observers.

The association has held bargaining rights for about 120 editorial department employees of the locally owned morning and Sunday Daily Press and evening Times-Herald since the mid-1950s, according to the group's president, Mary Anne Leonard. The morning paper's circulation is about 54,000, the evening's about 42,000 and the Sunday about 92,000.

Top reporter minimum under the association's contract, which expires Jan. 31, 1978, is \$235 a week.

Other organized employees of the papers are represented by the Typographical Union, the Printing & Graphic Communications Union and the Graphic Arts Union. All three pledged their assistance to the group in its bargaining as part of TNG.

TNG International Representative Luis Montanez has been working with the group.



NEWPORT NEWS GUILD AFFILIATION VOTE TALLIED

Liz Vantrease, vice president, and Tom Brannan, secretary, watch; Robert Saunders, area college professor, signs tally sheet after association members vote to affiliate with TNG

Long Beach tops going to \$418

Long Beach, Calif.—A \$70.50 increase in the top minimum for district managers, reporters, photographers, copyreaders and artists is achieved in a new, three-year Los Angeles Guild contract with Knight-Ridder's Long Beach

Independent and Press-Telegram. The increase takes persons at the editorial-department tops to \$418.36 a week in three increments: \$20, \$20 and \$30.

District and area managers' top minimum goes to \$394.32, in the

same increments.

Increases are payable retroactive to March 1, next March 1 and March 1, 1979.

Among other classifications, the increases and new top minimums are as follows:

Chief circulation clerk—Up \$46.25, to \$265.40, in increments of \$13, \$14.25, and \$19.

Drivers—Up \$57, to \$323.23, in increments of \$16, \$18, and \$23.

Telephone operators — Up \$43.50, to \$249.33, in increments of \$12, \$13.50, and \$18.

Copy persons—Up \$34.50, to \$201.27, in increments of \$9, \$11, and \$14.50.

Flat minimum for head librarian goes up \$42.50, to \$243.76, and for bookkeeper \$46.25, to \$258.09.

The publisher now will pay the full cost of employee and dependent medical insurance. He had been paying half. This represents an average \$12.87 per week increase in the papers' contribution.

on March 4, 1979.

Among other classifications, the increases and resulting top minimums include:

Outside classified sales—Up \$38.69, to \$232.16, in increments of \$14.88, \$12.65, and \$11.16.

Circulation district men—Up \$44.41, to \$266.48, in increments of \$17.08, \$14.52, and \$12.81.

Switchboard operators, library and office clerks—Up \$25.14, to \$150.88, in increments of \$9.67, \$8.22, and \$7.25.

Maintenance men—Up \$29.60, to \$177.64, in increments of \$11.38, \$9.68, and \$8.54.

Canton tops up \$52

Canton, Ohio—Top minimum for reporters, photographers and display sales representatives goes up \$52, to \$312, in a three-year Cleveland Guild contract with the Canton Repository.

Flat minimum for state and associate editors rises \$52, to \$322.

The reporter-photographer-display top rises in three increments—\$20 retroactive to March 6, \$17 next March 5, and \$15

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
Beauticafe
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
Gullistan
Merryweather
Tastemaker

HOSIERY

Finesse
Hip-Lets
Spirit

Police searches 'an abuse,' chief judge in B.C. decides

Vancouver—Ruling a search of the Sun and Province newsrooms illegal, the chief justice of the British Columbia Supreme Court has quashed the warrant under which federal agents hunted through them for notes and film in January.

Chief Justice Nathan Nemetz said the search was "an abuse of the process of the court" and added that Parliament "has accorded the free press a special place under the Canadian Bill of Rights."

Two combines investigations officers seized notes, tapes and film from the newsrooms as part of their probe into demonstrations at hearings of the Restrictive Trade Practices Commission the month before.

"The search warrant is a tool in the administration of criminal law, allowing officers of the law to undertake the search of a man's house or other building with a view to discovering, amongst other things, evidence which might be used in the prosecution of a criminal offense," Nemetz said.

"From time immemorial," he added, "common law courts have been zealous in protecting citizens from the unwarranted use of this extraordinary remedy."

Issuance of a warrant was an abuse of court processes because there was no indication that no other reasonable alternative source of information was available nor that all other reasonable steps had been taken to obtain the information, Nemetz said.

550 at 5 papers await Guild votes

Representation elections have been scheduled or petitions for elections filed for Guild bargaining rights for more than 550 employees of five newspaper publishers.

In Phoenix, the Guild has filed for an election among 295 editorial employees on Pulliam's Arizona Republic and Phoenix Gazette.

The bargaining unit consists of employees of both papers' news rooms, the photo department, special sections, library, the Weekly Gazette (a legal paper), proofroom, and Arizona Magazine, the Sunday supplement.

TNG international representatives and members of Western Guild locals have been assisting Republic and Gazette employees seeking Guild recognition and bargaining for more than six months.

The Guild filed on Oct. 6 when a written demand for recognition brought no response from management.

On Oct. 7, the Teamsters filed a representation petition covering 83 employees in the papers' services department, which includes maintenance, paperhandlers and parking lot attendants.

Other employees at the papers are represented by the Typographical Union, the Printing and Graphic Communications Union and the Graphic Arts Union.

In Greensboro, N.C., the National Labor Relations Board has set Oct. 20 as the election date among 104 editorial employees of the Landmark Publications chain's News and Record. The petition for election was filed in August by the Greensboro Guild.

The International Mailers Union won an election among drivers, 13-11, but challenged ballots could determine the outcome.

In Toronto, the Ontario Labour Relations Board has been petitioned to certify the Guild for 50 outside circulation employees of the F. P. chain's Globe & Mail.

It was the second petition filed by the local for the district managers in the past two years.

The first was delayed by management's contention that the district managers—called district persons here—were independent contractors, not employees.

The OLRB rejected that argu-

ment but heavy turnover in the year of board proceedings resulted in a Guild election loss, 29-19, last Dec. 20.

The Toronto local already represents Globe & Mail inside circulation employees as well as its delivery, editorial and maintenance workers.

The local on Sept. 7 lost an election among the Globe & Mail's advertising employees, 62-39.

In suburban Detroit, the Guild has petitioned for bargaining rights for about 70 editorial employees of the Observer & Eccentric chain of weeklies in Rochester, Birmingham, Plymouth, Farmington and Livonia.

It also has filed for a representation election among 50 advertising, business, inside circulation and editorial employees of Mellus Newspapers, another suburban weekly chain. Mellus publishes half a dozen weeklies from Livonia and is owned by the Panax chain. The local has a contract at Panax's Macomb Daily, also in suburban Detroit.

In Roseville, Calif., meanwhile a National Labor Relations Board hearing officer recommended that the Press-Tribune's objections to the conduct of a Central California Guild representation election be overruled, clearing the way for certification.

The paper, however, has appealed to the full board in Washington.

The Guild won the April election, 14-10, with eight challenged ballots. The NLRB later upheld challenges to six, assuring the Guild's victory.

At the same time, the paper's pressmen voted, 7 to 1, for representation by the Printing & Graphic Communications Union.

In Bay City, Mich., the Guild turned back a decertification attempt by two members on the Times when almost 80 percent of covered employees in the advertising, business office, circulation, editorial, maintenance and mailroom departments signed a petition saying they wanted to keep the Guild.

In Allentown, Pa., a decertification petition was withdrawn when the Lehigh Valley Guild agreed to give up representation in the Call and Chronicle advertising department. The Guild will continue to represent editorial employees.

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 0.7-point rise in the index in August, to 183.3, up 11.4 points from August, 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 August, 1975.

	Index*	Percentage over	
		Same month prior year	August 1975†
September, 1976	172.6	3.5	6.0
October	173.3	3.3	6.4
November	173.9	3.0	6.8
December	174.3	4.1	7.1
January, 1977	175.3	3.2	7.7
February	177.1	6.2	8.8
March	178.2	6.2	9.5
April	179.6	7.8	10.3
May	180.2	8.2	10.9
June	181.2	8.2	11.7

Official IERC election tabulations

AT-LARGE VICE PRESIDENTS												REGIONAL VICE PRESIDENTS	
Local	Voters eligible	Voters cast	Holt	Mulcahy	Tucker	Prosnitz	Calvert	Sain	Biselow	Bean	Sabatini	Jones	
Region 1													
Albany	190	43	11	17	17	13	16	23	10	18	28	8	
Boston	359	202	120	129	116	37	119	141	151	58	164	27	
Brockton	97	62	57	57	54	13	55	53	50	13	54	7	
Buffalo	570	123	96	97	89	38	90	91	79	55	101	19	
Erie	150	104	84	88	82	5	84	90	73	36	92	7	
Harrisburg	59	37	20	20	19	12	18	31	17	18	22	12	
Hazleton	20	—	—	—	—	—	—	—	—	—	—	—	
Hudson County (Jersey City)	50	24	5	22	6	20	23	10	3	6	3	21	
Kingston	39	31	24	25	20	18	18	22	19	15	28	6	
Lehigh Valley (Allentown)	21	—	3	4	2	3	4	9	27	7	24	2	
Lynn	36	29	3	4	38	1	39	39	41	1	38	2	
Manchester	99	42	39	40	6	29	5	10	8	8	5	24	
Pawtucket	49	31	11	10	6	2	2	2	2	2	5	1	
Philadelphia	1,043	710	328	358	280	297	298	327	278	265	374	331	
Pittsburgh	110	46	40	40	38	9	40	43	37	12	41	5	
Portland	241	154	124	118	120	26	113	119	135	30	127	14	
Providence	366	229	37	40	27	214	24	43	23	72	48	148	
Rochester	6	—	—	—	—	—	—	—	—	—	—	—	
Salem	69	53	48	49	47	4	48	48	51	3	48	4	
Scranton	100	69	46	44	49	48	49	42	27	30	54	9	
Utica	8	6	—	1	2	2	2	2	2	2	5	1	
Wilkes-Barre	144	137	110	111	110	100	107	111	40	46	80	52	
Wire Service	148	17	8	7	6	7	7	8	8	5	6	3	
Woonsocket	37	19	6	7	5	11	4	7	19	4	8	11	
York	73	52	36	36	35	26	33	37	28	31	38	14	
Members at large	1	—	—	—	—	—	—	—	—	—	—	—	
Region 1 totals	4,085	2,220	1,253	1,320	1,168	933	1,196	1,306	1,126	735	1,388	727	
Region 2													
Chattanooga	46	43	16	20	16	16	14	16	6	18	—	—	
Greensboro	0	—	—	—	—	—	—	—	—	—	—	—	
Hampton Roads	0	—	—	—	—	—	—	—	—	—	—	—	
Knoxville	42	—	—	—	—	—	—	—	—	—	—	—	
Lexington	0	—	—	—	—	—	—	—	—	—	—	—	
Memphis	435	321	127	111	120	104	101	127	105	131	—	—	
Puerto Rico	942	623	451	527	531	85	518	526	492	74	—	—	
San Antonio	121	51	22	15	25	28	25	20	26	38	—	—	
Washington-Baltimore	1,917	973	318	276	274	437	241	314	234	472	—	—	
Wire Service	335	58	39	37	32	21	27	41	25	26	—	—	
Members at large	3	1	1	1	1	1	0	1	1	0	—	—	
Region 2 totals	3,799	2,070	974	987	999	692	926	1,045	889	759	—	—	
Region 3													
Akron	119	66	9	11	6	5	58	63	6	52	—	—	
Battle Creek	3	2	1	1	0	1	0	2	1	0	—	—	
Bay City	66	43	7	39	37	39	38	39	6	41	—	—	
Chicago	610	80	38	33	35	40	41	43	44	32	—	—	
Cincinnati	301	128	92	83	89	71	81	95	65	69	—	—	
Cleveland	667	355	93	94	90	78	81	247	76	249	—	—	
Columbus	264	170	71	50	45	50	69	70	44	53	—	—	
Denver	643	91	53	44	56	45	50	59	46	60	—	—	
Detroit	951	131	83	83	85	17	80	95	76	28	—	—	
Gary	68	45	33	37	31	15	32	33	35	10	—	—	
Indianapolis	9	7	2	2	1	1	0	4	0	4	—	—	
Kenosha	40	—	—	—	—	—	—	—	—	—	—	—	
Lansing	0	—	—	—	—	—	—	—	—	—	—	—	
Madison	45	26	24	22	17	2	24	25	17	4	—	—	
Mountaineer (Morgantown)	0	—	—	—	—	—	—	—	—	—	—	—	
Peoria	88	14	9	12	11	7	9	19	4	13	—	—	
Pueblo	111	—	7	9	9	9	11	12	6	6	—	—	
Rockford	31	13	7	9	9	88	398	429	369	92	—	—	
St. Louis	1,060	597	511	418	421	—	—	—	—	—	—	—	
Sheboygan	59	—	—	—	—	—	—	—	—	—	—	—	
Sioux City	0	—	—	—	—	—	—	—	—	—	—	—	
Terre Haute	105	51	48	49	47	45	50	19	35	5	—	—	
Toledo	384	96	78	77	67	52	72	71	185	51	—	—	
Twin Cities	662	236	196	66	57	169	183	74	185	65	—	—	
Wire Service	314	78	47	35	32	29	27	62	25	54	—	—	
Youngstown	144	—	—	—	—	—	—	—	—	—	—	—	
Members at large	0	—	—	—	—	—	—	—	—	—	—	—	
Region 3 totals	6,744	2,229	1,402	1,165	1,136	763	1,304	1,461	1,099	889	—	—	
Region 4													
Bakersfield	88	22	20	20	22	3	22	21	17	4	—	—	
Central California (Sacramento, Fresno and Modesto)	647	102	58	55	79	42	66	60	57	44	—	—	
Eugene	67	12	11	9	12	6	10	9	10	3	—	—	
Great Falls	22	16	14	13	13	6	13	13	50	28	—	—	
Hawaii	393	82	52	52	57	16	53	47	51	35	—	—	
Los Angeles	413	69	58	57	59	21	57	59	51	35	—	—	
Pacific Northwest (Seattle and Tacoma)	978	205	146	150	141	71	149	151	125	92	—	—	
San Diego	732	111	88	88	86	30	83	88	69	49	—	—	
San Francisco-Oakland	1,331	397	224	218	374	47	239	247	209	92	—	—	
San Jose	659	209	120	116	117	51	194	130	109	67	—	—	
Wire Service	160	—	—	—	—	—	—	—	—	—	—	—	
Yakima	0	—	—	—	—	—	—	—	—	—	—	—	
Members at large	1	1	1	1	1	0	1	1	0	1	—	—	
Region 4 totals	5,491	1,225	792	769	961	293	887	826	735	422	—	—	
Region 5													
New York	6,159	1,613	1,107	1,202	1,069	353	1,007	1,091	944	380	—	—	
Wire Service	467	—	—	—	—	—	—	—	—	—	—	—	
Members at large	0	—	—	—	—	—	—	—	—	—	—	—	
Region 5 totals	6,236	1,613	1,107	1,202	1,069	353	1,007	1,091	944	380	—	—	
Wire Service, Regions 3, 4 and 5	941	123	94	95	78	62	82	105	59	80	—	—	
Canadian Region—East													
Canadian Wire Service	526	166	13	11	12	257	14	11	13	256	—	—	
Montreal	447	186	123	135	124	30	138	117	120	28	—	—	
Northern Ontario (Sudbury)	302	0	—	—	—	—	—	—	—	—	—	—	
Ottawa	1,689	181	77	68	83	98	69	79	69	114	—	—	
Toronto	1	1	1	1	1	0	1	1	1	0	—	—	
Members at large	—	—	—	—	—	—	—	—	—	—	—	—	
Canada East totals	2,964	591	231	166	233	428	232	224	214	441	—	—	
Canadian Region—West													
Saskatoon	54	—	—	—	—	—	—	—	—	—	—	—	
Vancouver-New Westminster	943	90	55	58	55	32	57	56	52	56	—	—	
Victoria	164	61	15	51	9	49	51	17	8	18	—	—	
Winnipeg	94	—	—	—	—	—	—	—	—	—	—	—	
Members at large	0	—	—	—	—	—	—	—	—	—	—	—	
Canada West totals	1,255	151	70	109	64	81	108	73	60	74	—	—	
GRAND TOTALS	30,574	10,224	5,923	5,813	5,708	3,605	5,742	6,131	5,126	3,780	—	—	

No tabulations were certified by the IERC in this contest.

A new election was set for Jan. 2-7, 1978.

McCreehan Howard

* Votes disallowed: No official return; stubs not detached from ballots cast.
 * Votes disallowed: Official return postmarked after Sept. 24 deadline; no ballots returned.
 * Votes disallowed: Official return postmarked after Sept. 24 deadline.
 * Votes disallowed: IERC upheld protest that voting and counting conducted after official deadlines for each.
 * No returns received from Rochester, Saskatoon and Sheboygan.

* Ballots returned by Postal Service after not being claimed by Local.
 * No eligible voters in Greensboro, Hampton Roads, Lansing, Lexington, Mountaineer, Northern Ontario, Sioux City and Yakima Guilds.
 * Votes cast and candidates tallies in Regions 3, 4 and 5 do not include those by Wire Service Guild members in those regions. The IERC combined those tabulations for those regions. The combined figures are listed here following the Region 5 tabulations.

New Region 2 election is ordered

(Continued from Page 1)

members' votes for at-large vice presidents in its certified tabulation for those races since the four-ballot discrepancy could not affect their outcome.

The certified totals for Region 1 vice president were:

Sabatini 1,388
 Jones 727

A total of 10,224 ballots were cast and counted, representing 33.4 percent of 30,574 eligibles. In the last Guildwide elections, in 1975, just over 36 percent of those eligible voted; in 1973, just under 32 percent.

Re-elected to two-year terms without opposition July 1 at TNG's convention were TNG President Charles A. Perlik, Jr., Secretary-Treasurer Robert M. Crocker, and Regional Vice Presidents Roger L. Stonebanks, from Western Canada, Betsy Wade, from the region that is New York City and environs, and Diane M. Woodstock, the U.S. Midwest.

Elected at the same time to first terms without opposition were Carla Beck, from the U.S. West, and John Lowe, Eastern Canada.

The new IEB will hold its first meeting Oct. 17-20. Perlik announced Oct. 12 that to assure she has the benefit of the initial meeting should she be elected, McCracken will attend as TNG's guest.

In ordering the new election in Region 2, the seven-member IERC cited the provisions in TNG's Constitution mandating "all elections . . . shall be supervised and conducted" by the IERC and that it "shall decide all questions and controversies regarding the conduct of the election . . . or the counting of ballots."

The IERC also relied upon the long-standing TNG election rule that "if the number of ballots [cast] exceeds the number accounted for and if necessary to determine

TNG Merger Committee meets first time

(Continued from Page 1)
concurrence of the IEB.

It reported that its examination of ITU structure, policies, operations and procedures was "designed to delineate those areas of union operations about which committee members would, of necessity, require extensive knowledge before any blueprinting of merger elements could begin."

The convention defined the committee's assignment as "drawing up and negotiating the terms of a merger with the ITU."

"An important part" of the report to the committee by Guild members of the TNG-ITU Unity Task Force was "what the task force has *not* done," the committee reported.

"It has not . . . drafted or negotiated merger terms with the ITU; nor has it begun speculating on what elements would be essential to effect a merger between the two unions," the committee reported.

Rather, the TNG half of the task force has "confined itself to activities defined by TNG conventions: to work with ITU counterparts on the task force to blend our efforts in collective bargaining, to build a united front against newspaper employers, and more recently to examine the collective bargaining laws, programs, policies, practices and procedures of the two unions 'with a view toward codifying, dovetailing and meshing them where possible,'" as authorized by TNG's 1976 Convention, the committee reported.

"Task Force members will continue to function in the 'trouble shooting' and other roles to which they have been assigned," the Merger Committee said.

Areas of the ITU examined during the Merger Committee's initial meeting "ranged all the way from joining the union to the duties of top international officers," it reported.

"Some, but not all, of the questions explored," it reported, were: membership eligibility and termination, local dues, international per capita, local and international health, welfare and pension funds, local and international



TNG'S SPECIAL MERGER COMMITTEE IN A LIGHT MOMENT DURING ITS INITIAL MEETING OCT. 5-6

Clockwise, from left foreground: Harry Fisdell of New York, Linda L. Zink of Los Angeles, Robert E. Bruner of Boston, Fred Fletcher of San Francisco-Oakland, Canadian Director William H. McLeman, International Chairperson-elect Harry S. Culver of Wire Service, International Representative Charles Dale, Robert A. Steinke of St. Louis, Region 3 TNG Vice President Diane M. Woodstock of Madison, Paul MacClennan of Buffalo (partially hidden), TNG President Charles A. Perlik, Jr., Director of Field Operations J. William Blatz, Secretary Treasurer Robert M. Crocker

defense funds.

Also strike votes and strike benefits and benefits' policies, international and local assets and liabilities, jurisdiction, location of international headquarters, number of international officers and whether paid, unpaid, or both.

Plus, conventions—how often, votes per delegate and local, floor mechanics and rules—bargaining policies, rules and procedures, constitution, general laws and other governing documents, pub-

lications, international staffing.

Also, voting rules at the international and local levels, including the questions of retirees voting and voting on bargaining issues and contract settlements.

The committee "took no formal position on any of these matters," it reported, since its "initial purpose" is to "isolate all essential elements" that will require "discussion and decision during the process of reaching a merger agreement."

The Merger Committee's next meeting is scheduled for Nov. 8 in Colorado Springs. The first meeting of the Guild committee with its ITU counterpart is scheduled for ITU headquarters there on Nov. 9. The ITU Merger Negotiating Committee's first meeting is set for Nov. 7 and 8.

Any terms for merger that the committees draw up will have to be approved by TNG's IEB, a convention and by the Guild's membership in a referendum, un-

der TNG's Constitution. The ITU has practically identical requirements for merger approval.

During TNG's 1977 Convention, Perlik said he expects the Guild Merger Committee's work will take from one to two years, noting that he expects it to proceed with "the same deliberate speed we have followed up to now" in advancing relations between the two unions. He cautioned against "the kind of hasty patchwork that deadlines bring."

Bevis names 14 to ITU merger committee

Colorado Springs—A 14-member Merger Negotiating Committee has been appointed by A. Sandy Bevis, president of the International Typographical Union.

The appointment follows similar action by TNG after its 1977 Convention this summer.

Bevis's action was in keeping with the call for such a commit-

tee by the ITU's Cincinnati Convention in a report of its Committee on Graphic Arts Union Merger [Guild Reporter, Aug. 26 and Sept. 9].

In addition to himself, Bevis appointed these ITU leaders as merger committee members:

Vice Presidents Joe Bingel, Robert McMichen and Allan J.

Heritage (also a Task Force member), and Secretary-Treasurer Thomas W. Kopec.

Also, Jerry K. Ahue, president of the Honolulu Typographical Union, Charles M. Boykin, president of the Raleigh, N.C., Typographical Union, Robert F. Earles, international representative in Canada.

Additionally, Leon Olson, president of the Bay Area Typographical Union; Robert E. Petersen, secretary-treasurer of the Columbia Typographical Union in

the Washington, D.C., area; Earl Jepperson, international representative; and John M. Philbin, president of the Chicago Mailers' Union.

Also, Robert M. Russell, president of the Buffalo-Niagara Typographical Union, and Robert L. Wartinger, assistant to the president (and a Task Force member).

Petersen was chairperson of the ITU convention's merger committee; Ahue, Olson and Philbin were members.

IT

SEEMS TO US

Member raises objection to handling of letter

WASHINGTON, D.C.

Editor:

During the campaigns for the IEB, letters to the GR were rejected or abridged because editor Cesnik claimed the contents were a personal attack against a candidate that could not be answered in the time remaining before the election.

In my case a letter accepted for publication August 23 was deemed a personal attack two weeks later. The letter was abridged with my unwilling consent. I had to accept the censorship or the letter would not be printed. I contended my letter was a straight report of a statement made at a public meeting.

The following was deleted: "McCracken was asked what exactly the IEB did. She said she didn't really know and suggested that the question be directed to Howard. Howard, then, explained the structure and purpose of the IEB." My endorsement of Howard was printed. Cesnik deleted

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.

"at least he knows what he is running for."

I do not believe this was a personal attack. Editor Cesnik is in the delicate position of interpreting the TNG Constitution to deny First Amendment rights.

I would like to know what my fellow journalists think about this.

MARY T. DRESSER
IUE Unit

Washington-Baltimore Guild

Editor's note: Sister Dresser's letter, dated Aug. 22, was received by the Guild Reporter on

Aug. 23, four days after the letters deadline for the Aug. 26 issue. Under longstanding, TNG Convention-established rules, that was the last issue before the Sept. 15-20 voting period in which letters could raise "new charges." Dresser's letter also exceeded the convention-established 200-word limit. She was first informed that she would have to trim the letter to 200 words, then that in the editor's judgment it raised "new charges." She authorized their deletion.

Bean thanks 3,780 voters, sets sights higher for 1979

CLEVELAND, OHIO

Editor:

To all those enlightened, intelligent Guildpersons who voted for me, "Way to go." For those who did not vote for me, "Ye shall reap what you sow." In any event, see all of you in two years on the next international ballot. Perhaps for the top slot.

DONALD L. BEAN
Plain Dealer Unit
Cleveland Guild

District councils' sessions to discuss merger questions

Informational sessions on merger will be held at the fall meetings of the Guild's six district councils.

The purpose of the sessions, at which members of TNG's Special Merger Committee and TNG-ITU Unity Task Force will report on developments since the 1977 Convention, is two-fold: to provide information to Guild members and to provide feedback from them to the special committee before its first meeting with

its ITU counterpart committee on November 9.

The sessions will be held during the following council meetings: Western, Oct. 22-23, in Bakersfield; Midwest, Oct. 29-30, in East Peoria; New England, Oct. 29-30, in Wakefield, Mass.; Great Lakes, Nov. 5-6, in Youngstown; Southern, Nov. 5-6, in Chattanooga, and Middle-Atlantic, Nov. 5-6, in New York City.

Ex-VP seeks VA reforms

Washington—Art Guerrero, a former TNG vice president at large and a wounded Vietnam veteran, has told a Senate committee that reform is needed in Veterans Administration appeals procedures.

Guerrero, a Denver Guild member, testified before the Veterans Committee that appellants should have the right to legal counsel and access to the courts.

He supported a bill to provide those rights.

"I fell into the VA bureaucratic treadmill for nearly nine years before I was able to attain the disability rating and compensation that was due me," he said.

Guerrero, an ad salesperson at the Denver Post, was an at-large member of the International Executive Board from 1971 to 1973.

'JOHN L. LEWIS, DISCIPLE OF DISCONTENT' OPENS Cleveland again hears 'one union' call

Cleveland—Cleveland's newspaper unions took a break from togetherness at the Cleveland Press and Plain Dealer bargaining tables late in September to hear the cause of one big union for each major industry championed by John L. Lewis, the legendary founder of modern industrial unionism.

The message was part of the script in an original, labor-produced play on Lewis's life—"John L. Lewis, Disciple of Discontent"—which opened here Sept. 19 for a run scheduled to end Oct. 16.

The one-man show, starring Robert Lansing of Broadway, movie and television renown, was written by Cleveland James A. Brown and directed by Broadway's Michael Egan. It was commissioned by the United Labor Agency, the community services arm of the AFL-CIO, United Auto Workers and Teamsters in Cleveland, through its Cultural Arts Committee, co-chaired by veteran Cleveland Guild member Bill Miller.

More than 100 members of the Cleveland Guild and Typographical, ITU-Mailers', Printing & Graphic Communications (pressmen's) unions attended Sept. 30 during a theater party put together by the unions.

Four leaders of each of the unions were among an opening-night crowd that also included Arnold Miller, United Mine Workers' president.

"It was a great evening to get together with our brother and sister unionists in a unique



Bill Miller, Cleveland Guild

PUNCH THAT LAUNCHED THE CIO
"John L. Lewis, Disciple of Discontent" (actor Robert Lansing) punches Carpenters' Union president while walking out of the American Federation of Labor

project that really tells the history of modern labor's roots," said Jack Weir, Cleveland Guild executive secretary, following the newspaper unions' theater party. TNG Vice President Dorothy Sain of Cleveland agreed.

They also agreed that it was a good opportunity for Guild members, mailers, pressmen and printers to meet socially. The three craft unions, plus the Graphic Arts Union, for the first time ever have been sitting in with the Guild as it seeks

new contracts at the Press and Plain Dealer where present Guild agreements expire Oct. 31.

The play, believed to be the first commissioned by a labor organization to be produced with top Broadway talent, has received rave reviews from nearly all Cleveland theater critics.

It also was the subject of a "major story" in the New York Times, moved across the nation on the Times's wire, according to Miller. "The Chicago Tribune . . . even sent a reporter to see and report on the union project designed to get blue and white collar workers more involved in the arts," he added.

Tony Mastroianni, Cleveland Press critic, called actor Lansing's solo, two-hours-plus performance a "tour de force."

He noted that the play itself is "surprising" for those who might expect such a union effort to "smack of heavy handed polemics done at a slightly better than amateur level."

"While it is a message work, it doesn't fail to be theatrical, entertaining and informative," Mastroianni wrote, adding:

"And it is decidedly professional, certainly a worthy opener not only for the producers [labor] but for the Cleveland fall theater season as well."

The work is being performed in the Cleveland Convention Center's 604-seat Little Theater. Opening night was sold out at \$25 a ticket, which helped support the \$5 general admission and \$2 senior citizen and student tickets for all other per-

formances, Miller said.

The Auto Workers, Steelworkers, Retail Store Employees and Meat Cutters pledged \$8,000 so Cleveland area high school students could see the play free at three special performances Miller said.

The unions raised the money after the Martha Holden Jennings Foundation, which normally funds millions of dollars in education projects, turned down a request for funding for student tickets only at the last minute. Earlier indications from the foundation had led the United Labor Agency to believe the project would be funded, Miller said.

Hundreds of workers and their children who have never seen a professional play have come to the theater, said Mel Witt, ULA executive director and president of the Cleveland AFL-CIO Federation of Labor.

Miller said the ULA Cultural Arts Committee worked nearly a year to put the play on. After commissioning Brown, a 28-year-old graduate of Oberlin College, to write the work, the committee went to New York and Broadway to test the final script.

"We found actors, agents and others excited about it," Miller said. "We decided on bringing in a top Broadway team of Lansing and Egan to assure a quality show. They have performed more than one could ever dream. Cleveland's toughest critics have praised the show. Discussions are now under way to put the show on the road to other cities."

Cincinnati papers seek 'preservation act' okay

Cincinnati, O.—The Cincinnati Enquirer and the Cincinnati Post have asked the U.S. Attorney General to approve a joint operating arrangement whereby the Enquirer would run all departments of both papers except the Post's newsroom.

The move, if approved, could cost 200 Cincinnati Guild members their jobs [Guild Reporter, Sept. 23].

Combined Communications Corp.'s Enquirer and Scripps-Howard's Post moved under the Newspaper Preservation Act, which allows such joint arrangements if one of the papers can be shown to be in danger of failing if left on its own.

Management of the Post has said it is out of ideas to revitalize

the afternoon paper.

Vic Strimbu, a Post attorney, told the unions that the problem wasn't cutting labor costs, but increasing revenue and there wasn't enough time left to do that.

"Cutting more jobs was virtually impossible because all expendable jobs had been cut after the last contract bargaining," a Guild bulletin quoted Strimbu as saying.

The unions also took a five-year contract with a wage moratorium in the first two years during the last round of bargaining.

Guild and management representatives held their first "impact" meeting Oct. 7 at which it was agreed that a joint committee would be formed to try to help all affected employees obtain other

Toronto wants a new identity

Toronto—The Toronto Guild five committee has voted to ask TNG's International Executive Board at its Oct. 17-20 meeting to approve changing the local's name to the Southern Ontario Guild.

Groups outside Metropolitan Toronto that present organizing potential would "identify more with the new name," according to John T. Bryant, the local's executive secretary.

jobs in the metropolitan area or elsewhere.

Management told the Guild committee that nothing would be done that would affect jobs before Jan. 1.

It was hoped, the Guild said, that an orderly process can be worked out for Post employees to apply for employment with the Enquirer.

The Guild asked if management had considered a joint operation similar to that of the St. Louis Post-Dispatch and Globe-Democrat in which only mechanical facilities and not sales and office staffs are pooled.

Management said it had but that it was not feasible in Cincinnati, a Guild bulletin said.

Buffalo votes tie to ITU credit union

Buffalo — Guild members here have voted to apply for membership in the Buffalo Typographical Federal Credit Union, which is run by the printers' local.

NLRB hikes interest in back pay awards

Washington—The National Labor Relations Board has increased the interest on back pay it orders to employees who have been illegally fired or otherwise discriminated against for union activity.

Acting unanimously, the board discarded its 15-year-old six percent flat figure and substituted a variable rate used by the Internal Revenue Service.

This rate, which is tied to private money market rates, currently is seven percent. It is adjusted every two years and the next adjustment will be early next year. There's no minimum.

The board acted on a recommendation by its general counsel, John S. Irving. But it rejected his view that the rate should be a flat nine percent.

Board Chairman John H. Fanning would have gone further and included an inflation adjustment factor.

Labor for many years has urged higher interest. The current labor law reform package before Congress provides for double back pay.

The NLRB said the higher interest rate would help to discourage unfair labor practices and fully compensate victimized employees.

Complaint on TNG elections dismissed by Labor Dept.

Washington—The U.S. Labor Dept. has dismissed a complaint against conduct of TNG's nomination and election of officers.

Carl Rolnick, director of the department's Office of Labor-Management Standards Enforcement, said the complaint, by William M. Ball of Buffalo, was precluded under the Labor-Management Reporting & Disclosure Act because Ball was not a Guild member when he filed it.

Ball had alleged that the elections and nominations were tainted because convention delegates from Buffalo and other locals were improperly elected.

A Buffalo Guild trial board some time ago found Ball guilty of a number of constitutional violations and expelled him. TNG's International Executive Board and the 1977 Guild Convention upheld the expulsion on appeal.

Meanwhile, a National Labor Relations Board administrative law judge has scheduled a hearing on Ball's charge to the NLRB that the Buffalo Guild and TNG have interfered with his rights under the National Labor Relations Act and that the local threatened to have him fired from the Courier-Express after he was expelled.

Big Brother is 'moon' in Bakersfield

Bakersfield, Calif.—A copy clerk's impulsive reaction to constantly working under the "eye" of a closed-circuit television system at the Californian here has drawn him a formal reprimand and increased tension between the management and its Guild-member employees.

The Guild has gone more than 500 days without a new contract with the paper [Guild Reporter, Aug. 26 and Sept. 9].

The copy clerk, alone in the wire room with one of the television cameras, in the words of the reprimand, "dropped pants and pointed posterior at camera."

The paper since June has increased its guard force and installed more than a dozen of the television cameras inside the plant, each with its own monitor.

The "Big Brother" cameras and monitors "watch every pencil scratch, every move toward a trash can or sudden motion toward a telephone," a Guild leader said.

News, ad tops raised \$75 in Detroit suburban pact

Mount Clemens, Mich. — A new, three-year Detroit Guild contract raises key top minimums \$75.51, to \$433.15 a week, at the Macomb Daily.

The key top minimum applies to reporters, photographers, copy editors, display and outside classified sales representatives.

The top minimums are raised in three steps—\$25.51 effective Oct. 1, \$22.50 next April 4, and \$27.14 April 4, 1979.

The flat minimum for editors, chief photographer and display artist rises \$75.72, to \$455.72.

Among other classifications, the increases and resulting top minimums include:

Classified inside phone room, bookkeeping clerks, dispatch clerks, data processing operators—Up \$54.97, to \$276.47, in steps of \$17.87, \$16.05, and \$21.05.

Dispatchers and credit manager—Up \$75.03, to \$383.53, in steps of \$25.03, \$22.50, and

\$27.50.

Switchboard operators, clerks, librarian—Up \$54.70, to \$248.45, in steps of \$17.60, \$16.05, and \$21.05.

Maintenance—Up \$54.73, to \$251.53, in steps of \$17.63, \$16.05, and \$21.05.

While the first of the new minimums did not go into effect until Oct. 1, each employee, regardless of classification, received \$650 in retroactive pay—\$25 for each week back to April 4.

Jurisdiction language is improved to provide that work will be assigned to Guild-covered employees if new processes are introduced.

An agency shop, whereby those employees not required to join the Guild will pay a monthly fee equal to Guild dues and assessments, is included in the new agreement.

Employees and the Guild will be given copies of notations

entered in personnel files and will have the right to enter responses.

Effective this month, the publisher will institute a dental plan.

And effective next April, the paper will pay \$6 weekly per employee for a supplemental pension plan.

The publisher will provide suitable space for the Guild to conduct local and international elections in the plant under another new contract provision.

A cost of living adjustment is provided in the second and third years.

Effective April 4, 1978, minimums will be increased by the percentage increase over 8 percent in the Detroit Consumer Price Index for February, 1978, over the previous February.

In 1979, minimums will be increased by the price index percentage over 10 percent for February, 1979, over the previous February.

Senators ask 'competition revue'

Washington — Two senators have introduced legislation to establish a commission to probe lack of competition in the newspaper field and 10 other industries.

The Competition Review Act—S. 2071—by Gary Hart (D-Colo.) and William D. Hathaway (D-Maine) is substantially similar to legislation introduced earlier in the House by Rep. Morris K. Udall (D-Ariz.).

Each would establish a Competition Review Commission to investigate the industries and recommend what — if any — changes should be made in a wide variety of federal laws.

Under the Udall bill, the commission would have three years in which to submit its final report. The Hart-Hathaway measure gives the body five years. After the report is submitted to the President, the House speaker and the Senate president pro-tempore, the commission would go out of business.

In each of the 11 industries there is a significant amount of

government regulation, a high degree of concentration, or both, Hart and Hathaway said.

Meanwhile, Udall introduced another bill which would ease inheritance tax burdens on publishers of non-chain papers.

High estate taxes have been identified by some industry observers as a leading reason for independents selling to chains.

"Because of the diminishing of available independent local newspapers, chains have been buying other chains," Udall said.

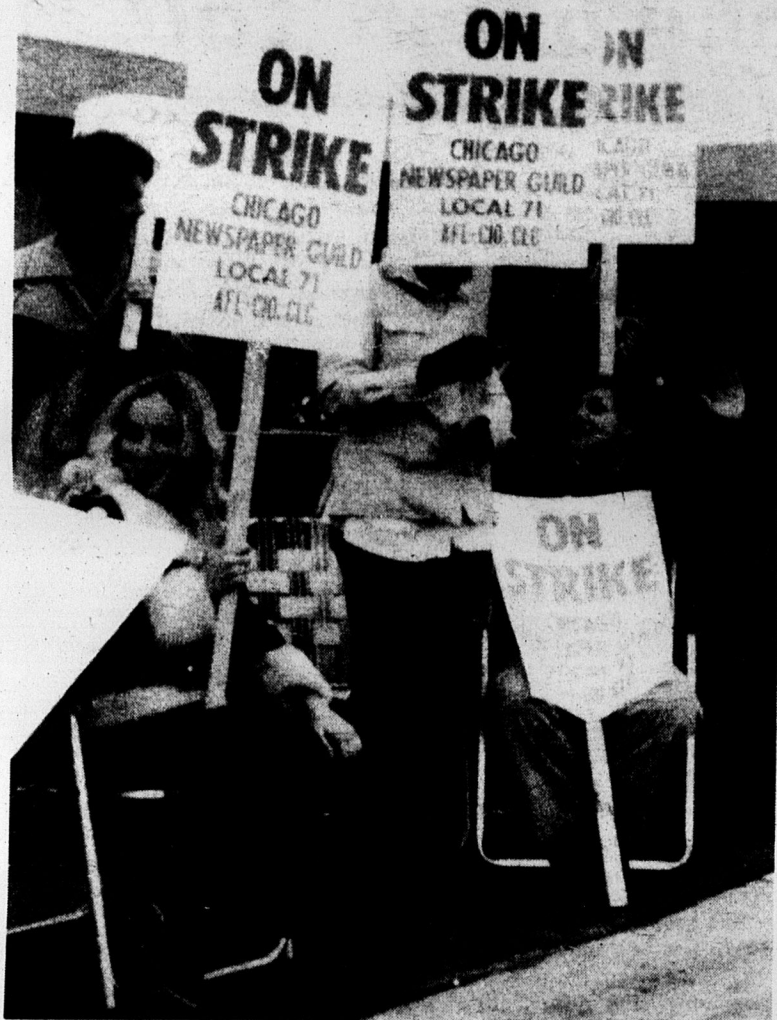
He called estate taxes "devastating" to independent owners, noting that they find that "their estates will not be able to pay both the estate taxes and maintain their newspapers."

The bill would authorize establishment of trusts to finance

future estate tax liabilities from current profits of newspapers not owned by chains (companies owning more than one newspaper) or publicly held corporations.

Several publishers and press critic Ben Bagdikian, former president of the Mellett Fund for a Free and Responsible Press, expressed support for the measure, though some coupled it with the wish that it had come before Congress earlier.

Bagdikian, now a journalism teacher at the University of California in Berkeley called it a "good idea for the remaining papers, mostly small, that are family held . . . and for people who start up a paper and build it up so it has a great deal of value."



Pri Prosveti stavkajo

Chicago Guild Slovene National Benefit Society Unit members relax on the picket line during one-week strike against the fraternal benefit organization, publisher of the weekly paper, Prosveta. Seated, Jean Kelch and Deborah Vanhoegarden. Standing behind Kelch, Marilyn Scott. Other pickets just out of camera range includes Georgianna Krtous, Vladimira (Jean) Tomich and Marian Kieras.

8% ends week strike at Prosveta in Chicago

Chicago—A strike by the Chicago Guild's 18-member unit at the Slovene National Benefit Society (SNPJ) ended after a week Sept. 26 with a new, two-year contract providing the biggest raises in the Guild's history there.

Minimum increases under the settlement range from \$32.75 to \$37.25 a week—eight percent retroactive to May 1 and another eight percent next May 1.

The \$37.25 increase—\$17.96 retroactive—takes the top mini-

mum for chief clerk, bookkeepers, senior IBM operators and associate editors to \$261.75 a week next May.

The top minimum for circulation and general office clerks is increased \$32.75, to \$230.25 a week.

Other improvements over the old contract include posting of job openings, promotions by seniority and guarantees that the organization's management "will not harass, coerce or otherwise attempt to intimidate employees" and that the employees' "dignity . . . shall be respected when assignments are made or directives given."

The society is a fraternal organization that provides insurance and other services for its members and publishes a newspaper, Prosveta, once daily, now weekly.

St. Paul labor editor raised \$63, to \$518

St. Paul—The editor's salary rises \$63.54, to \$518.85, in a new, two-year Twin Cities Guild contract with the Labor Advocate. The sales manager's salary rises \$59.61, to \$486.80. Outside sales persons get a \$43.98 increase, to \$359.19.



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.

Great Lakes District Council, Fall meeting, Nov. 5-6, Ramada Inn, Youngstown.

Southern District Council, fall meeting, Nov. 5-6, Chattanooga Choo-Choo Hilton Inn, Chattanooga.

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

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

TNG Merger Committee, second meeting, Nov. 8, Colorado Springs.

TNG and ITU merger negotiation committee, first joint meeting, Nov. 9, ITU Headquarters, Colorado Springs.

International Election & Referendum Committee, voter eligibility and election rules for new Region 2 Vice President election, Dec. 9, TNG headquarters, Washington.

Region 2 Vice President election, six-day voting period, Jan. 2-7.

Locals count ballots cast by members in Region 2 Vice President election, Jan. 8 or 9.

International Election & Referendum Committee meets to tabulate returns, certify result, etc., of Region 2 Vice President election, Jan. 17, TNG headquarters, Washington.

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

The Guild Reporter

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Editor

ROBERT DUDNICK, Associate Editor

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The Newspaper Guild

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