

Bargaining 'kit' on VDTs on way to locals

Washington—TNG has begun distributing to locals a 115-page collective bargaining kit covering the occupational health aspects of video display terminals (VDTs).

Visual fatigue, associated forms of stress, lighting and office design are covered in the kit.

Sparking compilation of the kit was receipt of a recently translated Austrian study of VDTs and visual fatigue.

While TNG still is working to develop its own study, "we are experiencing long delays from those whom we

have invited to submit proposals," said Robert Dudnick, the Guild's associate research and information director, who compiled the VDT bargaining kit.

"Meanwhile, the need for such a study and its concomitant collective bargaining outline remains manifest," he wrote to local presidents and administrative officers.

In conjunction with two other documents in the kit, the Austrian study "can provide an interim tool for locals in bargaining," Dudnick wrote.

Included in the kit are an abstract of

the scientific documents, arranged in topical bargaining form, a glossary, and a copy of the relevant section of TNG's Collective Bargaining Program.

The material does not deal with the radiation problem because not enough is known, Dudnick said.

TNG is awaiting results of a third radiation test at the New York Times—where two desk employees using VDTs have developed cataracts—and will prepare a supplement to the kit when the arbitrator in the Times case releases the data.

For bargainers, the key points that emerge from the kit include:

✓ Rest breaks must be provided after specified periods of time spent working on VDTs.

✓ Members should be examined by an ophthalmologist before they go on VDTs and periodically thereafter. If they require new glasses, the employer should pay for them as well as for the examinations.

✓ Glare and reflection in the office should be reduced. Less direct light

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Locals warned against apathy on reform of law

Washington—Noting that the "battle" for U.S. labor law reform is "only half won" and warning of a "loud right-wing campaign" being mounted for the second half, TNG's International Executive Board has called for U.S. members and locals to "intensify and extend" their efforts for the measure, "targeting" their U.S. senators.

The House passed the reform bill 257-163 on Oct. 6 with its key provisions largely intact despite repeated attempts by organized management and the right wing to delete or weaken them.

The Senate Labor Subcommittee presently is holding hearings on the measure introduced in that body by Sen. Harrison A. Williams, Jr., (D-N.J.), TNG and the International Typographical Union were scheduled to testify Oct. 31. The bill is not expected to reach the Senate floor before late January or early February.

Warning that the bill's foes will have "copious time" to mount a "massive campaign of pressure and misinformation" in the interim, the IEB called upon Guild locals and members also to "make maximum use of that time" to inform their senators of the need for the bill.

Calling Guild locals' letter-writing campaigns "crucial," the IEB said letters should be sought from every possible member.

"Members who have not written should be asked to do so. Members who have already written should be asked to write again," the IEB said.

Locals and members also should visit their senators during the recess, expected to start early in November, the IEB added.

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Lowe named merger unit 14th member

Washington—John M. Lowe, TNG vice president from Eastern Canada and president of the Toronto Guild, has been designated the 14th member and second Canadian on TNG's Special Merger Committee.

His appointment was announced by TNG President Charles A. Perlik, Jr., in an Oct. 27 memorandum to the International Executive Board.

Perlik said he was appointing Lowe to the committee in the knowledge that the IEB the week before had "reaffirmed, in essence," its concurrence in July with his appointing a 13-member

Canadian Guild, ITU locals examine merger Page 6

committee with a single Canadian member and that "the issue" of Canadian local leaders' call for a second Canadian member "has been joined, in word and deed," since the day after the July action.

"I don't for a moment suggest that either be forgotten," Perlik wrote.

"But we are engaged in an extraordinary undertaking, one none of us will match in our

'Bad faith' in Madison

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Harry Strader Culver?

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Bills' press 'traps' cited

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Washington, D.C.

October 28, 1977



Jim Stratford, Greensboro Guild

. . . and so they did, by 55 to 43

Landmark chain's Greensboro Daily News and Record plant is reflected in windows of hotel that was Greensboro Guild headquarters in campaign before 55-to-43 vote for Guild by editorial employees. Bomb threats sent police to hotel before and during vote. (Story, Page 3.)

Guild, ITU roles delineated on VDTs

Victoria, B.C.—A mediator-arbitrator has ruled that the taking of classified advertising over the telephone or counter and its entry into video display systems should remain the work of Guild-covered employees.

He rejected a claim by the Vancouver Typographical Union that ad-takers are merely the passive recipients of copy.

Paul C. Weiler issued the ruling in a second decision involving Victoria Press, publisher of the Times and Colonist.

His decision also applies to Pacific Press, publisher of the Sun and Province in Vancouver.

Taken together, Weiler's decisions are the first comprehensive ruling on how jurisdiction should stand as the result of newspaper automation.

Weiler is the umpire in jurisdictional disputes under a settlement process included in the Guild and Typographical Union contracts in Vancouver and Victoria.

In an earlier opinion, he awarded the entry of most newsroom material to the Guild, rather than the Typographical Union.

The rulings dealt with a jurisdictional dispute between the Vancouver Typographical Union and Guild locals here and in Vancouver.

Weiler's second award gave the Typographical Union jurisdiction over certain gray areas in the newsroom and the entry of corrections into the VDT systems.

He previously had given the printers jurisdiction over "semi-display" classified advertising input.

He rejected the Typographical Union's argument that the advertiser is the author of the ad and the ad-taker is a purely passive recipient of the copy.

This argument was based on a

rule set down by Weiler in his first decision that the Guild's jurisdiction is the "creative" end and the Typographical Union's the accurate transcription of copy.

Rather than a passive recipient, the ad-taker must know the

proper wording, the papers' policies, rates, schedules, formats and type styles, Weiler held.

The advertiser, he said, generally calls in—or comes to the counter—with only a general idea of what the ad is to say.

(Continued on Page 2)

Antitrust hearings asked on Cincinnati

Washington—TNG has called upon the U.S. Justice Dept. to hold public hearings on the application of the Cincinnati Enquirer and Post for approval of the papers' entering a joint operating arrangement under the anti-trust exemptions provided in the so-called Newspaper Preservation Act.

Under the act, two newspapers can be exempted from bans on profit pooling, price fixing and market splitting if they can show that one of them, "regardless of its ownership or affiliation, is in probable danger of financial failure."

TNG also called upon Ohio's

two U.S. Senators and the two Ohio and two Kentucky Congressmen from the Cincinnati area to join in objecting to approval of the papers' proposal and in calling for public hearings.

The Enquirer is owned by Combined Communications Corp. The Post, claimed to be a "failing newspaper," is owned by Scripps-Howard which has seven newspapers already in joint operating arrangements in other cities. They are in Evansville, Ind., Birmingham, Albuquerque, Columbus, Pittsburgh, Knoxville and El Paso.

TNG's actions came after the

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TNG is distributing VDT bargaining 'kits'

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should be used. A lower light level for VDT work than for hard-copy work is suggested.

✓ Furniture should be arranged so that VDT operators don't have to move their eyes from screen to copy, so that there is enough room for any hard copy that remains, and so that an operator doesn't feel excessive heat from an adjoining VDT.

The Austrian study, undertaken by the University of Vienna at the request of the 300,000-member Union of Employees in the Private Sector, indicates that screen work causes visual fatigue and increases other stresses.

University investigators conducted laboratory experiments on 14 subjects who normally worked with VDTs.

Although the investigators conceded that a field study was desirable, they maintained that, with proper interpretation, their results were valid.

In the experiments, no direct light was allowed to fall on the screen and the subjects were not exposed to glare.

"This is an optimum condition and isn't found in most newspaper offices," the kit warns. "If these 14 subjects, therefore, reported any symptoms, it may be assumed that our members, working under inferior lighting conditions, would report more severe symptoms."

The study's authors said that the experiments demonstrated without doubt that there were changes of the functional state or structure of the optical system after extended screen work.

While they did not find a "beginning health hazard," they were convinced of the existence of a "non-disease effect" indicating a special stress on VDT operators.

There also was no doubt, the experimenters concluded, that such disorders as headache, flickering vision, and burning sensations in the eyes occur.

Headaches were reported by half of the subjects, burning sensations by a third, and flickering vision by a quarter.

Half the subjects reported deterioration of visual acuity, or sharpness of sight, after the experiments.

The investigators said that this figure probably was low because some subjects toned down reports of their symptoms.

Most specialists believe that visual fatigue will not lead to permanent visual deterioration, but measurements indicated that it took subjects varying amounts of time to regain full sharpness. One had not returned to pre-VDT levels after 35 minutes.

A Swedish survey—by Dr. Olov Ostberg of Sweden's National Board of Occupational Safety and Health—discusses problems of screen work and their solutions, with heavy stress on proper lighting and other office factors.

A German paper was written by David J. Hart, director of the Inca-Fiej Research Assn., which describes itself as "the international research association for newspaper technology."

Among Hart's views is that "those factors which are associated with display devices and which might be considered to be conducive to operator discomfort are to a greater or lesser extent within the control of the office manager in suitably selecting and siting the terminal equipment."

All three reports lay heavy emphasis on the desirability of rest breaks for VDT operators.

"The crucial point . . . is the lack of rest or relief pauses," Ostberg wrote, adding:

"CRT [cathode ray tube] display operators might seem to have an opportunity to gain relief during the frequent delays of 'relief pause length' that show up at send-and-receive operations."

But, he wrote, "these delays are, in fact . . . stressors because the operators do not know exactly when and for how long the pauses will show up and cannot 'swap over' to rest or relief activity."

Hart wrote that rest periods are the most effective way to combat fatigue.

The difference between the number of cases with deterioration of visual acuity after four hours of screen work and after one hour "was statistically significant," the Austrians found.

Although there appeared to be no set amount of rest time on which all could agree, the burden of the documents seemed to be the more rest the better.



Guild, Typos on Sacramento picket line

Strike by Central California Guild and Typographical Union continues at Sacramento Legal Press, publisher of the Press-Journal and Daily Recorder. Guild pickets include, from left, Karen Witzel, Renate Alexander, and Jackie Barker. The strikers announced formation of a 20-member attorney's committee, which is asking lawyers not to advertise in or subscribe to the legal and real estate papers. The unions' own free listing of real estate recordings appears to be gaining circulation, a Guild representative said. New talks are scheduled with the absentee owners on Nov. 10.

By any 'other' name, selling is selling, pay! Californian ordered

Bakersfield, Calif. — The Bakersfield Guild is preparing to ask the U.S. District Court for Eastern California to enforce an arbitration order that could mean \$100,000 for 20 Bakersfield Californian advertising counterparters.

There were indications that the Californian might refuse to implement the arbitrator's remedy. Management said it will not tell the Guild its decision until Nov. 29.

George E. Marshall, Jr., the arbitrator, held that the Californian failed to pay "certain persons" the contract minimum for display advertising salespersons when they performed the functions of the job.

The Guild had brought the arbitration on behalf of nine counterparters, but Marshall said:

"The remedy is to pay all counterparters employed the [contract's] minimum wage for sales-

persons, from and after Oct. 1, 1973, to the date of this award [Sept. 28]" who had sold ads or increased customer lineage during sales campaigns and promotions.

This would involve 20 persons, a Guild representative said.

All the counterparters were classified as "other," a classification unique to the Californian contract which does not contain business-office job titles.

There currently is a difference of \$145.96 a week between the top minimum for display salespersons (\$301.12 a week) and those classified as "other" (\$155.16) in the Bakersfield contract. On Oct. 1, 1973, the difference was \$128.03 a week. The Guild has been seeking a new contract from the paper for two years (Guild Reporter, Aug. 26 and Sept. 9).

The Guild said in the arbitration that the counterparters' tasks changed from primarily clerical to duties similar to those of dis-

play salespersons when the paper began ad campaigns and special promotions.

These required the counterparters to sell ads and increase customer lineage. They were given names of customers and potential customers to contact.

The only difference between the counterparters' and salespersons' duties was that the latter sometimes left the office to sell ads while the former did not, the Guild said.

Since the counterparters were mostly female, and the salespersons were male, the Guild also charged that the women were not paid the higher minimum because of their sex.

Management contended that counterparters' duties had not changed for more than 10 years and that the parties had agreed that these duties were part of the "other" classification.

It also claimed the Guild was trying to get in arbitration what it hasn't gotten in bargaining—elimination of the "other" classification and inclusion of job titles.

Marshall said it was unfortunate from the arbitrator's standpoint that the "other" classification wasn't made specific by inclusion of job titles and/or descriptions.

He said there was no dispute that the duties of the two groups were identical, noting that the company contended that the parties had agreed to this.

Marshall dismissed that contention, saying that the counterparters do the work and should be paid accordingly.

He also dismissed the Guild's claim of sex bias, saying that it was "more likely that the failure to pay was the result of a belief that the work has been performed by counter personnel and did not require a different wage rate."

The Guild had pointed out that some of the counterparters had applied for sales jobs but none had received a promotion while men with less—or no—experience did.

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

Guild, ITU jurisdictions delineated on VDTs

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"A certain amount of dialogue must take place between the advertiser and the ad-taker," he said. "That conversation often produces quite a different advertisement than the original concept."

"That is one reason why the advertising function was historically included in the Guild unit. The use of the VDT rather than the typewriter doesn't alter that character of the ad-taking function at all," Weiler held.

When Pacific Press introduced the optical scanner as an intermediate technology, tape punching of ads ceased and the Guild and Typographical Union agreed that preparation of scanner copy was Guild-contract work, Weiler said. The same agreement was made at Victoria Press.

"The basic jurisdictional judgments have already been made by the parties and I don't think the presence of the VDT is a valid reason for altering that

demarcation line," he wrote.

In the editorial gray areas, Weiler awarded entry of the television log and King Fisherman feature in Victoria to the Typographical Union, but gave the Guild jurisdiction over preliminary sorting and organizing of the fisherman contest material.

He said the work is akin to the handling of letters to the editor.

Weiler awarded copytaker (dictationist) work in Vancouver to the printers because the copytakers merely transcribe stories phoned in word for word, without authority to rewrite. In Victoria, however, he awarded the work to the Guild because reporters and desk employees take dictation from reporters in the field and often rewrite it.

Initial corrections of copy may be made by Guild-covered employees, he decided, up to the point at which the equivalent of page proofs are pulled.

Then Guild-covered employees

may read and mark the proofs, but the employees covered by the Typographical Union shall enter the corrections into the system, Weiler ruled.

In his first decision on Victoria—which now also applies to Vancouver—Weiler said the Typographical Union should have jurisdiction over the entry of certain kinds of "over the transom" copy that arrive in substantially completed form, but that the Guild-covered newsroom then can call up and edit the material.

He said that composing room functions made redundant by automation hadn't been assigned to someone else—they "simply will not have to be done any more."

Thus, traditional newsroom and composing room operations have been "telescoped," he said. There was no dispute over display advertising, which the Victoria Press had assigned to the printers for markup and entry after the copy had left the Guild department.

TNG ex-VP Phil Brennan dead at 63

New York City—Philip J. Brennan, a former three-term TNG vice president and a financial news staffer at the New York Times since 1958, died here Oct. 20 following a short illness. He was 63.

Brennan had worked for the Times since he was 16.

He was first elected to TNG's International Executive Board by the 1969 San Antonio Convention. From then until 1975, when he declined to run for a fourth term, he served as vice president from the region that is New York City and its environs.

When elected to the IEB he was serving as chairperson of the New York Times Guild Unit and as third vice president of the New York local. He had been on the local's executive committee the previous three years and a delegate to its representative assembly the previous ten years. He served ten years on the local's executive committee in all.

He was also a trustee of the Guild-Times Pension Fund and of the Guild-Times Scholarship Fund. He also served on the unit's human rights and human relations committees, on bargaining committees and headed the unit's grievance committee.

Throughout his tenure on the IEB he was a member of its Collective Bargaining and Constitution Committees.

He was a delegate to the Guild's annual conventions from 1967 through 1976, except for the one at which he was first elected to the IEB. He was elected to attend, but was unable to do so when his shoulder was broken the day before he was to depart New York when he was knocked down by his St. Bernard dog.

The Times said he was "one of a rapidly dwindling group who joined the Times in their teens and received the rest of their education in the news department."

His first job was as a receptionist, the Times reported. Later he was an office boy, news clerk and news assistant on the paper's



The unified pumpkin

If it's Halloween, this must be Monterey, where the San Jose Guild's unit at the Peninsula Herald celebrates every All Hallow's season with parties and the current year's edition of the Great Pumpkin, symbol of the Guild's Oct. 31, 1973, election victory. As in the past years, 1977's Great Pumpkin comes in a unity model with the names of the three unions around the top. (The marking at the bottom is a union label.) The Guild's current contract expires this year—on Halloween.

Newport News charter is approved

Washington—TNG's International Executive Board has approved issuance of a Guild charter to what was the Peninsula Independent Editorial Assn. of Newport News, Va., until Sept. 28 when its members voted to affiliate with TNG.

The IEB at its fall meeting also voted to grant the request of the Toronto Guild that its name be changed to the Southern Ontario Guild.

In both instances the IEB said the precise definition of the two locals' geographic jurisdictions would be established later.

It also voted to issue a charter to the Washington-Baltimore Guild, an action overlooked when the local was created in the mid-'60s through merger of the old Washington and Baltimore locals.

foreign and national desks. When he went to the financial news department, his first job was recording the arrival of buyers. For many years before his death he was a statistician.

Survivors include his wife, Jeanne Fonseca, chairperson of the New York Guild's unit at the American Journal of Nursing, two sons, a sister and a brother.

TNG's officers, the officers and executive committee of the New York Guild, the Guild-Times Scholarship Fund and the Times itself called Brennan's death a deep loss.

Services were Oct. 22 at the St. Vincent de Paul Church.

California's Creelman dies at 60

Sacramento — Robert James (Bob) Creelman, president of the old Sacramento Guild in 1968 and 1969, died here Oct. 10.

Creelman, 60, ill with cancer since February, worked as a Sacramento Union advertising sales representative until September.

"He performed countless Guild duties and proved to be a spark-



plug that got things going when the going was tough," Michael Otten, president of the Central California Guild, said.

The Central California Guild was formed by merger of the old Sacramento and Stockton locals and also includes units in Fresno and Modesto.

Creelman was a delegate to TNG conventions and the Western District Council.

The council on Oct. 23 cited Creelman as a "Guild activist in the best sense of the term."

He twice was chairperson of the Sacramento Union Unit's bargaining committee and served two terms as the unit's general chairperson.

Creelman also was a director of the Sacramento Journalism Foundation, which was started by the Guild to provide scholarships to college students.

Guild wins poll in Greensboro

Greensboro, N.C. — Editorial employees of the Greensboro Daily News and Record voted 55 to 43 for certification of the Greensboro Guild as their bargaining representative Oct. 20 in an election supervised by the National Labor Relations Board.

There was one spoiled ballot and three persons by agreement voted challenged ballots, which would not affect the election's outcome.

The vote in fact was to recertify the Guild at the Landmark Communications chain papers since the local had contracts with the paper from 1950 through early 1967, when it was unable to bargain a renewal.

A core-group of members kept the Guild alive in the city during the interim and more than a year ago began rebuilding the membership at the papers, with assistance from TNG International Representative Luis Montanez.

The day before the election, rooms in a hotel across the street from the papers' plant rented for organizing headquarters were searched by Greensboro police after the hostelry's manager re-

ceived a telephone warning that a bomb had been planted in one of them.

They found nothing then nor in response to a second call the day of the election warning that a bomb would go off in one of the rooms in "just 10 minutes." Neither time did the caller mention the Guild election.

The Norfolk, Va., based Landmark chain bought the News and Record in 1965. The News publishes mornings and has about 77,000 daily and 105,000 Sunday circulation. The evening Record sells about 32,000 copies six days a week.

Meanwhile, the NLRB said it will schedule a new election on representation of the papers' truck drivers by the International Mailers' Union because of improper employer conduct before one in mid-August which resulted in a 13-to-13 tie when two ballots challenged by the union were counted.

The labor board said the papers were guilty of improper statements, coercion and threatening job losses during the campaign before that election.

Local asks bargaining for Modesto ad people

The Central California Guild on Oct. 17 petitioned the National Labor Relations Board for bargaining rights for the advertising employees of McClatchy's Modesto Bee.

The Guild has represented the paper's editorial employees since April, 1974. There are about 40 advertising staffers.

In other organizing action:

In suburban Detroit, the NLRB has set Guild representation elections for Nov. 16 among more than 50 advertising, business, inside circulation and editorial employees of the Mellus weekly chain and for Nov. 22 among more than 60 editorial employees of the Observer and Eccentric weeklies.

In Toronto, the Ontario Labour Relations Board has set a representation election for Nov. 1 among more than 50 outside

circulation employees of the Globe & Mail.

The Vancouver-New Westminster Guild petitioned the British Columbia Labour Relations Board for certification as bargaining agent for 14 librarians in the Fraser Valley Regional Library.

The group, which had been represented by a public-employee union, voted in August to affiliate with the Guild.

In Dover, N.J., the New York Guild's motion to withdraw its refusal to bargain charge against the Daily Advance was approved by the NLRB.

The labor board, in approving the withdrawal, also dismissed its resulting complaint.

In asking that its charge be withdrawn, the Guild said it no longer represented a substantial majority of editorial employees.

Lask again is named Broun Award's head

Washington—Thomas Lask, a past president of the New York Guild, has been appointed chairperson of TNG's annual Heywood Broun Award contest for the third consecutive year.

Lask, who is an assistant cultural editor with the New York Times, was president of the New York local from 1971 through 1974.

He was named to head the Broun Award contest by the International Executive Board at its Oct. 17-20 meeting. He will name the contest judges and preside over conduct of the competition.

The Broun Award is presented annually for journalistic achievement "in the spirit of Heywood Broun," the Guild's founding president. It carries a citation and \$1,000 prize.

The winner will be announced at a luncheon on Jan. 23, the first day of the IEB's winter meeting.

Entries should be addressed to the Broun Awards, c/o TNG at 1125 15th St. N.W., Washington, D.C. 20005.

The IEB also appointed Vice Presidents Diane M. Woodstock of Madison and Betsy Wade of New York, along with Ellis T. Baker, TNG director of administrative operations, as judges for the 1977 Guild Service Award, presented annually for Guild achievement on the local level.

The service award provides a scholarship of up to \$1,500 for a course in labor education.

Nominations for the Guild Service Awards must be made by a local's membership meeting, executive committee or representative assembly.

Deadline for receipt of entries at TNG headquarters for both the Guild Service Award and the Broun Award is Jan. 14.

Canada's price elevator

The table below records the ascent of Canada's Consumer Price Index over a 24-month period following a .9-point rise in the index in September, to 163.4, up 12.7 points from September, 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 increases over September, 1975.

	Index*	Percentage over	
		Same month prior year	September 1975†
October	151.7	6.2	7.2
November	152.2	5.6	7.6
December	152.7	5.8	7.9
January, 1977	154.0	6.1	8.8
February	155.4	6.7	9.8
March	157.0	7.4	11.0
April	157.9	7.6	11.6
May	159.2	7.6	12.5
June	160.3	7.8	13.3
July	161.8	8.4	14.4
August	162.5	8.3	14.8
September	163.4	8.4	15.5

*1971 = 100

†Index = 141.5

Antitrust hearings asked on Cincinnati

(Continued from Page 1)

International Executive Board at its fall meeting called upon U.S. Atty. Gen. Griffin Bell to deny the papers' application or "at the very least" seek to determine why Scripps-Howard has not put the Post up for sale "on the open market at a fair price" before seeking to enter a joint operation.

The IEB called the antitrust exemption petition an "injury upon insult to the hundreds of workers at the Post who have sacrificed by going without pay increases and other improvements in employment conditions for the past two years."

Under the proposed joint arrangement, all the Post operations except its newsroom would be eliminated, with the Enquirer handling all production, sales and other business services for both papers.

Some 600 Post employees, including about 240 Guild members, stand to lose their jobs, the IEB noted.

Advertisers and subscribers to both papers also stand to lose, it added, pointing to experiences in other cities where the semimergers already exist.

"Advertising rates will increase in the absence of competition to keep them down. Advertisers will lose competitive rate structures, choice of placement and other benefits inherent in a truly competitive market," the IEB said.

"Competitive circulation rates will be eliminated, resulting in higher subscription rates which, in turn, frequently mean fewer readers able or willing to subscribe," it added.

The IEB called for the Justice Dept. to "conduct a thorough investigation of the Cincinnati newspaper companies' operations, particularly within the past decade and since Scripps-Howard was required to divest itself of majority control of the Enquirer."

Meanwhile, the Wall Street Journal reported on Oct. 21 that the Justice Dept. in the previous two weeks had received letters protesting the proposed semimerger from more than 130 Post employees and at least 50 Cincinnati businesses.

At least one advertiser wrote that he prefers working with the Post's ad people to the Enquirer's.

An attorney wrote that the losses suffered by the Post "can be placed squarely upon the only parts of the existing situation which will be retained, the management."

The Post says it lost 9.5 million dollars from 1972 through 1976 and another 1.2 million through 1977's first eight months. The Enquirer made nearly 30 million dollars from 1972 through 1976.

Scripps-Howard owned 58 percent of the Enquirer until 1968, when it agreed to sell it in the face of a government antitrust action.

Official notice of the papers' application for approval of a joint operation was to be published in the Federal Register Oct. 27. Under Justice Dept. regulations, affected persons and organizations then have 30 days to comment on or object to the proposal. A hearing may be held at the Attorney General's option.

Labor law reform 'half won,' IEB warns

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Noting that literature and assistance are available for the asking from TNG and the AFL-CIO Labor Law Reform Task Force, the IEB said locals "cannot content themselves with hoping the campaign will organize itself."

It called upon those that have not done so to appoint labor-law reform chairpersons to make sure that "letters get written, postcards get sent, Mailgrams get authorized, resolutions get adopted."

While the prognosis for Senate passage has been favorable, failure to adequately counter the right-wing's campaign in the next few months "could upset the balance or make a successful filibuster possible," the IEB warned.

"If that were to succeed, the best hope in years to decisively improve the climate for organizing would flicker out," it declared.

The board acted after receiving a report on the campaign for House passage of the bill from

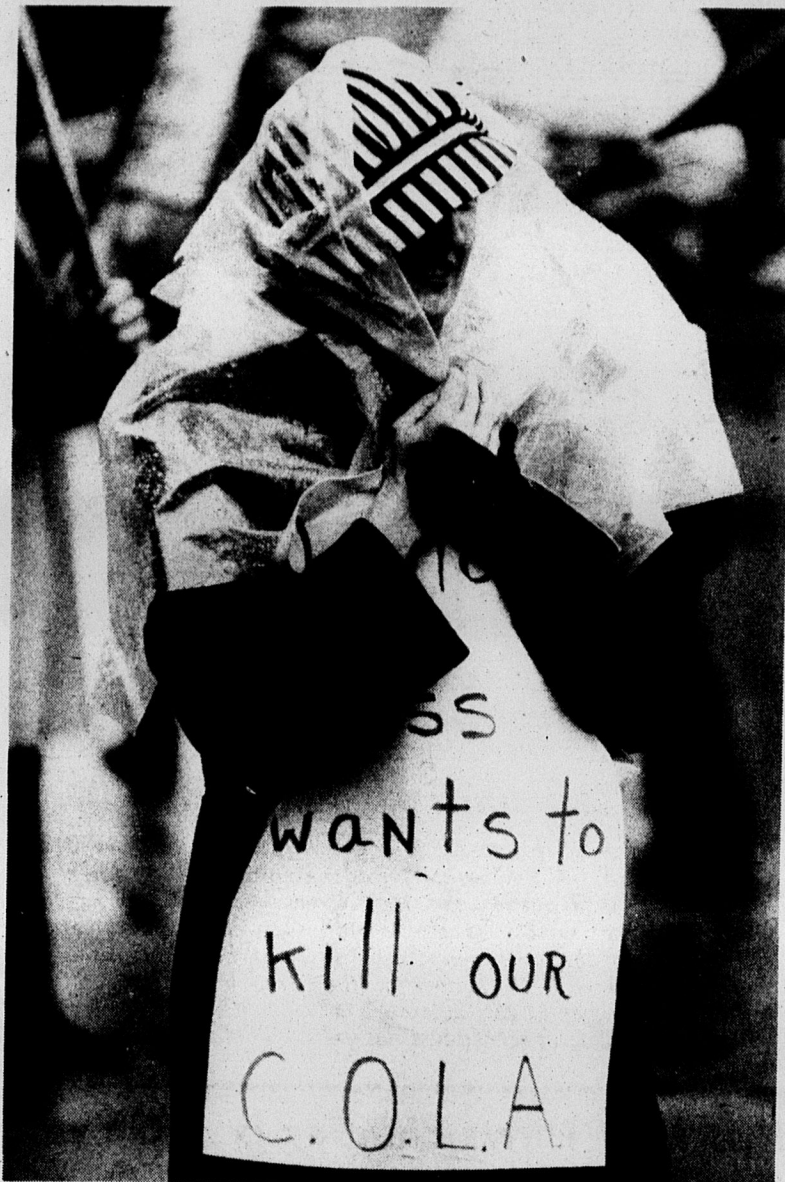
TNG's temporary legislative representative, Barney Peterson of San Francisco-Oakland, and hearing TNG President Charles A. Perlik, Jr., call the IEB's decision last spring to establish the position one of its "most important" ever.

Peterson's performance in the campaign for the House bill—both counselling, guiding and goading locals and on Capitol Hill—proved it, Perlik said.

Perlik also pointed out, however, that because of TNG's financial condition Peterson was "laid off" after the House acted Oct. 6 and will not be recalled until the Senate bill is closer to enactment, or "perhaps even through that time."

Peterson, in a written report to the IEB, paid particular attention to locals' efforts on behalf of the House bill.

More than 35 percent of U.S. locals reported naming chairpersons to direct their efforts, he said:



Detroit Guild

Rainy rally in Pontiac

Unidentified Pontiac Guild Unit member smiles through the rain downpour that greeted more than 150 area union members who rallied at the Oakland Press in support of Detroit Guild and pressmen's union efforts to win new contracts from the CapCities-chain paper without a strike through a circulation and advertising boycott [Guild Reporter, Aug. 26]. The paper has responded with full-page circulation promotion ads and with a subscription telephone boiler room operation, according to the Guild's Jeanne Towar, full-time boycott co-ordinator.

Boston, Central California, Chicago, Cleveland, Denver, Detroit, Gary, Great Falls, Lehigh Valley, Memphis, Los Angeles, New York, Pacific Northwest, Peoria, Philadelphia, Pittsburgh, Portland, St. Louis, San Antonio, San Diego, San Francisco-Oakland, San Jose, Twin Cities, Washington-Baltimore and Wire Service.

"We know of more than 1,000 letters" from Guild members, their friends and relatives, he said, and have "every reason to believe" that others were sent without being reported to TNG.

He singled out efforts by leaders and members in St. Louis, San Antonio, Great Falls, San Francisco-Oakland, Denver, New York, Central California, Wash-

ington-Baltimore, Columbus and San Diego.

He also praised the efforts of the International Typographical Union and its co-ordinator of the effort, Clyde East, who reported appointment of labor-law reform committees by 200 printer and mailer locals.

Looking ahead to the bill's fate in the Senate, however, Peterson warned that "there is already talk of a filibuster."

Employer forces may have been caught "off balance" by the speed with which the House acted once President Carter sent his Labor Law Reform message to the Hill, Peterson said, warning:

"We can't hope to have circumstances that favorable in the Senate."

'Pete' Sallaway, Victoria founder, dies at 71

Victoria, B.C.—Lloyd Martin (Pete) Sallaway, founding president of the Victoria Guild, died here of cancer Sept. 30 at the age of 71.

He organized and led the local as its president for 21 years. He worked for the Victoria Times for 52 years and was its sports editor for 23 years. Sallaway retired as Guild president in 1966, though he continued to represent the local at TNG conventions through 1968. He retired from the paper in 1971.

In 1945, he made his fourth attempt to organize a union of reporters and copy editors on the Times and, with the help of George Wilkinson, secretary of

the Victoria and District Trades and Labour Council, succeeded.

The next year, the independent union became a directly chartered local of the old Trades and Labour Congress of Canada and signed its first contract with the Times.

Between then and 1951, the Guild expanded to include the newsroom staff of the Victoria Colonist and employees in the advertising, circulation, library, business office and maintenance departments of both papers.



Crime bills' press 'traps' protested

(Continued from Page 8)

employees who give news people information from reports made confidential by law, even if the information bears on a crime.

✓ An antisabotage provision "so broadly drawn" that it could be used against union members' demonstrations in which incidental damage to or obstruction of a wide range of government property occurs. Penalty for this would be life in prison and a half-million-dollar fine.

✓ Up to a year in jail and a \$100,000 fine for numerous forms of union activity, "including picketing in the face of a patently invalid court injunction." This could be considered criminal interference with a government function under the bills.

✓ Up to five days in jail and a \$10,000 fine for anyone disobeying a government employee's order to disperse a gathering or stop picketing or leafleting.

✓ Up to a dozen years in prison and a \$500,000 fine for union members striking for higher wages or benefits who are convicted of "obtaining the property of another" by extortion. "Safe-guards against use of the statute against legitimate labor activities are inadequate," the IEB declared.

✓ "A blackmail provision equally susceptible to use against unionists who 'improperly' subject an employer to fear of 'economic loss or injury to his business or profession' through a strike or picketing." Penalties: Up to 12 years in jail and a \$500,000 fine.

"Without the elimination or amendment of these provisions, TNG will find it difficult, if not impossible, to support the bills," the IEB said.

It also called attention to "perils in other sections of the bills [which] have caused alarm among those concerned with protecting civil liberties."

These deal with criminal conspiracy and criminal solicitation and "are so broadly drawn as to create the potential for ensnaring a wide variety of free expression," the IEB said.

The board "strongly urged" the congressional committees "to undo the damage wrought by all of the above sections and fashion a bill that will codify the criminal code without in the process creating fallout damage to freedom of the press, labor, or civil liberties."

The organization became a directly chartered local of the Canadian Labour Congress in 1955, upon the merger of the Trades and Labour Congress of Canada and the Canadian Labour Congress.

In 1958, it affiliated with the then-American Newspaper Guild.

A special Victoria Guild resolution adopted upon Sallaway's retirement from the paper said that "every one of us owes Pete Sallaway a great and personal debt."

It also noted that when Sallaway organized the Guild in 1945, Victoria became only the second Canadian city—after Vancouver—with a newsroom union at an English-language newspaper.

'Vote and impound' rule set

Washington—In an action its chairman described as "a significant step to speed election procedures," the National Labor Relations Board has revised its rules to establish a "vote and impound" procedure in representation elections.

Under the rule, effective Aug. 15, an NLRB-supervised election among employees to select or reject union representation once scheduled will not be delayed by challenges or appeals to the full

NLRB from a regional director's rulings. The election will be held on schedule and votes cast will be impounded and counted after the NLRB disposes of the request for review.

NLRB Chairman John H. Fanning said the procedure will give employees "the chance to cast their ballots at a time when they are most familiar with the issues."

The AFL-CIO estimated the rule will affect about one percent of all representation elections.

New IEB swears self in and divides up work

Washington—Exercising its ingenuity, TNG's new International Executive Board swore itself into office at its first meeting Oct. 17 after the press of other business prevented U.S. Labor Secretary Ray Marshall from doing the honors.

In the process, TNG acquired a new International Chairperson—Harry S. Culver of the Wire Service Guild—and six new vice presidents. They are: Carla Beck of Great Falls, Elwood B. Bigelow of Portland, Robert C. Holt, Jr., of St. Louis, John M. Lowe of Toronto, Richard V. Sabatini of Philadelphia and Floyd Tucker of San Francisco-Oakland.

Continuing in office were TNG President Charles A. Perik, Jr., Secretary-Treasurer Robert M. Crocker and Vice Presidents Diane M. Woodstock of Madison, Betsy Wade and David M. Mulcahy of New York, Roger L. Stonebanks of Victoria, Dorothy M. Sain of Cleveland, Warren E. Howard of Washington-Baltimore and Louis M. Calvert of San Jose.

(Howard and Faye McCracken of Memphis will square off in a new election for the vice presidency from the U.S. South on Jan. 2-7, as ordered by the International Election & Referendum Committee Oct. 4 [Guild Reporter, Oct. 14]. McCracken attended the IEB's fall meeting as TNG's guest so that she will have the benefit of its initial meeting if she wins in the new election.)

The new board adopted a res-



TNG'S NEW INTERNATIONAL EXECUTIVE BOARD LAUNCHES FIRST SESSION WITH 'DO-IT-YOURSELF' SWEARING IN

Clockwise, from left foreground: Vice Presidents Elwood B. Bigelow, Richard V. Sabatini, Robert C. Holt, Jr., Dorothy M. Sain, Louis M. Calvert, Diane M. Woodstock, Betsy Wade (obscured), Carla Beck, John M. Lowe, Roger L. Stonebanks, Floyd Tucker, David M. Mulcahy (partially obscured), President Charles A. Perik, Jr., International Chairperson Harry S. Culver, Secretary-Treasurer Robert M. Crocker and Vice President Warren E. Howard.

olution of appreciation for the services of the five outgoing vice presidents—John J. Breed of Boston, James A. McGill of Gary, Eugene B. Jones of Philadelphia, Shirley L. Caldwell of Pacific Northwest and Jim Robinson of Eastern Canada—and sent them gold Guild pins.

The board apportioned assignments to its standing committees as follows (chairpersons listed first):

Contracts: Perik, Crocker, Field Operations Director J. William Blatz, Administrative Operations Director Ellis T. Baker and Richard J. Ramsey, executive secretary.

Finance: Crocker, Mulcahy and Sain.

Collective Bargaining: Stonebanks, Calvert, Howard, Tucker, Wade and Woodstock.

Human Rights: Howard, Cal-

vert, Stonebanks, Tucker, Wade and Woodstock.

Organizing: Sain, Beck, Bigelow, Holt, Lowe and Stonebanks
Constitution: Calvert, Bigelow, Lowe, Mulcahy and Sabatini.

Guild Reporter: Wade, Beck, Holt, Sabatini, Tucker and Woodstock.

Research & Information: Woodstock, Beck, Holt, Sabatini, Tucker and Wade.

Appeals: Mulcahy, Calvert and Sain.

Perik was designated TNG's representative on the AFL-CIO general board and the executive board of the AFL-CIO Industrial Union Dept.

At the close of the IEB's first-day session, the Wire Service Guild's Washington UPI Branch was host to a reception marking Culver's taking office as International Chairperson. Culver is a longtime UPI Guild member.

Free blacks and press, IEB asks South Africa

Washington—Condemning the closure of South Africa's two leading black newspapers and the banning of 18 black and interracial organizations, including the Union of Black Journalists, TNG's International Executive Board has called upon Prime Minister Vorster to reverse the actions immediately.

Without these "minimal actions," South Africa will lose all claim to being a land where press freedom still exists, the IEB said.

The closed newspapers, the World and the Weekend World, have a readership estimated at a million.

The last issue of the World published carried a front-page de-

mand for the release of three of its reporters—including Joe Thlooe, UBJ president—who have been in jail without trial for periods exceeding 230 days.

The UBJ's national secretary, Phillip Mtinkulu, told TNG's convention this summer that Thlooe and the other two were jailed for publishing an "undesirable" paper—the UBJ's Bulletin. The others are the UBJ's national organizer and assistant secretary-treasurer.

The South African government's action Oct. 19 against the papers and organizations included jailing the World's editor, Percy Qoboza, along with 50 other black and interracial leaders, including religious, student and women's leaders. Another editor was placed under an official ban and a magazine shut.

The government's only justification was that the newspapers and organizations were creating "a revolutionary climate" among the nation's majority black population.

When a person is banned, he or she may not travel, work or speak to more than one person at a time and cannot be quoted.

IEB backs House unit's postal bill

Washington — The proposed Postal Service Act of 1977 should be passed by the U.S. House of Representatives before it adjourns for 1977, TNG's International Executive Board said during its fall meeting.

It should pass the measure as reported by its Post Office and Civil Service Committee, rejecting any weakening amendments, the IEB said.

As reported, the bill "would go far" toward fulfilling the call by TNG's 1977 Convention for restoration of an "efficient, government-run postal service with reasonable rates and a guiding philosophy of public service," the board said.

"Free speech and a free press are meaningless if an excessive postage tag prevents the exercise of those freedoms," it declared.

A key section of the bill for the labor press is one which would mandate that nonprofit rates be no more than 60 percent of so-called attributable costs. It was 50 percent under the old Post Office.

The bill would also guarantee retention of six-day delivery and bargaining rights for postal workers.

HARRY S. (for Strader) CULVER

'... a certain amount of pro-union motive'

When Harry S. Culver asked the managing editor of the Shawnee (Okla.) News-Star for a raise, that gentleman told him that if he wanted more than \$55 a week he should go to work in a Guild shop.

So he did—at United Press in Oklahoma City in 1950.

And today he's The Newspaper Guild's tenth international chairperson, winning election uncontested at TNG's Honolulu Convention July 1 and taking office at the International Executive Board's fall meeting.

For somebody who says he grew up in an anti-union atmosphere, Culver has a long and energetic labor record.

He sums it up in his motto:

"To succeed in anything, you have to believe in what you're doing. If you do, you must never give up. And I believe in unions in the newspaper field."

Application of the motto started early.

In 1942, Culver was a staff member of the Daily Oklahoman at the University of Oklahoma when the administration decided to cut back the staff and limit the editorial content.

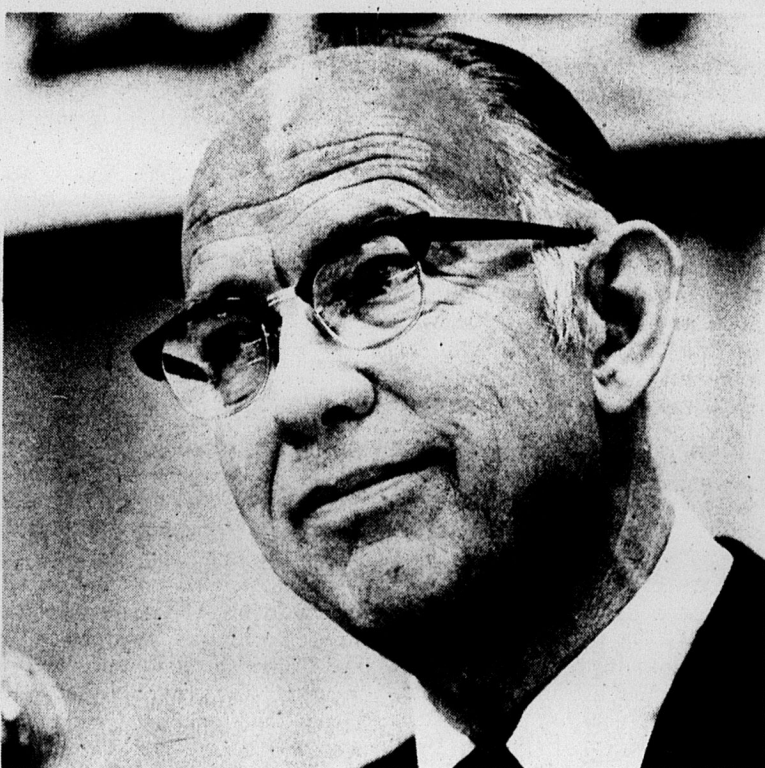
The entire staff struck—and all were fired.

Culver's first newspaper job was as news editor on the Anadarko (Okla.) News, where he worked six days, 60 hours a week with no overtime payment and a week's vacation each year.

These conditions provided "a certain amount of pro-union motivation," Culver remarked in his patented understated manner.

In fact, he tried to start a Guild organization on his second paper, in Shawnee, but the effort was not a successful one.

He went to work for the then-



United Press and came under a Guild contract. He's still in the Oklahoma City bureau, now as statehouse correspondent.

In 1955, Culver was elected to his first Guild office—the UP National Committee. The next February, he participated in his first bargaining—a wage opener.

After that experience he promised himself he'd never run for Guild office again.

The promise didn't last long.

Three or four years later, Leonard Milliman, the founding president of the nationwide Wire Service Guild, talked Culver into taking over organizing for WSG. Before the wire service local was established, UP and AP staffers were members of whatever local happened to be in their neighbor-

hoods or, as in Oklahoma City, were members at large.

The assignment to help build the new local in open-shop circumstances sent Culver on the first of his many two-day trips around the Southwest and elsewhere to sign up members. He used his days off from what by this time was United Press International after the UP merged with Hearst's International News Service.

He was a delegate to the 1962 Buffalo Convention and to every annual convention thereafter.

Milliman and Robert M. Crocker, then president of the wire local and now TNG's secretary-treasurer, encouraged Culver to run for local office. He was Wire Service secretary-treasurer

from 1963 to 1965 and president from 1965 until 1967.

The 1970 Guild Service Award was given to Culver by the IEB for his "tireless and determined work" as co-ordinator of the 1969 Associated Press strike, as well as his other work.

Culver's AP strike work "went far beyond the call of duty," the IEB said.

"He worked up to 22 hours a day and, in addition, walked the picket line every day," it added.

Later, Culver was co-chairman of the Guild's strike strategy committee at UPI, where a settlement was won after a strike vote.

In all that he's done, the 1970 IEB said, Culver "brought characteristic energy, devotion and painstaking attention to detail, and in our judgment his performance exemplifies the kind of achievement the Guild Service Award is intended to recognize and encourage."

Culver himself put it more simply after the Honolulu Convention wound up.

"I won a lot of fights because I never gave up," he said.

After service on the WSG's representative assembly and as a local officer, Culver became active in TNG politics, chairing the Perik-Crocker election committees in 1969 and 1971.

In 1973, he decided to run for office on his own and was elected an at-large vice president on a platform that promised he would do his best "to give every segment of the Guild a voice."

He was re-elected to another two-year term in 1975 on a platform which, among other things, supported closer work with other unions "toward eventual merger where we have mutual interests."

Local-merger questions posed in Canada

By JIM DUGGLEBY
Saskatoon Guild

Saskatoon, Sask.—Close to 60 delegates came armed with questions and left with at least some answers following an Oct. 8-10 Canada-wide conference on local merger of TNG and the International Typographical Union.

The conference, organized by the Saskatoon locals of the Guild, Typographical and Printing & Graphic Communications unions, adopted four committee reports dealing with everything from philosophical differences among the unions to a step-by-step process leading to eventual local merger.

The conference was conceived by the Saskatoon Council of Graphic Communications Unions as a western regional event similar to one held a year earlier at Banff.

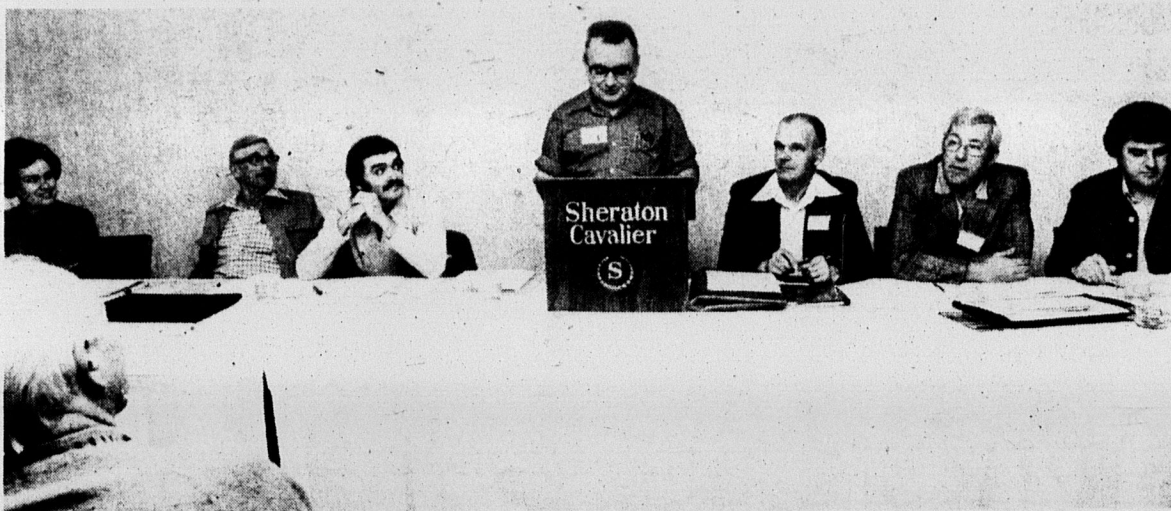
It grew spontaneously into a national conference attended by some members of TNG's and the ITU's international merger committees—TNG President Charles A. Perlik, Jr., and Canadian Director William H. McLeman plus the ITU's Robert L. Wartinger and Earl Jepperson—and leaders of six Guild locals and 13 Typographical and Mailers' union locals. Several IPGCU members attended as observers. Participants came from as far east as Montreal.

First among the issues identified by the conference committees was the need for an informed membership and the need for trust between merging Guild and Typographical locals.

The conference stated that each local must "tailor its program to its own particular needs," and offered some guidelines leading to merger that it urged be implemented prior to next year's ITU and Guild conventions.

On a step-by-step basis, the conference recommended establishing local task force committees which would work to analyze such difference as dues structures, voting procedures, contracts, constitutions, and health, pension and welfare plans as they affect local operations.

Each local would appoint a liaison person for information exchange with other Canadian locals and would have as its mandate the ending of mistrust between the unions, convincing



KICKING OFF THREE-DAY CANADIAN CONFERENCE OF PUBLISHING UNIONS

At the podium, Hugh J. MacLean, Saskatoon Typographical Union president and conference chairperson; others from left: Saskatoon Alderwoman Helen Hughes; Ken Glinz, IP&GCU pressmen's representative from Edmonton; Larry Brown, Saskatchewan Labor Federation executive secretary; Robert L. Wartinger of the ITU Merger Negotiating Committee and assistant to the ITU president; TNG President Charles A. Perlik, Jr., and William H. McLeman, TNG's Canadian director and a member of TNG's Special Merger Committee.

memberships of the need for merger and most importantly the dissemination of information to "fully educate individual members of all the pros and cons of [merger] so that such a vote represents a knowledgeable assessment of the future. . . ."

The local committee would report to each local union's executive committee and areas of difference and similarity would be defined and possible solutions worked out.

Dissemination of information between memberships was seen as imperative and the conference called for such remedies as shared

office space, joint discussion of international merger information, opening of membership meetings to members of the other union, joint circulation of executive committee minutes, common postings on bulletin boards, exchange of local and international newsletters and publications and the establishment of joint or combined local newsletters.

Establishment of joint councils, co-ordinated bargaining and common expiry dates on contracts were seen as mandatory along with establishment of the local merger committees.

The conference committee es-

tablished to examine problem areas in greater detail noted Canada has 10 different sets of provincial labor laws. The possibility that employers will challenge current certifications or recertifications of merging locals points to a need for expert legal advice, the conference noted.

The conference also noted that Canadian locals have had broad experience with voluntary joint bargaining and would probably prefer to maintain that status quo until international merger is a fact.

TNG's Perlik backed the conclusion that premature merger

could leave locals stuck with joint certifications, perhaps uncomfortably so. He advised that locals should prepare the ground for merger, but wait for the internationals before making it final.

The conference recommended establishment of an international set of model local by-laws to provide a "sound basis" for merger. Such a set of by-laws would have to deal with local voting structures—a small Guild local, for example, might hesitate to merge with a large ITU local for fear of losing its voting strength. A potential problem of non-newspaper ITU or Guild shops also was noted.

The conference called on the international unions for:

- ✓ Provision of copies of each union's papers for distribution to members of the other union.

- ✓ Appointment of a central liaison person through whom locals can communicate.

Delegates said that widely separated locals in the United States, Canada and Puerto Rico could be dealing with similar local merger problems. An international "clearing-house" should be established.

Guild locals represented at the sessions were: Victoria, Vancouver-New Westminster, Toronto, Winnipeg, Ottawa and Saskatoon.

Typographical and ITU Mailers' locals represented at the conference were: Alberta (encompassing Calgary, Edmonton and Red Deer), Lethbridge, Alta., Prince George, B.C., Vancouver, Victoria, Winnipeg, Ottawa, Montreal, Moose Jaw, Sask., Regina, Sask., and Saskatoon.

Lowe named merger unit's 14th member

(Continued from Page 1)

Guild careers, if indeed in our lifetimes. I see this as requiring extraordinary understanding, and perhaps this will not be the last time we'll need that. Let it never be said, however, that the right result came about for the wrong reasons," he wrote.

The IEB during its fall meeting voted down a motion by Vice President Roger L. Stonebanks of Victoria that it reconsider its vote in July concurring with Perlik's appointments to the committee. Stonebanks said that if the IEB

voted to reconsider he would then move to reaffirm all the July appointments with the proviso that a second Canadian be added to the committee. The motion to reconsider lost on a voice vote, with Stonebanks and Lowe recorded as voting for it.

Perlik was authorized to appoint the committee, with IEB concurrence, by TNG's 1977 Convention. The convention defined its assignment as "drawing up and negotiating the terms of a merger with the International Typographical Union." The IEB

voted unanimous concurrence with Perlik's appointees to a 13-member committee at a meeting held two hours after the convention adjourned.

Perlik, who sent his memo on Lowe's appointment also to presidents of Canadian locals and the other members of the merger committee, said he will ask the IEB's concurrence at its January meeting unless there's insistence that there be a mail poll before.

He said he was not initiating a poll because he would be out of the office the two weeks before the merger committee's next scheduled meeting, Nov. 8 at ITU headquarters in Colorado Springs, and there wasn't time to put a poll together and enable Lowe to attend that session.

Perlik pointed out that in addition to his TNG and local offices, Lowe was chairperson of the Canadian Conference at this year's TNG convention and now chairs the Canadian Caucus. He also will be the first advertising-department employee on the committee.

Leaders of the caucus had requested the appointment of a second Canadian member to the committee before they and Perlik

left the convention hotel. Subsequently the leaderships of all nine Canadian locals endorsed the caucus's position, disavowing, as did the caucus, any dissatisfaction with the first Canadian appointee, Canadian Director William H. McLeman [Guild Reporter, Aug. 26]. McLeman was informed of Lowe's appointment before it was announced, Perlik said.

Other members of the committee, in addition to McLeman, Lowe and Perlik, are: Fred Fletcher of San Francisco-Oakland, Linda L. Zink of Los Angeles, Paul H. MacClennan of Buffalo, Robert A. Steinke of St. Louis, Diane M. Woodstock of Madison, Harry Fisdell of New York.

Also, International Chairperson Harry S. Culver, Secretary-Treasurer Robert M. Crocker, Robert E. Bruner of Boston and the New England Servicing-Organizing Program, TNG Field Operations Director J. William Blatz and International Representative Charles Dale.

The committee will hold its first meeting with the 14-member ITU Merger Negotiating Committee on Nov. 9, also in Colorado.

U.S.: ITU fraternal pension 'clean'

Colorado Springs—A U.S. Labor Dept. audit of the final five years and four months of the Old Age Pension Fund the International Typographical Union ran from 1908 through September, 1976, shows that allegations of fund misuse are untrue.

A report of the findings of an audit by labor department personnel at ITU headquarters here is reproduced in the September issue of the union's magazine, the Typographical Journal.

The audit was undertaken after several ITU members and their families "bombarded" their Congress members after the plan—known as the ITU's "fraternal" pension—was closed out, according to ITU Secretary-Treasurer Thomas W. Kopeck. The audit took four months, he reported.

"The audit . . . did not disclose any violations" of the federal pension law "which would warrant litigation or any other action by the Dept. of Labor," J. J. Antonitz, acting administrator of the department's Labor-Management Services Administration in

Denver, reported.

Nor did it disclose "any irregularities . . . in the handling of investments," Antonitz wrote.

Treating what he said were the "principal allegation of mismanagement," Antonitz said:

- ✓ All loans from the Fund—totalling \$3,250,000 in 1921, 1963, 1965 and 1968—were repaid.

- ✓ No fraternal pension funds were used to "set up an entity known as Unitypo, Inc., and/or Colorado Springs Free Press." The only union funds that went to either were from a Special Defense Fund.

- ✓ Interest on "short term investments" of the fraternal pension was diverted to the ITU's General Fund, but the General Fund "absorbed the administrative expenses of the pension fund" which were "more than double the calculated interest credited to the General Fund."

The audit showed that the "principal reason" for the decline in the fraternal pension fund

from 1972 through 1976 "was the excess of pension benefits paid out over assessments received." The balance of the decline came from a drop in the market value of securities held, particularly during the stock market's general decline in 1973 and 1974, and losses on securities' sales, Antonitz wrote.

Meanwhile, assets of the ten-year-old ITU industrial pension plans topped 153 million dollars on Dec. 31, 1976.

Western Council examines ITU's makeup

Bakersfield, Calif.—Most of a half-day session of the Western District Council's meeting here Oct. 22-23 was devoted to discussion of the International Typographical Union's structure, operations and history led by three members of TNG's Special Merger Committee.

It was the first of six such information sessions scheduled for each of the Guild district councils' fall meetings.

Leading the discussion here were Charles Dale, TNG international representative, Fred Fletcher of San Francisco-Oakland and Linda Zink of Los Angeles.

The council also passed resolutions calling on locals and members in its jurisdiction to urge their U.S. Senators to do all in their power to enact the proposed Labor Law Reform Act, condemning the "death of the free

press in South Africa," and supporting Guild strikers in Madison and Sacramento.

Council delegates also took part in a practice picket line at the Bakersfield Californian, where the Guild has been seeking a new contract for nearly two years.

The council's next meeting was set for Jan. 28-29 in Sacramento in conjunction with a meeting of the Far West Typographical and Mailers' Conference.

A Woman's Place Is In Her Union



Words by Betsy Wade
Vice President, The Newspaper Guild

Pictures by Marjorie Glaubach
Art Director, District 1199

CLUW message

Delegates to the Coalition of Labor Union Women 1977 Convention received an eight-page booklet reproducing six columns by TNG Vice President Betsy Wade of New York for the District 1199 News, publication of the National Union of Hospital & Health Care Employees. Among them were one headed, "A woman's phrasebook for travel in the land of supervisors," reprinted in the Aug. 27, 1976, Guild Reporter, and another headed, "How to make the boss keep his paws to himself." The booklet's title was lent by the Washington State AFL-CIO's Women's Committee. The booklet was a gift to CLUW from the Guild and District 1199. TNG is distributing copies to locals.

Won't let 'Bakke' dim rights aims, IEB says

Washington—Differences over the Allan Bakke case between organizations that have long been allied in seeking full civil rights for all U.S. citizens must not be allowed to obscure the "shared goals" that "unite and bind us together," TNG's International Executive Board said during its fall meeting here.

"Whatever the decision in the Bakke case, we shall work together in the future, as we have in the past . . . to help realize those social and economic conditions in which alone the fulfillment of those rights is possible," the IEB said in adopting a report of its Human Rights Committee, chaired by Vice President Warren E. Howard.

The Leadership Conference on Civil Rights, the coalition of unions and minority, women's and religious groups TNG has supported since its earliest years, requested the action to counter those predicting the conference's dissolution over the Bakke case.

The case, before the U.S. Supreme Court, seeks to have declared illegal a minorities' quota system at the University of California medical school.

The IEB said that while differences among the coalition's member organizations are "deep and not to be minimized . . . we reject" all predictions that they will cause the conference to dissolve.

"We pledge our utmost energies and resources" toward preventing it, the IEB concluded.

The IEB also called upon the AFL-CIO's biennial convention, to be held early in December, to reaffirm the federation's support for ratification of the Equal Rights Amendment and approved a resolution for submission to the convention which would do so.

Additionally, the IEB directed TNG to solicit from each U.S. district council and Canadian local information on any locals' experiences with economic discharges that threaten gains for women and minorities.

IEB sees balanced period

Washington—Pointing to "redoubled efforts to achieve savings" by TNG and calling for locals' "co-operation . . . in paying their constitutional obligations on time," TNG's International Executive Board has approved a "break even" General Fund budget of \$438,800 for the union's October-December fiscal quarter.

The IEB acted on recommendation of its Finance Committee, which said it could anticipate a "modest surplus" in the fiscal year's fourth quarter, January-March.

The Finance Committee also reported that TNG's net worth increased through the first six months of the fiscal year despite General Fund expenses continuing to outrun income throughout the period.

The fund's deficit for the six months, ended Sept. 30, the committee reported, totalled \$40,271—\$11,657 for the year's second quarter and \$28,614 for the first quarter, ended June 30.

The increase in TNG's net worth came on the strength of the Defense Fund's performance, which continued a "steady increase" during the fiscal year's first half, the committee reported. It had an operating surplus of \$54,159 for the second quarter and a \$14,254 surplus for the first—a total of \$68,413 for the six months. Defense Fund assets totalled \$1,982,974 on Sept. 30, TNG's auditor reported.

New contracts for TNG's clerical and professional staffs require some \$20,000 in retroactive wage and fringe-benefit payments, the Finance Committee noted, "making it difficult to project any meaningful surplus" in the General Fund for the October-December quarter.

(TNG had a General Fund deficit of \$63,569 in the first six months of its last fiscal year, but had pared it to \$17,148 by the time the year ended on March 31. Last year's General Fund deficit was the smallest of the eight experienced in the previous ten years. The General Fund's cumulative deficit as of March 31 was \$367,628.)

Biggest over-budget item for the General Fund in the July-September period was \$20,495 for "miscellaneous organizing and servicing," \$15,295 over the anticipated need, the Finance Committee reported. The amount resulted from the "high and hard-to-predict cost of legal services in the Washington Post unit clarification case" in which TNG and the Washington-Baltimore Guild are dividing expenses equally, the committee said.

General Fund income totalled \$428,586 during the second quarter, the committee reported, while expenses were \$440,243.

Defense Fund income during the period totalled \$115,652, with about \$98,000 from the fund's portion of per-capita payment and nearly \$17,000 from interest and other investments.

year, effective Jan. 1. It now is \$7.50.

Guild members will continue to receive the paper via second-class mail without charge. Surcharge to those who order it via first-class mail will not be affected either.

The majority of paid subscriptions to the Guild Reporter are taken out by management personnel, the IEB noted.

Defense Fund expenses totalled \$61,493: \$24,101 to Ottawa members honoring picket lines at the Journal, \$13,750 to members doing the same in Steubenville, Ohio, \$11,357 to Guild strikers in Massillon, Ohio, \$6,214 to the Washington-Baltimore Guild for continuing costs from the Post strike and \$5,024 to the Los Angeles Guild for continuing expenses in recovering alternate benefits for those who struck the Herald-Examiner in 1967.

TNG's Special Organizing Fund, the international union's auditor reported, had assets of \$131,212 as of Sept. 30. The IEB's Finance Committee noted that the fund had \$92,382 in expenses during the July-September quarter as its monies continued to "flow out at a faster pace than had been anticipated." The fund was established with proceeds of special assessments paid by Guild members and locals for March and April.

The contract for TNG's clerical staff approved by the IEB provides eight percent wage increases over its 14-month term and is retroactive to April 30 (Guild Reporter, Aug. 12).

The contract for TNG's professional staff, represented by the Federation of Guild Representatives, provides wage increases ranging from \$25.93 to \$65.31 a week over its two-year term. It is retroactive to Jan. 1.

The highest increase will take the top minimum for international representatives to \$585 a week on July 1; the lowest takes the starting minimum for office manager and bargaining and research assistant to \$337.50.

In other action, the IEB also:

✓ Authorized Defense Fund loans to the Madison Guild up to the amount it costs to maintain its members' medical and hospitalization insurance while they honor picket lines at Madison Newspapers, Inc., publisher of the Capital Times and Wisconsin State Journal, with the proviso that contributions from other locals will be obligated by the Madison Guild for the same purpose before it draws on TNG funds.

Madison Guild President and Region 3 Vice President Diane M. Woodstock told the board that the premiums for the local's 40 members come to \$3,060 a month.

✓ Approved payment from TNG's Defense Fund, retroactive to Oct. 1, of strike assistance to Wisconsin State Journal Editorial Assn. members striking that paper to the equivalent of half their entitlement under TNG's strike benefits schedule.

The association is one of the two groups of primary strikers. Woodstock said its members who are prosecuting the effort have no

benefits of any kind available from the unaffiliated organization. The International Typographical Union and International Printing & Graphic Communications Union also were being asked to contribute to their effort, she said.

The Madison Guild also has requested TNG to assist it with costs of more than \$11,700 it has incurred in attempting to ward off efforts of the Capital Times to remove several positions at the paper from Guild contract coverage, Secretary-Treasurer Robert M. Crocker told the IEB, and a General Fund loan is being arranged.

The IEB also called upon Guild locals in Pennsylvania to contribute to the support of that state's First Amendment Coalition.

The IEB decided TNG itself could not do so at this time in light of its strained General Fund. The IEB's Human Rights Committee reported that it deferred action until January on seven requests for contributions and denied 12 others outright for the same reason.

The IEB also voted to "extend all the benefits" of the FGR settlement to TNG's salaried staffers who are not represented by the FGR. (The salaries of TNG's president and secretary-treasurer are governed by TNG's Constitution.)

It also voted to increase IEB members' per diem expense payments to match those provided in the new FGR contract, \$21 effective Oct. 1, up from \$17, and \$22 on Oct. 1, 1978. Vice Presidents Roger L. Stonebanks and Carla Beck were recorded against.

In a roll-call vote of nine to seven the IEB also voted to postpone until its January meeting consideration of a motion by Stonebanks to forbid TNG payment of first-class air fares for IEB members except in "emergencies" when coach seating is unavailable and travel can not be rearranged.

Board policy has been to allow first-class fares for trips in which "consecutive flying time is more than three hours" and for travel to and from TNG conventions when an IEB member is accompanied by a spouse.

Voting to postpone consideration of Stonebanks' motion were International Chairperson Harry S. Culver, President Charles A. Perlik, Jr., Secretary-Treasurer Robert M. Crocker and Vice Presidents Elwood B. Bigelow, Richard V. Sabatini, Robert C. Holt, Jr., Dorothy M. Saint, Floyd Tucker and David M. Mulcahy.

Voting against besides Stonebanks were Vice Presidents John M. Lowe, Carla Beck, Diane M. Woodstock, Betsy Wade, Louis M. Calvert and Warren E. Howard.

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

Increases OK'd for GR subscriptions, ads

Washington—Increases in the Guild Reporter's advertising and subscription rates were authorized by the International Executive Board during its fall meeting.

The paper's ad rates, which have been unchanged since 1958, will go up as follows, effective Nov. 1:

✓ Intra-Guild ads, such as those from locals seeking admin-

istrative officers—to \$10 per column inch, from \$4.50 an inch.

✓ Other noncommercial, labor-related ads, accepted at the editor's discretion—to \$15 per column inch, from \$5.50.

The paper does not accept advertising for commercial products or services and does not carry classifieds.

The rate for subscriptions to nonmembers will go to \$10 a

NLRB lays 'bad faith' to State Journal

Madison, Wis. — A complaint alleging bad-faith bargaining was issued Oct. 25 by the National Labor Relations Board's regional office against the struck Wisconsin State Journal.

George Squillacote, the NLRB's regional director in Milwaukee, said the complaint resulted from a charge by the Wisconsin State Journal Editorial Assn., which with Local 23 of the International

Typographical Union is striking Madison Newspapers, Inc., publisher of the Journal and the Capital Times.

Supporting the strike, which began Oct. 1, are the Madison

Guild, which represents the Capital Times editorial department, the International Mailers Union, and the Printing & Graphic Communications Union's pressroom and district manager units.

The NLRB regional office so far hasn't acted on the association's other charge that the State Journal interfered in the association's operations during the time it was voting on whether to merge with the Madison Guild.

It also has not yet acted on Typographical Union charges of bad-faith bargaining.

Earlier, the board's regional office ruled that the Journal could hire replacements for strikers but would have to reinstate the strikers once the dispute was over.

This does not apply to the Capital Times because there are no unfair labor practices charges against it, Squillacote said.

Both papers have been publishing throughout the strike.

Also publishing has been the Madison Press Connection, a Sunday paper put out by the striking unions.

It went from one standard-sized section to two and increased its pressrun from 50,000 to 60,000, Diane M. Woodstock, the Madison Guild's president and a TNG regional vice president, said Oct. 25.

Fund-raising and other support activity continued, with concerts

every Friday night, Woodstock said.

A rally and march are planned for Nov. 4, she added. The march will start at strike headquarters, proceed to the picket line and then to the Madison Labor Temple.

A circulation boycott against the papers appeared to be catching on. MNI has told its carriers to continue deliveries despite cancellations and has guaranteed payment to carriers even if the ex-subscribers don't pay for papers received, the unions reported.

In Racine, meanwhile, a local committee urged a boycott of the Journal-Times, which is owned by the chain that owns the State Journal here.

Incompetent strikebreakers also seemed to be a problem. On Oct. 24, one press unit burned when it ran out of oil. Thirty gallons of oil are supposed to be in the press, but the dipstick read zero when the unit blew, Woodstock said.

Advertising for an editorial writer in the Oct. 22 issue of Editor & Publisher, the State Journal trumpeted "superb salary and fringe benefits... a tremendously attractive position."

Then it noted: "The opening is available due to a resignation and is not covered by a collective bargaining agreement... A labor dispute is in progress at the Wisconsin State Journal."

The Typographical Union and Editorial Assn. called the strike over their unfair-labor practices charges.

The walkout occurred after several months of fruitless negotiations by all unions.

New talks were held between management and the Guild, pressmen, mailers and association, but no progress was reported.

Madison Newspapers, Inc., is owned by Lee Enterprises, publisher of the State Journal, and by the Capital Times. MNI in turn publishes both papers.



Dave Fritz, Madison Guild

A PRESS CONFERENCE MADISON STYLE

Charles Arnold, center, chairman of the Madison newspaper unions' unity committee, answers broadcast reporters questions on strike against Wisconsin State Journal and Capital Times. Left foreground is Madison Guild President and TNG Region 3 Vice President Diane M. Woodstock. Arnold is a circulation district manager for the Madison papers and a pressmen's union member.

IEB warns of crime bills' 'traps'

Washington — U.S. criminal code reform legislation is improved, but not to the extent that TNG can support it as it now stands, the International Executive Board declared during its fall meeting here Oct. 17.

House and Senate bills still contain 12 sections that put the press and labor in peril, the IEB said.

S. 1437 in the Senate and H.R. 6869 in the House are successors to the old S. 1 measure, which was opposed vigorously by TNG in past Congressional sessions.

The Senate measure is in "mark-up" in the Judiciary Committee. Mark-up is the process by which detailed changes, additions and deletions are made before a bill goes to full com-

mittee or the floor for a vote.

The Senate committee on Oct. 26 amended some sections of the bill the IEB had found to be offensive.

Kenneth Feinberg, administrative assistant to Sen. Edward M. Kennedy, a sponsor of S. 1437, said the committee would continue its markup sessions into the week of Oct. 31.

In the House, the bill is scheduled for about two weeks of hearings in December before the Judiciary Criminal Justice Subcommittee.

"The new bills eliminate the provision most offensive to press freedom: establishment of an official secrets act," the IEB said.

Other improvements also have been made over S.1, and S. 1437 itself has been improved somewhat, the IEB added.

"But substantial dangers to the press, trade unions and civil liberties remain," the board warned.

These include:

✓ Up to six years in jail and a \$500,000 fine for newspersons who publish a government report

not falling under the Freedom of Information Act. The offense would be "defrauding the government." The Senate committee on Oct. 26 provided the press with an affirmative defense if the report was published only for public consumption.

✓ The same penalty for a newsgatherer's refusal to disclose the identity of a confidential source to police if the source is a criminal suspect, or destruction of notes or other material that might lead to the source. The Senate committee changed this to provide for prosecution only for "active concealment."

✓ An unlimited fine and up to three years in jail for publishing in violation of even an invalid court gag order unless the defendant took quick steps to obtain a review or stay of the order. The Senate committee, in markup, automatically exempted the press.

✓ Up to three years in jail and a \$500,000 fine for refusing to identify a source even if, after losing an appeal, the journalist agreed to comply with the order.

✓ The same prison stretch

and fine for possession of an original government document—and maybe even a copy—and its unauthorized publication.

✓ As many as three years in prison and a half million-dollar fine for writing a story based on intercepted "private correspondence."

✓ Up to a year in jail and a \$100,000 fine for government (Continued on Page 4)

NEW ADDRESS?

Please use this form so the Guild Reporter will move with you.

Type or print name, new address, and name of your Guild local in space provided below.

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DAY BOOK

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.

International Executive Board, winter meeting, Jan. 23-26, TNG headquarters, Washington.

International Executive Board, spring meeting, April 24-28, TNG headquarters, Washington.

International Executive Board, pre-convention meeting, June 23-24, Detroit.

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

International Executive Board, fall meeting, Oct. 16-19, Ottawa.

The Guild Reporter

JAMES M. CESNIK

Editor

ROBERT DUDNICK, Associate Editor

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