Unions ask 'no' to Cincinnati 'merger'

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ANPA: *Labor law bill threat to press*

Washington — The American Newspaper Publishers Assn., once again invoking freedom of the press, has announced its opposition to the proposed Labor Law Reform Act, and TNG President Charles A. Perlik, Jr., has called upon Guild members to redouble their efforts for its enactment.

"The active opposition of the ANPA means that newspaper employes will have to work harder than ever to help ensure passage of labor law reforms," Perlik said Dec. 14.

"I urge Guild members not only to write to their senators in support of this legislation but also to visit them in their home offices during the holidays and make their feelings known directly and personally," he added.

Congress is scheduled to reconvene on Jan. 19 and shortly thereafter the Senate Labor Subcommittee and its parent Human Resources Committee are expected to clear the labor law reform bill—S. 1883—for action on the Senate floor, where it is expected to face intensified employer opposition and, in all likelihood, a filibuster.

Perlik testified in support of the bill before the Labor Subcommittee on Oct. 31 [Guild-Reporter, Nov. 11]. A somewhat amended version of the bill was approved by the House, 257 to 163, on Oct. 6.

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Panel certifies voters for Region 2 election



TNG's International Election & Referendum Committee meets Dec. 9 to certify voters eligible to participate in the rerun of the election for TNG Vice President from Region 2, the U.S. South. Jan. 2-7 voting pits incumbent Warren E. Howard of Washington-Baltimore, right, and challenger Faye McCracken of Memphis, left. IERC members are, from left, Francis Fanucci of Harrisburg, Lou Mleczko of Detroit, Pat Scuotto of New York, Jim McCarthy of Ottawa, Robert A. Steinke of St. Louis and Louise Walsh of Wire Service. Elinor Redner of San Francisco-Oakland also is on the IERC.



'Failing' plea not justified, TNG, ITU say

Washington—TNG and the International Typographical Union have jointly petitioned U.S. Atty. Gen. Griffin Bell to deny the application of the Cincinnati Post and Enquirer for approval of a joint operating agreement that would combine all but their editorial departments, throwing hundreds out of work.

Sol Fishko, president of the International Printing & Graphic Communciations union, supported the ITU-TNG petition in a letter to the Justice Dept.

In an official submission to the Justice Dept. on Dec. 14, TNG and the ITU challenged the contention by the Scripps-Howard chain's Post that it is in danger of financial failure if it continues to operate separately from the Combined Communciations Corp.'s Enquirer.

The unions also said that approval would run counter to purposes of the Newspaper Preservation Act, which permits only newspapers "in probable danger of financial failure" to obtain exemption from antitrust-law strictures against the profit pooling, market splitting and price fixing inherent in joint operating agreements.

The unions said rejection of the papers' application for the exemption is warranted by:

✓ The E. W. Scripps Co.'s refusal to test the Post's financial viability by offering it for sale "in the marketplace."

✓ "The misleading nature of many" of the Post financial figures submitted to the Justice Dept. as justification for the joint operation.

✓ "The untapped revenue of a circulation price increase" by

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Free-press claim falls in bias case

Pleasantville, N.Y. — The Reader's Digest has abandoned an attempt to claim immunity under the First Amendment from laws against sex discrimination and settled for a four-year-old suit by women employes for $1.5 million.

The company had contended that any attempt to control its employment practices interfered with its right to choose employes who would promulgate its editorial policies.

3,935 eligible to vote in Region 2 rerun

Washington — The Guild's International Election and Referendum Committee has certified 3,935 members as eligible to vote in the rerun of the election for TNG vice president from the U.S. South.

Meeting at TNG headquarters here Dec. 9, the IERC sent ballots to six Region 2 locals, Wire Service Guild members in the South and members at large in the region.

Contesting the Jan. 2-7 election are incumbent Warren E. Howard of Washington-Baltimore and Faye McCracken of Memphis.

The IERC's tabulation of returns in the Sept. 15-20 election gave McCracken 973 votes and Howard 971.

But the IERC ordered the rerun because it could not resolve discrepancies in ballot totals involving two votes each in Washington-Baltimore and Puerto Rico [Guild Reporter, Oct. 14].

There were 3,799 eligible to vote in the earlier election for the Region 2 seat, 136 fewer than certified by the IERC at its Dec. 9 meeting.

Eligible to vote in the rerun election are Guild members in good standing as of either Sept. 1, Oct. 1 or Nov. 1 as determined by locals' per-capita payments for them postmarked to TNG by Nov. 15.

Eligibility by local is:

Chattanooga, 45 of 45 members; Knoxville, 43 of 43; Memphis, 438 of 439; Puerto Rico, 1,052 of 1,107; San Antonio, 113 of 115; Washington-Baltimore, 1,900 of 2,207; Wire Service, 341 of 344, and members at large, 3 of 4.

There were no eligible voters in Hampton Roads and Lexington.

The IERC will meet here Jan. 17 to tabulate returns and certify the result.

TNG, ITU—Pen pals going steady

By DAVID J. EISEN
Director of Research & Information

IT STARTED with a telegram from A. Sandy Bevis, newly installed International Typographical Union president, to the Guild's 1974 Convention. Responding to TNG President Charles A. Perlik, Jr., it expressed regrets at not being able to address the convention and ended:

"Looking forward in the near future to meeting with you and your office to discuss wide range of topics of vital interest to all of our memberships."

Not exactly earth-shattering, from surface appearances. But to those familiar with the state of TNG-ITU relations, its significance was unmistakable.

No ITU president had addressed a Guild convention since 1960. Intermittent TNG attempts to re-establish a working relationship and a "hot line" for strike emergencies on the international level in the intervening years had proved abortive. Mutual recriminations had become more common than expressions of solidarity.

Against this background, Bevis's message set a new tone.

NOW, ABOUT THE ITU . . .

In three short years the Guild and the International Typographical Union have moved from a relationship marked by distance, if not hostility, to the brink of merger.

Until three years ago, what co-operation took place between the two unions was fragmentary and, for the most part, entirely on the local level. Today, committees appointed by each international are meeting to put together a merger proposal.

What has happened in those three years to so thoroughly transform the relationship between the two principal unions in the newspaper industry? And what kind of a union is it with which the Guild is discussing merger, how is it structured and how does it operate?

The first question will be answered in this article. The second will be explored extensively in subsequent articles.

At the Guild's 1973 Convention, Perlik had called for new efforts to ease tensions between unions in the newspaper industry. In line with that tack, he had invited Bevis to address the 1974 Convention, and although the new ITU president said that it was impossible in view of the fact he was taking office the day the convention began, he suggested that the two unions launch immediate discussions looking toward co-operation.

The first fruits of those discussions ripened less than four months after the convention adjourned.

Declaring that, "There must be a start of a new day and a new way in the relations between our unions," the two presidents appointed a top-level, four-member Joint Task Force as the initial

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ANPA: *Labor bill is threat to press*

(Continued from Page 1)

The ANPA, in a statement to the Senate Subcommittee Nov. 21, said that the proposed Labor Law Reform Act would upset the "delicate balance of power" and "stable labor environment" that it called an "inherent part of the ability of a newspaper to publish and, in turn, to be a forum for the free expression of ideas."

The publishers' organization opposed virtually every key provision of the bill, including those that would provide for speedier representation elections, promulgation of rules governing appropriate bargaining units, equivalent access to employes by unions and management, double back pay for employes discharged for union activity and compensation for employes whose employers unlawfully refuse to bargain an initial contract.

The ANPA asked the Senate to note that "in the newspaper business the industrial relations climate on the whole has been both stable and peaceful."

It said it opposed the bill's provisions to speed representation elections because they would "deprive newspaper employes of the opportunity to make reasoned and objective choices."

Vice President Mondale, meanwhile, reiterated the Carter Administration's support for the Labor Law Reform Act before the AFL-CIO Convention on Dec. 9.

"I want you to know that this Administration has no higher priority this year than the passage of labor law reform in the Senate," Mondale said.

"When you look at the way labor law works today, it's got more loopholes in it than the tax code. Any employer who cares to, and has enough money, can totally frustrate the law of the land.

"If we can defend human human rights throughout the world as we are, we can protect the rights of American workers here at home," Mondale said.

Earlier, the executive committee of the Leadership Conference on Civil Rights endorsed the Labor Law Reform Act and called upon its member organizations to work for its passage.

"Unionization traditionally has been one of the roads out of poverty for millions of minority Americans," the LCCR said.

The proposed legislation would "strengthen the economic rights that we have long recognized to be essential if people are to enjoy the benefits and freedoms of the federal civil rights laws," it added.

Meanwhile, employers and trade associations opposed to the bill are intensifying their efforts in the Senate through increased lobbying and a massive write-in campaign against the bill.

"We'll stop it in the Senate," Reed Larson, head of the National Right to Work Committee, told the New York Times.

The Wall Street Journal reported, however, that, instead of seeking to kill the bill outright, business lobbyists will try to weaken it by selective amendments while renewing their efforts to write into the bill new penalties against unions.

Key targets, according to the Journal, include union access to company property and compensation for workers illegally denied initial contracts.

But, just in case they are no more successful in the Senate than in the House, the National Assn. of Manufacturers announced the formation of a Council on Union-Free Environment which, it said, was inspired by the prospect of enactment of the Labor Law Reform Act.

One of the co-chairmen of the council is Arthur C. Prine, Jr., the labor relations vice president of R. R. Donnelly & Sons, a well-known nonunion printing company based in Chicago.

In response to the intensified business activity, the AFL-CIO Task Force on Labor Law Reform has set a goal of one million cards and letters calling for passage of S. 1883.

The New York Times attributed House passage of the bill largely to the fact that Congressional mail favoring it was at least twice as heavy as that opposing it. The AFL-CIO is emphasizing that labor will have to do at least that well in the Senate, where the possibility of a filibuster complicates matters.


THE PRESS SPEAKS OUT ON LABOR LAW REFORM

The New York Times — A Bill of Workers' Rights

Chicago Tribune — In fairness to labor

Los Angeles Times — Tying a Ribbon on a Labor Package

The Chicago Daily News — Amending labor laws

The Chattanooga Times — Overhauling the N

ST. LOUIS POST-DISPATCH — A Bill For Labor

COMMERCIAL APPEAL, MEMPHIS, THURSDAY, SEPTEMBER 7, 1977 — A Fitting Law

AD FEATURES SEVEN EDITORIALS SUPPORTING LABOR LAW REFORM

Ad by committee of Americans for Justice on the Job two days before House of Representatives' Oct. 6 vote for the measure shows that not all publishers oppose it. Other papers also have editorially supported it. Among them: the Cleveland Plain Dealer, San Francisco Examiner and the Miami News. Most editorials on the bill, however, have opposed its passage, many of them utilizing "canned" editorials to do so.

TNG, ITU urge 'no' on Cincinnati joint operation

(Continued from Page 1)

the Post more than a month after the Enquirer boosted its prices.

✓ "A serious question of credibility surrounding the entire application."

If the attorney general fails to find outright rejection of the papers' petition "fully warranted," he should call public hearings on the question, the unions said.

Similar petitions and requests for hearings on the proposal, advanced by the papers in September, have been made by the publishers of two Cincinnati suburban weekly groups, Ohio's attorney general and hundreds of area advertisers and residents.

TNG and the ITU, in a 34-page commentary on the papers' application, reviewed in detail the Post's financial situation as well as the implications of its public refusal to consider inquiries about possible purchase of the paper and its public refusal to offer it for sale.

Noting that "a number of prospective purchasers have appeared," the unions charged that "the Post's deliberate refusal to sell calls into question the authenticity of its claim of financial distress."

"The owner of a truly failing enterprise would surely be willing to sell that enterprise to a willing buyer," they added.

Post officials said publicly at least twice in November that the paper "is not for sale," first when it was announced that a group of employes would like to buy the paper and then when Hustler magazine publisher Larry Flynt offered to put up the money the group might need.

Questioning the validity of Post figures indicating the paper is heading toward an operating loss of a million dollars this year, TNG and the ITU pointed out that the Post could wipe out more than $700,000 of the amount by matching a five-cent price increase, to 20 cents, instituted by the Enquirer on Nov. 1.

In addition, the unions said, major portions of the Post's claimed losses in the last two years have been for nonrecurring expenses—$655,000 for termination pay and unemployment benefits to printers dismissed for economy in 1976 and $338,000 lost on an abortive attempt to publish a Sunday "shopper" this year.

They also said that the Post's claims of tax losses of $4,650,000 for depreciation of equipment considerably exceed the actual loss incurred.

"Scripps' own public accountants failed to supply the customary certification" of their audit of the paper's books, using instead the disclaimer that "we cannot and do not express an opinion" on the reports for the five years ended Dec. 31, 1976, for which the paper claims losses totalling 9.5 million dollars, the unions noted.

The Post's accounting work sheets, filed with the Justice Dept. at its request, suggest that the paper's "internal calculation of operating losses is different from its public one," the unions said, pointing to its listing of 2.2 million dollars in losses for 1975 in its official statement.

"But its work sheet for that year lists a net operating loss of only $1,577,375, to which it adds a nonoperating loss of $312,874, for a total lost of $1,890,249," the unions noted.

The paper's working capital in recent years "has increased, not decreased . . . despite the alleged losses," the petition notes, pointing to an increase of $886,260 over the five years ended last Dec. 31.

The ratio of the Post's claimed loss to its earnings is "only four percent" showing that it could survive with "only a modest turn in its fortunes."

"These facts hardly support the conclusion that the post is in 'probable danger of financial failure,' " the unions said.

One aim of the joint agreement is to enable the Post to claim exemption from lifetime job guarantees given its remaining printers, the unions charged. More than two-thirds of 350 Post employes covered by a Cincinnati Guild contract also would lose their jobs if the joint operation were allowed, the unions added.

An earlier request for denial of the Post and Enquirer petition, by the eight-paper Queen City Suburban Press, Inc., said that the 9.5 million dollars in losses claimed by the Post from 1972 through 1976 were mostly paper losses, with only $116,000 amounting to actual losses.

The Queen City petition, endorsed by the five-weekly Cincinnati Suburban Newspapers group, also said that the joint operation would give the two dailies an unfair competitive advantage for advertising dollars over the weeklies, "helping to destroy editorial diversity in (the) community rather than preserving it."

The 31-page Queen City petition also carries 31 pages of addenda, including 13 pages of the "professional standards" of the American Institute of Certified Public Accountants.

Ohio Atty. Gen. William J. Brown, along with TNG and the ITU, late in November requested and received a three-day extension, to Dec. 31, of the time for comment on the papers' proposal to the Justice Dept.

Brown also requested a formal hearing on the petition, pointing to among other things, what he said was a total lack of any indication in the agreement of any consideration of its effect on unemployment in the Cincinnati area and any effort to "ameliorate" the "brutal impact" of the agreement on the Post's workforce.

The National Newspaper Assn., made up primarily of publishers of weeklies and smaller dailies, also has called for hearings to determine if the Post actually is failing.

Other opponents of the agreement include the Cincinnati Board of Realtors.

The papers are proposing a 30-year agreement, with a ten-year renewal clause. The Enquirer would get 60 percent of the first 10.8 million dollars after business expenses, all of the next 6.4 million and 80 percent of all annual profits exceeding the initial 17.2 million.

The papers estimate that the 60-40 split of the first 10.8 million would cover their editorial expenses.

Seven Scripps-Howard dailies already are in joint operations, including the Columbus Citizen-Journal and the Pittsburgh Press.

In February, 1975, the Post's more modern plant was sold to the Enquirer and leased back. The lease is scheduled to run out in July.

Alaska dailies' split halted

Anchorage, Alaska — A U.S. District Court judge has enjoined the Anchorage Times from ceasing to publish the Anchorage Daily News under the only joint newspaper operating agreement approved by the U.S. Justice Dept. since passage in 1970 of the Newspaper Preservation Act.

The Times had told the News it would no longer print the News after Nov. 30 because, the Times said, the News hasn't paid its bills nor acquired equipment required under their three-year-old agreement.

The court also ordered the News to pay its bills to the Times monthly and buy the equipment.

The Times publisher said he will appeal the judge's order.

The papers also have multi-million-dollar damage suits pending against each other.

Printed in U.S.A. 2nd-class postage paid in Washington, D.C., and additional mailing offices. Issued semimonthly, except monthly in July, Dec., at 1125 15th St. N.W., Wash., D.C. 20005. $7.50 a year.

33-hour bargaining averts Seattle strike

Seattle — Thirty-three straight hours of bargaining produced new Pacific Northwest Guild contracts at the Times and Post-Intelligencer — only two-and-a-half hours before a 3:30 p.m. strike deadline the day before Thanksgiving.

The contracts include wage increases of from $37.50 to $85.50 over their three-year terms.

The settlements were produced in co-ordinated bargaining with the Typographical Union and the Printing & Graphic Comunications Union pressmen, with representatives of each sitting with the others' bargaining committees.

Seattle's Joint Council of Teamsters announced to the Federal Mediation & Conciliation Service the day before the settlement that it supported the Guild also. Three Teamster locals represent employes of the papers.

The printers also subsequently tentatively agreed to a new contract providing $71 in wage and fringe increases over the same three years. Pressmen's bargaining was continuing.

For **reporters, photographers, display** and **outside classified salespersons,** a $76.50 increase takes their top minimum to $453.85 in increments of $25.00 retroactive to July 22, next July 22 and on July 22, 1979.

The same total increase was won for **inside classified telephone staffers** at both papers, taking their top minima to $351.25 and $354.

At the Times, the top minimum for the highest classification, which includes various **editors, slotpersons** and **editorial writers,** goes up $76.50, to $462.85. **Troubleshooters** are upgraded to the classification, giving them an $85.50 increase at the top minimum.

Also, a new **copy reader** classification is created at the Times with an initial top of $407.85, going to $458.85 over the term.

In other classifications, increases and resulting top minima include the following:

Circulation district advisers and **managers**—Up $25.50 in each increment, to $453.85, a total increase of $76.50.

Classified telephone sales — Times: Up $25.50 in each increment, to $354, a total increase of $76.50. Post-Intelligencer: A total increase of $76.50 also, bringing the top to $351.25.

Senior clerks and **stenographers** (Times) — Up $14.50, $15.25 and $16.50 to $261.50, a total increase of $46.25.

Switchboard operators—Times: Up $14.50, $15.75 and $16.50, to $262.50, a total increase of $46.75. Post-Intelligencer: Up $13.75, $15.25 and $15.75, to $254.02, a total of $44.75.

Keypunch operators — Up $15.25, $16.50 and $17.25, to $274.75, a total increase of $49.

Office persons, messengers, complaint clerks—Up $12.50, $12.50 and $13.25, to $206.50, a total increase of $38.25.

A new **library indexer-researcher** classification is established at the Times with a $70 increase, to $317. That is $15 more than the general increase for that wage bracket.

Both publishers' payments toward the cost of dental insurance rise from half the premium to two-thirds. The hospital-medical-surgical plan is improved, too.


To WREG-TV from the home office

John H. Mortimer, right, senior vice president of the New York Times and the New York Times Co., is thanked at International Labor Press Assn. Convention for his pledge to delegates to give management of the Times Co.'s WREG-TV station in Memphis the same message he brought to the ILPA: Most companies "accept collective bargaining as a fact of life" and "down deep . . . believe in collective bargaining." Mortimer, management representative on a panel Dec. 5 on bargaining and the labor press, made the pledge in response to a request from Guild Reporter Editor James M. Cesnik, center, who noted that the Memphis Guild has been seeking a first contract at WREG for more than two years. Others, from left, are William Moody, editor of the Graphic Arts Unionist, and Horst A. Reschke, editor of the ITU Review. A petition to decertify the Guild was filed Dec. 1.

Papers say 'no,' Guild asks NLRB

Newport News, Va.—It wasn't enough that members of the Peninsula Independent Editorial Assn. voted, 64-11, in September to affiliate with the Guild.

Their employer, the Daily Press and Times-Herald, has refused to recognize the Guild since the vote.

So the Guild on Nov. 29 filed a representation petition with the National Labor Relations Board seeking bargaining rights on behalf of 120 editorial employes.

No hearing date has been set.

Elsewhere:

In **Chicago,** the NLRB fixed Dec. 22 as the election date at the 17-paper suburban Pioneer Press chain, where the Chicago Guild is seeking bargaining rights in the editorial departments.

The board threw out an employer bid to create four bargaining units. Instead, it ordered an election in the single unit in which the Guild won a vote, 49-8, in 1973 but was unable to bargain an initial contract.

In **Matane, Que.,** Canadian Wire Service Guild members at the Canadian Broadcasting Corp.'s local facility voted, 5-0, to stay with the Guild and so advised the Canada Labour Relations Board.

Their action reversed an earlier 3-2 vote to affiliate with the Canadian National Trade Union organization.

In **Modesto, Calif.,** the Central California Guild lost a representation election, 26-14 with four challenged ballots, in the Modesto Bee's advertising department on Dec. 13.

Star rescinds plan for staff cut

Washington — Announced 10 percent across the board staff reductions have been rescinded at the Washington Star.

Joe L. Allbritton, chairman of the evening paper, spoke to approximately 150 employes in the city room on Dec. 2. He did not give his reasons for reversing his previous order.

Nancy Ferris, the Washington-Baltimore Guild's unit chairperson at the Star, was quoted by the Washington Post as saying:

"We don't know what factors led to his decision, but we assume that the Guild failure to co-operate with his plan played a part."

The Guild had said it would fight the proposed economic discharges [Guild Reporter, Nov. 25].

It was not clear if reductions would be effected by attrition.

The earlier announcement of staff cutbacks had come at a time when Allbritton admitted that the Star finally was making a little money.

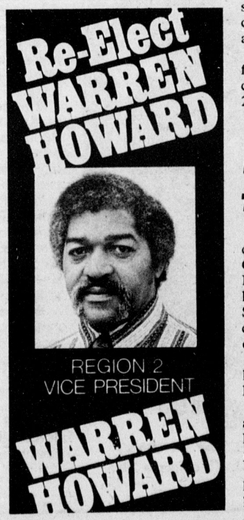
In his talk to employes on Dec. 2, Allbritton said the Star building would be redesigned to create some rental space and save on utility bills.

Meanwhile, the Post reported that Star circulation fell about nine percent in the six months ended Sept. 30—to 349,475 daily.

James H. Smith, the Star's president, said, however, that the best comparison is with the circulation of two years ago because the figures for the six months ended Sept. 30, 1976, were unusual due to the strike at the Post.

Looked at this way, Smith said, the circulations of the Star and Post are "about what they were two years ago," the strike's effect is over, "and both papers are back to a more normal situation."

He said the Star is the country's fifth largest evening paper.



NLRB raps Legal Press for 'surface bargaining'

Sacramento — Acting on a charge by the Central California Guild, the regional office of the National Labor Relations Board has issued a complaint against Sacramento Legal Press, Inc., claiming surface bargaining and discriminatory wage raises.

A labor board administrative law judge will hear the case Dec. 19.

The Central California Guild and the Typographical Union have been on strike for an initial joint contract since Sept. 27.

Sacramento Legal Press publishes the Press-Journal, a daily legal paper, and the Daily Recorder, a real-estate paper.

Since the strike, the Press-Journal has been reduced to a weekly.

The Guild charged that the wage increases were unilaterally and illegally instituted and were discriminatory because two Guild activists were excluded.

No movement has been achieved on the strike's key sticking point—wages.

Another bargaining session was scheduled for Dec. 21.

The Guild and Typographical Union were certified as joint bargaining agents after they won representation elections in January.

Reporter top to go to $300 in first Fraser Valley pact

Mission, B.C.—An initial Vancouver-New Westminster Guild contract at the Fraser Valley Record provides a top reporter-photographer-display advertising minimum of $269 retroactive to May 2.

The minimum increases to $285 on Jan. 1 and $300 on Oct. 1, 1978.

Reporters had been paid $175 a week.

The 22-month contract provides a top minimum of $202.50 for general office personnel, rising to $215 and $228.

The Guild was certified as bargaining agent this past summer for advertising, business-accounting, circulation and editorial employes of the weekly.

A common expiration date with Fraser Valley craft unions was achieved.

Three weeks of vacation after one year, four after six and five after 12 are provided.

There will be 11 named holidays plus any days the federal or provincial governments declare as holidays and any days the paper doesn't publish.

The company will pay 60 percent of the cost of each of two health plans and will establish a dental plan—and pay 60 percent of its cost—by January.

Car expense is set at $70 per month plus five cents per mile for travel beyond a 25-mile radius from the office.

The company is required to notify the Guild three months before introduction of new equipment. Those whose jobs are affected may bump into other classifications.

Federal anti-inflation limits don't apply because the company has fewer than 500 employes.



TNG merger unit to seek 4 subcommittees with ITU

Washington — TNG's Special Merger Committee is expected to propose to its International Typographical Union counterpart that they set up four joint subcommittees to tackle the "nuts and bolts" of a proposal for merger of the two unions when the two committees hold their second joint meeting here Dec. 19-20.

TNG's merger committee, after its third separate meeting here Dec. 1-3, said it had set up its own internal subcommittee structure of four. It is expected to propose the same be set up jointly with the ITU. They are:

✓ Membership, union structure and union government.

✓ International union finances, personnel and property.

✓ Local union mergers, local union government and convention operations.

✓ Collective bargaining and economic action.

A fifth subcommittee—to deal with such topics as a name, founding convention and founding documents of a new, merged union—can be named "after policy decisions are made," TNG's committee said in its third report to Guild Locals on its activities.

The four subcommittees generally conform to three of four subcommittees the ITU's merger committee has formed within itself. Only difference is TNG's proposal for a bargaining and economic-action subcommittee and the ITU committee's immediate establishment of a subcommittee on a founding convention for a merged union.

At their first joint meeting, Nov. 9 in Colorado Springs, the two committees agreed in principle to establish subcommittees to take up the major differences that have to be resolved enroute to drafting a merger blueprint [Guild Reporter, Nov. 25].

The ITU committee's subcommittees are on union structure and officers, dues and finances, founding convention and local union mergers.

In its Dec. 7 report to Guild locals, TNG's merger committee said that its members have generally worked in two areas: those in which the practices and policies of the two unions are in basic agreement and those in which the structure of the proposed union "will have to be altered from that of either one or both existing unions to accommodate the views and best interests of the memberships."

TNG's committee "to date . . . has emphasized concepts more than details in trying to arrive at the necessary elements of merger," the Guild committee said.

It said it expects the subcommittee sessions during the Dec. 19-20 joint meeting to be "principally exploratory" with an "exchange of information that will be needed before firm policy decisions can be reached."

The joint subcommittees are to meet and work "within the framework and context of overall merger committee sessions" rather than in separate meetings of their own, the committees agreed at their initial session.

Members of the subcommittees of TNG's committee are:

✓ Membership, structure and government — President Charles A. Perlik, Jr., Fred Fletcher of San Francisco-Oakland, TNG Canadian Director William H. McLeman and Robert E. Bruner of Boston and New England.

✓ International finances, personnel and property—Secretary-Treasurer Robert M. Crocker, Harry Fisdell of New York and Linda Zink of Los Angeles.

✓ Local mergers and government and convention operations—Robert A. Steinke of St. Louis, Paul MacClennan of Buffalo, International Representative Charles Dale and John M. Lowe of Toronto, who is attending merger committee meetings as an observer pending International Executive Board concurrence in his committee membership [Guild Reporter, Oct. 28 and Nov. 11].

✓ Bargaining and economic action — International Chairperson Harry S. Culver of Wire Service, Director of Field Operations J. William Blatz and Diane M. Woodstock of Madison.

Members of the ITU committee's subcommittees are:

✓ Structure and officers—Robert E. Petersen of Washington and Robert M. Russell of Buffalo.

✓ Dues and finances—Charles M. Boykin of Raleigh and International Representative Earl Jepperson.

✓ Founding convention—Leon Olson of the San Francisco Bay Area and International Representative Robert F. Earles.

✓ Local mergers—John M. Philbin of Chicago and Jerry K. Ahue of Honolulu.

One member of the ITU's Executive Council will work with each subcommittee and Robert L. Wartinger, assistant to ITU President A. Sandy Bevis, will be liaison to all of them.

The ITU committee will hold a separate session here Dec. 18. The committees' third joint session will be held Jan. 11-13 in Chicago.

TNG-ITU

Merger News

From TNG's Special Merger Committee

TNG MERGER COMMITTEE REPORTS TAKE ON 'NEW LOOK'

'Newsletter' goes to every Guild local after each committee session

ITU organizing levy voted up

Colorado Springs—The International Typographical Union's membership has voted to assess itself $2 a month for a year to finance an expanded organizing effort and to raise the union's Strike Fund to five million dollars, up from one million.

The actions were part of four propositions approved by varying margins in union-wide voting Nov. 16. The results were tabulated and certified Nov. 25.

Under the actions, the Strike Fund goes to about three million dollars almost immediately through transfer to it of about a million dollars each from the Mortuary Fund and from a General Fund reserve.

Henceforth, the Mortuary Fund will receive the portion of each month's dues to the ITU needed to pay benefits from the fund—an average of about $85,000—and the General Fund will receive an apportionment needed to meet that month's General Fund expenses, with the balance going to the Strike Fund.

The organizing-assessment proposition was passed by 30,796 to 27,941, a margin of 2,855. The margin was 380 votes greater than that by which an identical proposal was defeated in a referendum in February. The other propositions passed by wide margins.

It is estimated that the assessments will raise more than a million dollars for an expanded organizing drive by the ITU.

Other propositions slightly change the officer's terms to coincide with the union's audit period and shorten the ITU's oath of obligation.

Forsyth leaving TNG staff

Washington—Bob Forsyth has resigned as a TNG international representative effective Feb. 10.

Forsyth, one of the international representatives appointed under TNG's special organizing fund, said he would return to the Sacramento Union on Feb. 13 because his leave of absence has expired.

In a letter to TNG President Charles A. Perlik, Jr., Forsyth said that "my experience on TNG's staff has been deeply profound to me and my family and we value highly our association with TNG."

Forsyth is a former president of the Central California Guild and an assistant city editor and staff writer on the Sacramento Union. He joined TNG's staff on Aug. 16, 1976.

His assignments included organizing campaigns at the Philadelphia Bulletin, Wilmington (Del.) News and Journal, Arizona Republic and Phoenix Gazette, and assistance to locals in Coos Bay and Eugene, Ore.

He most recently assisted in bargaining and membership work at the Washington Post.

TNG, ITU—Pen pals to going steady in 3 years

(Continued from Page 1)

instrument to bring about the dawning.

Representing TNG were Field Operations Director J. William Blatz and veteran International Representative Charles Dale. Representing the ITU were Allan J. Heritage, then assistant to Bevis and now the ITU's third vice president, and Robert L. Wartinger, director of the ITU's Bureau of Contracts.

THE TASK FORCE was directed to shape a common collective-bargaining policy and explore "other areas in need of co-ordinated activity . . . determining their priority and looking for techniques for solving them."

The first priority was the negotiation of an airtight no-raiding agreement, and it was concluded swiftly—just three months after the task force was commissioned.

Ratified just as quickly by the Guild's International Executive Board and the ITU Executive Council, it called for the two unions to refrain from organizing wherever the other had "an established collective-bargaining relationship" and to refrain from circulating any charge that would bring the other into "public disrepute"—a reminder of the low-water mark to which relations between the two union had sunk.

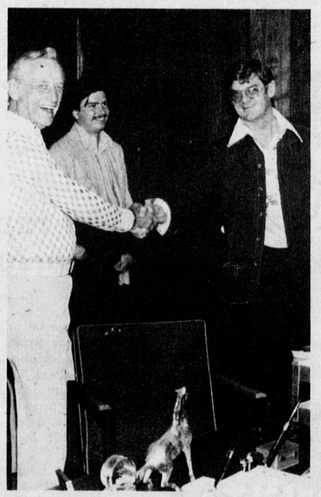
The agreement did not prevent the ITU from continuing a new program of organizing departments in traditional Guild jurisdiction on non-Guild papers—or, for that matter, did it prevent the Guild from organizing printers or mailers, as it has done in a number of instances.

Perlik, who went to ITU headquarters in Colorado Springs to sign the agreement, called it a signal that "the dark suspicion, the bitterness and the rancor that have troubled our relationship in the past are rapidly falling away."

They continued to fall, like autumn leaves, as new shoots of Guild-ITU unity began to sprout in local after local. Guild members and ITU members began to sit on each others' bargaining committees — "cross-pollination," in the botanical terminology that began to be applied to the two unions' developing relationship.

Joint bargaining spread, albeit slowly, from the few locals where it had been traditional to other where it broke new ground. In many places, where, for one reason or another, full joint bargaining could not be achieved, there was at least co-ordinated bargaining, a melding of bargaining efforts short of joint negotiations.

The widening fabric of unity was not without its moles, of course. The task force encountered problems that defied solution and had its share of disappointments and failures. There were jurisdictional disputes that could not be resolved short of arbitration, joint bargaining that came apart at the seams, and members in both unions who resisted the movement toward co-operation.



ITU's JOE BINGEL SAYS 'HOWDY'

TNG delegates visit ITU offices in 1975

NOW, ABOUT THE ITU . . .

But local unity councils were formed in some areas; in at least one—Toledo—Guild and Typographical Union locals even organized a vestpocket version of the Joint Task Force. Some locals began to talk of merger on the local level; it wasn't possible constitutionally, but it set the stage for joint activity of a wide-ranging nature.

Joint organizing efforts were initiated, and, in a few cases, the two unions were certified jointly at newly organized plants. Dog-in-the-manger attitudes were disdained; the Guild referred organizing bids in its jurisdiction to the ITU in several places where the Guild was unable to act on them, and the ITU agreed to let the Guild try to organize printers on a number of newspapers.

ITU observance of Guild picket lines, and financial assistance for printers and mailers honoring them, became the rule, not the exception—and where trouble appeared to be brewing locally, an international "hot line" sent task force trouble-shooters hurrying to the scene.

Co-operation on the international level became wide-ranging, extending to such areas as the campaign for labor-law-reform legislation, which saw Perlik and ITU Vice President Joe Bingel testify in tandem before the Senate Labor Subcommittee. And most recently, on Dec. 14, the two unions filed a joint submission opposing the Cincinnati newspapers' application for U.S. approval of a joint operating agreement.

The task force was everywhere, it seemed —explaining what the two internationals were trying to do, suggesting local procedure, seeking to resolve or bypass problems, bringing the two unions' memberships closer together, working for increased local co-operation in every area.

PERLIK EXPLAINED the thinking that was guiding the two unions' movement toward merger in his address to the Guild's 1975 Convention (whose delegates toured ITU headquarters en masse a few days later).

"Both President Bevis and I were convinced that in the past, leaders of our two unions had approached the problem from the wrong end, attempting to cement unity at the top rather than the bottom," Perlik said.

And Bevis—this time accepting the Guild's convention invitation—drove home the same point with a different emphasis:

"If such co-operative efforts as these are to have any meaning," he said in citing the accomplishments of the previous year, "they must lead us inevitably to one goal: to merger!"

The convention voted to "move with all prudent speed toward eventual merger," and Perlik painted the broad brushstrokes of what he thought a merged union should look like when he addressed the ITU's convention two months later.

"Let's speed the day," Perlik urged, an exhortation echoed by delegates the next day in more traditional conventionese when they recommended that the ITU Executive Council "continue its policy of intensive, aggressive action . . . paving the way to an early attainment of the goal of merger."

But merger was not to come either automatically or immediately, to the disappointment of some in both unions.

"Merger will come when the members want it," TNG's Blatz told the impatient when they questioned members of the task force on their forays into the field. And for the next year the task force continued to devote its time primarily to creating the climate in which a merger might indeed bloom.

In the process—and often it was difficult to tell which was the product and which the by-product—19 strikes and lockouts were averted, economic crises in Washington, Cincinnati and St. Louis were resolved, at least temporarily, a difficult Guild strike in Chester was settled, a sustained publisher attempt to segregate reporters and editors into "professional" units was beaten off and joint organizing spread.

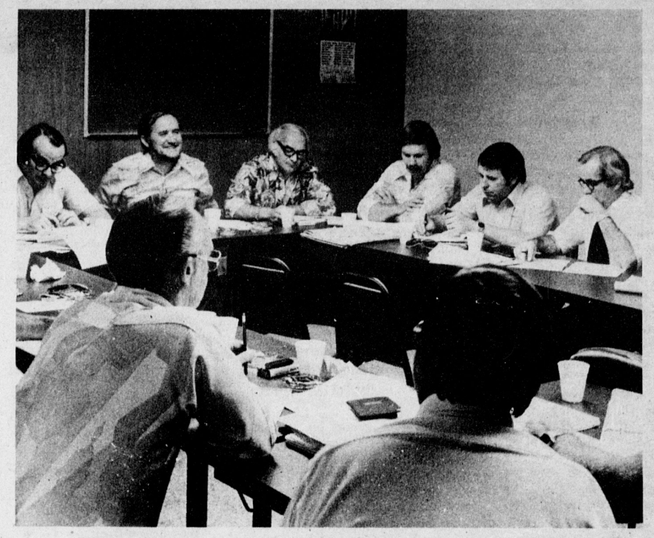
In many places, the task force intervened directly to bring about joint bargaining. In others, it simply flowered by example.

"We are bringing our two unions into closer co-operation on a day-to-day basis than they have ever been before," Perlik summed it up at the 1976 Convention, "and the product of that togetherness cannot be anything but a union coalition with a vastly bigger clout at the bargaining table and, when necessary, on the picket line."

BEVIS, MAKING a return appearance at the convention, was equally enthusiastic about what had been accomplished. But, he emphasized, "it is time to move forward together towards the goal we have set for ourselves . . . a single, unified labor organization to confront our enemies."

To this end, Perlik and Bevis gave the task force a new commission: to examine the two unions' constitutions, programs, policies, practices and procedures in the collective-bargaining area "with a view toward codifying, dovetailing and meshing them where possible."

Bringing the two unions' policies and practices into alignment in the collective-bargaining area, their principal arena of activity, the two presidents reasoned, would put them a major step closer to merger.



TWO FROM JOINT TASK FORCE WITH CENTRAL CALIFORNIA LEADERS

Second from left is ITU 3rd Vice President Allan Heritage; third from left, TNG's Charles Dale

It was no small undertaking. The task force called for staff assistance from each union to compile a detailed comparative analysis of the two unions' policies and practices, and, in a series of meetings that spanned four months, shaped 140 recommendations designed to give the two unions a common bargaining program. To achieve it, there were a number of changes for the Guild; for the ITU, moving toward industrial unionism, there were more.

The task force had hoped to get past goals to procedures involved in bargaining—such matters as ratification and strike votes, strike benefits and the like. But the press of its day-to-day activity on the local level, which continued throughout its deliberations on the bargaining program, made this unattainable.

It was thus with a major half-step toward merger and a year of meshing the activities of the two unions ever closer on the local level that the two unions entered upon their 1977 conventions. Perlik said it was time to "fish or cut bait," to "move from applauding the idea of merger to the nitty-gritty of working it out."

"If the Guild and the ITU are to continue toward that goal desired by many in our union—total merger and the creation of one big union," the IEB said in a statement to the convention, "we must climb beyond the heights we have reached to date.

"If we are to provide answers to the questions nagging those who do not share the dream of merger, we must probe beyond those areas that have been explored and inhabited to date.

"We must begin the actual blueprinting of a merger, the drafting of terms and elements essential to the Guild and the ITU if a merger is to materialize—and essential also to answer the questions of those who doubt merger's value."

THE BOARD recommended the appointment of a special committee of international and local leaders to draw up and negotiate the terms of merger. The convention concurred, and Perlik named a Special Merger Committee less than hours after the convention gavel fell.

The ITU convention authorized a counterpart committee; the two committees held their first joint meeting in Colorado Springs Nov. 9 and heard Bevis emphasize that merger means "a new union," not the absorption of one union by the other.

Members of the committee have been taking a "crash course" in the ITU under the tutelage of TNG task force members in preparation for the job they face. They have been studying the traditions, the operations and the structure of a union steeped in 125 years of history.

Those traditions, those operations and that structure will be discussed in the articles to follow.

(Next: From one big union to many smaller ones—and back again.)



PRESIDENTS PERLIK AND BEVIS SIGN HISTORIC NO-RAIDING AGREEMENT

Feb. 5, 1975, pact is one of first fruits of quest for 'new day . . . new way'

IT SEEMS TO US

McCracken votes urged, another close count seen

WASHINGTON, D.C.

Editor:

We want to urge Guild members in Region 2 to double their efforts on behalf of Faye McCracken in this second go-round of elections for IEB rep. Like last time (when Faye got a three vote margin before election irregularities forced a new election), the contest will probably be very close. It's a perfect example of how one vote can really make a difference.

McCracken is a good person. She is committed to working for the membership. More importantly, she is committed to ending the longstanding hostilities between the international and Local 35—the home local of her incumbent opponent—which have hampered effective servicing of Region 2 members for so long.

MORTON MINTZ
MARTHA HAMILTON
Post Unit, RA delegates
Washington-Baltimore Guild

Leader at Star protests single December issue

WASHINGTON, D.C.

Editor:

The November 25, 1977, issue of the Guild Reporter announced there will be only one publication of the GR in December.

The election period for Region 2 Vice President has been set for January 2 through 7, 1978. Eliminating an issue of the Guild Reporter in December takes away from the election process which allows for letters regarding individuals' campaigning for the person of his or her choice.

Perhaps the GR has only had one issue in the month of December in past years, but was an international election scheduled within the following month in past years?

CARLOS J. SUTTON
Commercial vice-chairperson
Washington Star Unit
Washington-Baltimore Guild

Editor's note: If the Guild Reporter were to have published two issues in December, the second would have gone to press and into the mails Dec. 23. Surveys of the GR's delivery via second class mail show that very few members would receive a Dec. 23 issue before the voting period began ten days later, especially with two holiday weekends occuring during the ten days. This is the fourth issue since that reporting that the IERC, in an unprecedented action, ordered a new election for TNG Vice President from Region 2. Each of the previous 21 issues published in 1977 has carried a notice at the bottom of page 2 and in the signature box on the last page that there would be but one issue in December, a practice for many years because of budgetary strictures and the holidays.

Washington officer raps GR on contract report

WASHINGTON, D.C.

Editor:

Finally! A report on contract settlement in the Washington-Baltimore Local—or was the contract settled?

Although the Communications Workers of America (CWA) "tentative" agreement had been submitted to TNG's Contracts Committee, it had not been ratified by the unit nor approved by the local's representative assembly. Yet the GR saw fit to report the "settlement" (GR November 25, 1977).

However, there have been several other contract settlements in the Washington-Baltimore local which still seek recognition in the GR. Among them are the following: AFL-CIO, Industrial Union Department, George Meany Center for Labor Studies (initial contract), LABOR newspaper (extension), National Catholic News Service and Merkle Press. The American Federation of Teachers (AFT) contract was also a settlement between AFT and WBNG which was not reported. AFT, as we all know, disaffiliated with the Guild *after* the contract settlement.

In spite of the much reported difficulties we are facing at the Washington Post there is plenty of good news to report about WBNG which we would like to share with other locals.

MARY ESSLINGER
Secretary
Washington-Baltimore Guild

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 referenda to appear in the issue immediately preceding distribution of ballots and subsequent issues preceding the voting shall contain no new charges.

Candidate questioner's explanation challenged

ALEXANDRIA, VA.

Editor:

Brother Harmon [GR, Nov. 11] says that because Region 2 IEB candidate Faye McCracken responded to his question by "humbly and honestly" deferring to opponent Warren Howard's "more immediate experience" she is now portrayed "as an ignoramus."

Unfortunately, during the one face-to-face debate held in Washington between McCracken and Howard, McCracken was woefully unprepared. A candidate for a responsible position in TNG should respect the intelligence of fellow Guild members by being completely informed on subjects pertinent to that position.

I am sad that during a crucial debate a woman candidate would be so uninformed and uninspired as to "humbly and honestly" defer to a male. I want to support women candidates for public and union offices but incompetent women are a liability to the women's cause, not an asset.

MARY T. DRESSER
IUE Unit
Washington-Baltimore Guild

Executive officer notes inaccuracy in bias story

WASHINGTON, D.C.

Editor:

The story headed "D.C. agency sees bias in discharge by Post" (GR November 25, 1977) is inaccurate.

The Washington-Balitmore local received arbitrator Dash's "opinion and decision" in this case on December 13, 1976. The award granted Mario Schowers the difference between his pay as a copy aide and that of a news intern for the period from January 1, 1975, to the date of his termination in 1976.

The story in the GR implies there has never been compliance by the Washington Post.

Although the Washington Post did not comply with the award immediately—and for some time after the award was rendered—they did comply with the award on April 12, 1977, in a letter from the Post confirming an earlier telephone conversation between the Post and WBNG. The Guild reviewed the Post's calculations of the back pay for accuracy and informed Mario Schowers.

DOROTHY A. STRUZINSKI
Administrative Officer
Washington-Baltimore Guild

Post ex-employe clarifies 2 points in Nov. 25 story

WASHINGTON, D.C.

Editor:

I would like to clarify two things not clear in your rather brief Nov. 25 story concerning my discharge from the Washington Post.

1. You wrote: ". . . The Post refused to obey the arbitrator's award that Schowers be given back pay."

In truth, in time the Post did pay me limited compensation as ordered by the arbitrator, Mr. G. Allan Dash.

2. You wrote; "Mario B. Schowers, a black, had charged that the Post refused to admit him to its two-year intern training program and fired him after he grieved."

By referring to a Post-Guild-created affirmative action, upward mobility training program as "its" training program, you may give the mistaken notion that the training program was the company's "baby," meaning its sole creation, which is not the case. It was a jointly created venture. Therefore, both parties should be held accountable for its successes or its failures, not just the Washington Post. Thank you.

MARIO B. SCHOWERS
Assistant Editor
The D. C. Pipeline

All wages up 6.2 percent in Vancouver

Vancouver—A 6.2 percent, across the board wage increase has been bargained in a new, one-year Vancouver-New Westminster Guild contract at Pacific Press, the agency publisher of the Vancouver Sun and Province.

The increase takes **reporters, circulation district advisers** and **display advertising representatives** at the top minimum to $395.25 a week, a raise of $21.65, retroactive to last Jan. 1.

Inside classified advertising clerks and **ad-takers** at the top minimum get a $11.20 raise, to $216.05.

Draw and **promotion clerks** go up $11.70, to $224.95 at the top minimum, and **stenographers** at the top minimum get an increase of $12, to $229.90.

Diverted from the general wage increase is $1.50 a week per employe for a dental plan.

A one-time $100 extra payment is provided to retirees.

The mileage rate increases one cent, to 28 for the first 75 miles and 22 thereafter, with a minimum payment of $2.80 per shift when a car is required.

In addition, a six-cent differential between those with four-cylinder cars and those with six-cylinder vehicles is eliminated.

The contract is the seventh bargained by the Vancouver Council of Newspaper Unions, with the Guild, printers, ITU mailers, Printing & Graphic Communications Union pressmen, stereotypers and wholesalers included.

The craft unions also received 6.2 percent increases except for the printers, who took no wage increase in trade for a four-day week to spread work.

The money items are subject to approval by the federal Anti-Inflation Board. This includes the Guild's 50-cent increase in the overtime meal allowance, to $3 per meal.

The company agreed that it would not refuse to hire relatives of employes.

The Guild also won a provision that employes can review material the company intends to place in their personnel files and submit responses.

No one who was an employe as of last Jan. 1 will be dismissed as the result of new equipment and employes will be entitled to retraining and new positions at no loss of pay.

A reclassification committee is re-established to deal with job content and video display terminals. If the joint committee doesn't agree within three months, the matter will go to arbitration.

If the company creates a new job or substantially changes the duties of a job, the parties will bargain on compensation. If they can't agree within two months, the issue will be arbitrated.

Child care will be provided at company expense when an employe is on out-of-town assignment.

The company also will pay for an employe's legal defense in work-related cases.

"Instant arbitration" is provided in discharge cases, with decisions in 10 days.

Circulation district adviser-truck driver and reporter-photographer combination jobs are eliminated.

The contract provides that Guild executives will get unpaid time off to attend Guild membership and executive board meetings.

Employes no longer will have to show "good and sufficient" cause to obtain unpaid leaves—now the employer shall grant them.



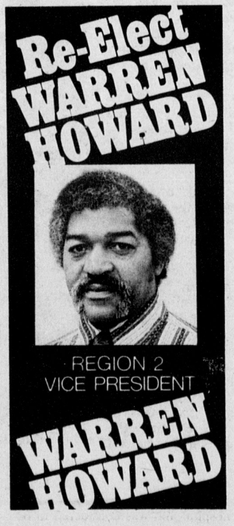
Faye McCRACKEN

FOR REGION TWO VICE PRESIDENT

"My only commitment is to the membership"

FAYE McCRACKEN IS . . .

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



Wage-fringe gains total $105 in Cleveland

Cleveland—Top minima for reporters, photographers, display salespersons and copy readers rise $85, to $448.04, in new, 45-month Cleveland Guild contracts with Newhouse's Plain Dealer and Scripps-Howard's Press.

Total package—wage increases plus fringe benefit improvements—is more than $105 a week over the contracts' terms for those at the key top minima.

The settlement was reached in bargaining which for the first time in the Cleveland Guild's history saw leaders of the Typographical Union, the ITU Mailers, Printing & Graphic Communications Union pressmen and the Graphic Arts Union sitting on Guild bargaining committees.

The Guild represents editorial employes and telephone operators at the Plain Dealer and advertising, business office and editorial employes at the Press.

At each paper, the raises come in four increments: Nov. 1, 1977, 1978, 1979 and 1980 at the Plain Dealer; Nov. 1, 1977 and 1978, May 1, 1979 and Jan. 1, 1980, at the Press.

At the Plain Dealer, the increments at the key top minimum are $32, $24, $19.50 and $9.50. At the Press, they are $18, $18.10, $32.40 and $16.50.

This brings the key top at the Plain Dealer to $395.04 now and the key top at the Press to $381.04 They will be even by the end of the contracts' terms and the Press will "make whole" Guild members there if it should close or merge before the parity is effective.

Increases and resulting top minima in other **Plain Dealer** classifications include the following:

Assistant chief librarian—Up $18, $15, $17 and $9.50, to $297.71, a total increase of $59.50.

Stenographers—Up $15, $15, $15 and $7.50, to $253.91, a total increase of $52.50.

Copy aides—Up $15, $13, $13 and $7.50, to $223.35, a total increase of $48.50.

Top minimum for **assistant city editors, editorial writers, copy desk chief, makeup editors, assistant Sunday** and **sports editors** goes up $85, to 478.10.

At the **Press,** increases and resulting top minima in other classifications include the following:

Outside classified sales—Up $18, $18, $32.50 and $16.50, to $404.34, a total increase of $85.

Classified telephone sales, keypunch operators, stenographers—Up $10.50, $12, $21 and $10.50, to $257.16, a total increase of $54.

Administrative clerks, computer operators—Up $12, $15, $21.75 and $13.50, to $317.10, a total increase of $62.25.

Copy aides, messengers, office aides—Up $10.50, $10.50, $18.50 and $10.50, to $224.85, a total increase of $50.

The top for **bookkeepers, cashiers, senior clerks, senior display desk service** goes up $58.50, to $282.19, and for **voluntary ad takers, driver-messengers** and **clerks** up $52.50, to $245.64.

There will be cost of living adjustments at both papers on Feb. 1, 1981, equal to the increase in excess of 7 percent in the area Consumer Price Index to a maximum of 3 percent. Basis for adjustment will be the government's new index, which will be introduced early next year.

Provisions concerning automation were strengthened.

The papers agreed to monitor and regularly inspect new electornic machines to assure continuous compliance with applicable laws and regulations.

The Guild and publishers also agreed to study the arbitration award in the New York Guild-New York Times case concerning video display terminals and the possibility that they may cause cataracts. The arbitration decision is pending.

If warranted, a joint committee will be established to provide safety precautions for VDT use.

Furthermore, the companies will pay for initial eye examinations of employes assigned to work on VDTs. Doctors will be selected jointly by the Guild and managements.

The mileage rate goes up 3 cents, to 18, and the minimum weekly allowance rises $7, to $30.

Beginning Jan. 1, 1979, the mileage rate will be adjusted semi-annually by one cent for each 10-cent change in the price of regular unleaded gas in the country. But there will be no decrease in the contractual rate.

Maternity leave is lengthened to nine months' leave with two weeks' pay from six months with one week's pay. If there are medically recognized complications, up to four additional paid weeks of leave will be provided.

Guild-management committees will be established to meet regularly to study and issue recommendations, regarding career opportunities and training programs for female and minority group employes.

At both papers, jointly administered funds will be set up to provide group hospital, surgical and other insurance benefits to full-time employes and dependents.

The publishers will continue to pay $59.51 per employe this November and December for family coverage and $23.24 for single coverage. In addition, retroactive to Nov. 1, they will pay $30.72 per month per full-time employe into the new trust fund. This will rise to $72.22 on Jan. 1, $83.05 on March 1, $95.62 on March 1, 1979, and $114.25 on March 1, 1980.

Cleveland Guild Executive Secretary Jack Weir said it is anticipated the publishers' payments will fully cover premiums for the fund to maintain medical, dental and health coverage at their present levels. Members have been paying as much as $49.84 a month toward the coverage, he said.

Minimum payments for higher classification work at both papers rise from $7.50 per week of $1.50 per shift to $10 per week or $2 per shift.

A vacation bonus of $6 per year of service for those with seven or more years who are at the key top or above—and $5 for others—is improved to $7 per year of service.

Threats reported by Madison strikers

Madison, Wis.—As the strike against Madison Newspapers, Inc., entered its third month Dec. 4, several striking workers reported threats of violence aimed at their spouses and at least three incidents of tire slashings on vehicles owned by strikers.

The telephone calls to spouses of strikers included several in which direct threats of violence were made against the families of strikers, the strikers' Sunday paper, the Press Connection, reported.

Three tires on a vehicle owned by Pressmen's Union President Doug Gehrke were slashed on Nov. 30 while the vehicle was parked at the Gehrke home. Mrs. Gehrke was among spouses of strikers subjected to threats by telephone.

Wendell Howes, a striking member of the International Mailers Union, said valve stems on two tires on his vehicle were removed on Nov. 29, when the vehicle was parked at his home.

Striking International Typographical Union member Jerry Moore, meanwhile, reported two tires on his vehicle were slashed at the Monona Community Herald offices while Moore was working at the Herald office as a typesetter for the Press Connection.

Twenty-seven counts against Madison newspaper unions for allegedly violating picket-line crossers' civil rights are pending in the National Labor Relations Board's regional office in Milwaukee. They allege harassment and threats.

Ron McCrae, the Madison Guild's vice president, said many of the counts in the regional office's complaint are trivial. A number of them, he said, concern the photographing of strikebreakers' cars and the recording of their license plate numbers.

These activities were necessary, he added, to gather evidence for the city attorney that Madison's anti-strikebreaker law was being violated.

Meanwhile, the unions' were seriously considering converting the full-sized Sunday Press Connection into a Monday-Friday morning tabloid next month.

McCrae, who edits the paper, said the idea would be to deliver daily news to the city and build back to Sunday publication as well.

The paper's 67,000 press run was too much for its local printer, so it's now run in Kenosha, more than two hours away. A smaller daily run would enable it to use press facilities closer to Madison, McCrae said. Composition and plate-making already is done near Madison.

Miles McMillin, publisher of the Capital Times, had threatened the Press Connection's first printer with a libel suit over a story in the strike paper, but press capacity itself was considered to be the printer's main reason for asking the Press Connection to go elsewhere.

The Press Connection's run is more than the printer's total run of his seven weeklies.

Meanwhile, two community groups began to apply pressure for a settlement of the strike, which started Oct. 1.

One group — composed of prominent citizens and university figures—urged that concentrated negotiations be held during the week of Dec. 12.

The Newspaper Unity Committee, representing the five unions, including the Madison Guild, said it was willing to meet day and night and urged Madison Newspapers, Inc., to make a similar commitment.

But a management representative said that it was up to the mediator to determine when fruitful negotiations might be possible.

The Guild was scheduled to meet with Capital Times management on Dec. 15 and the pressmen with MNI management on Dec. 12.

The other group, made up of 23 clergymen, supported the call for intensified bargaining and said it will continue to monitor the situation to determine which party is responsive.

The clergymen said they would discuss the strike in sermons.

The strike against the Capital Times, Lee's State Journal and MNI, the agency company, was mounted by the Typographical Union and the State Journal Editorial Assn. over unfair labor practices.

It is supported by the Guild, the Printing & Graphic Communications (pressmen's) Union's press room and district manager units, and by the International Mailers Union.

The Capital Times has hired 23 editorial replacements for Guild members.

Initially, more than 10 editorial employes of other Lee papers came into town on vacation time to help put out the State Journal, according to Editor & Publisher magazine.

Robert Meloon, the Capital Times' managing editor, said they found they weren't needed and worked on the Capital Times instead.

When the paper advertised in the trade papers for replacements for Guild members, it received several applications and called in personnel experts from other papers, including the Washington Post—which broke a pressmen's strike—to assist in the selection.

In another development, $617 was donated in two weeks to the Santa Connection to provide Christmas presents for the strikers' children.

Checks payable to the Santa Connection can be sent to Box 9523, Madison, Wis. 53715.

Rockford's Monahan, at 64

Rockford, Ill.—Robert "Bob" Monahan, 64, a charter member and former president of the Rockford Guild and one of the earliest members of TNG, died Nov. 12 after a heart attack.

He had been on sick leave from his job as copy editor for the Register-Republic since October and had come to the office on Nov. 10 to discuss returning to work when he collapsed with a cardiac arrest.

Dean Todd, the Guild's secretary, administered cardio-pulmonary resuscitation and the composing room foreman did mouth-to-mouth resuscitation until an ambulance arrived.

Monahan was revived in the hospital and was considered to be recovering well when he had another heart attack and died.

During his 44 years with Rockford Newspapers he held many positions, including several management posts.

Monahan began work at Rockford Newspapers soon after he graduated from high school in 1933. The local was chartered by the American Newspaper Guild on Jan. 7, 1934.

He was elected president in 1941, but resigned to enter the armed forces. He was a delegate to the 1950 convention. At the time of his death he was research and information officer.

He is surveyed by his wife, Helen.

Stop threats for testifying, weeklies' bosses ordered

South San Francisco—Industrial City Publishing Co., owner of a string of weeklies with headquarters here, has been ordered to stop threatening Guild members with reprisals for testifying in labor board hearings.

Henry S. Sahm, a National Labor Relations Board administrative law judge, issued the order on a complaint by the NLRB regional director, based on charges by the San Francisco-Oakland Guild.

The Guild won a representation election March 23 among advertising, business office, and editorial employes of Industrial City Publishing.

Sahm agreed with the Guild that the general manager and part owner of the chain had threatened an employe with discharge as retribution for her testimony in a board hearing on Nov. 5, 1976.

The employe, an outside classified advertising sales representative, was the Guild's organizing committee chairperson and its only witness at the 1976 hearing.

She testified that she also had the title of real estate editor while handling real estate advertising, helping her advertising clients with publicity that was run as editorial matter.

All mail addressed to the real estate editor was sent to her, and her immediate supervisor repeatedly told her that she was the real estate editor, she testified.

On the first working day after her testimony, the general manager sent her a registered "corrective interview" letter warning that if she continued to "misrepresent" herself as the real estate editor she would be fired.

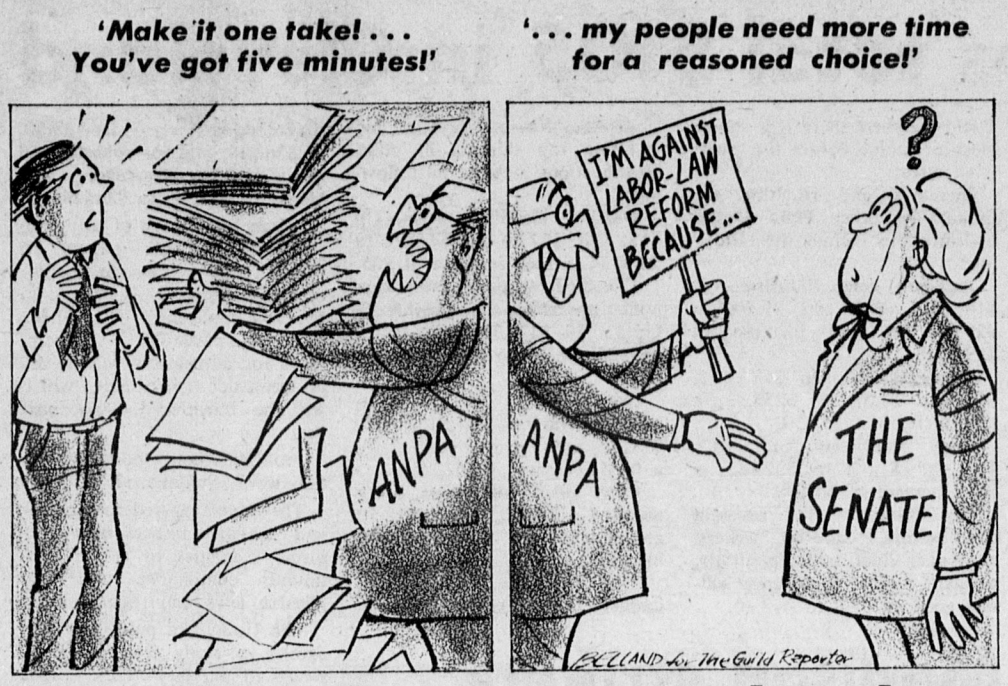
It was essential, the letter said, the advertising and editorial departments be separate and neither she nor anyone else had the real estate editor's title.

Since then, no real estate mail has been given her and she has been told that she cannot assist her accounts with publicity.

NLRB counsel and the Guild contended that the warning was a threat in reprisal for her testimony.

The general manager denied it, saying that the credibility of the chain was at stake. The immediate supervisor denied having told the employe that she should consider herself as the real estate editor.

Sahm, however, found that the company's motivation was as the Guild contended, and that it was designed to have a chilling effect on all employes so that they would not testify in board proceedings.



3 named Broun Award judges

Washington—Frank Cormier, the Associated Press's senior White House corresponent; John E. Woodruff, city editor of the Baltimore Sun, and Carl Stern, NBC's legal correspondent, have be selected as judges for TNG's 1977 Heywood Broun Award contest.

The announcement came from contest chairperson Thomas Lask, assistant cultural editor of the New York Times and a past president of the New York Guild.

The Broun Award is presented each year for individual journalistic achievement in the spirit of Heywood Broun, the Guild's founding president.

The contest is open to persons who are employes in the Guild's jurisdiction on newspapers, news services, news magazines, and radio and television stations in the United States, Canada and Puerto Rico whether they are Guild members or not.

Publications themselves and other employers are not eligible, nor are managerial employes, free lances or entries on behalf of entire staffs that, in effect, constitute entries on behalf of a publication or other employer.

Lask said that "while team entries are not excluded, first consideration will be given to entries on behalf of individuals or teams of no more than two persons" as more in keeping with the award's spirit.

Deadline for entries is Jan. 14 at TNG headquarters here. The judges will meet here Jan. 21 and the winner will be announced Jan. 23.

Cormier joined the AP in Chicago in 1951, when he became a Guild member. He was assigned to AP Washington in 1954 and reported on economics and finance from 1958 to 1962, when he was assigned to the White House beat.

He is the author of four books.

Woodruff has been the Sun's city editor since October, 1976. He joined the paper as a reporter in December, 1965, and was its Saigon correspondent, Hong Kong bureau chief and deputy editorial page editor until his assignment to the city desk.

He began his newspaper career on the Williamstown (Mass.) News and also worked for the Springfield (Mass.) Republican.

Stern, an attorney, has been covering the Supreme Court and the federal judiciary for NBC since 1957 and won a Peabody Award in 1974 for exceptional journalistic enterprise.

He started in broadcasting at KYW (now WKYC) radio in Cleveland and worked for WKYC-TV before going to NBC.

Maxwell E. H. Pyle dies at 76, retired TNG staffer

Lincoln, Ill.—Maxwell E. H. Pyle, former assistant editor of the Guild Reporter and international representative, died here Nov. 29 after a long illness.

Pyle, 76, retired as assistant editor in 1963. He joined the staff of the then-American Newspaper Guild as an international representative in 1947.



He was executive secretary of the Midwest District Council for three years and administrative officer of the old Washington Guild from 1950 to 1955.

Pyle returned to the international staff in 1955 as an international representative and worked in the South. Later he joined the Guild Reporter.

He was a founder and first president of the Federation of Guild Representatives, the union which represents TNG's nonclerical staff.

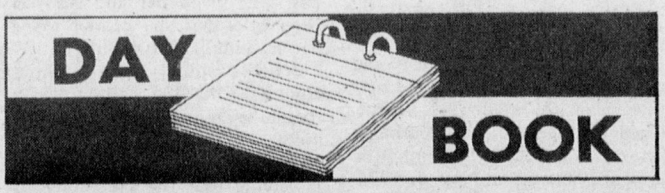
Pyle began his Guild career when he became the leader of an 18-month strike against the two Hearst papers in Chicago in 1938-40.

He received a bachelor's degree in arts and journalism from the University of Missouri, and worked on papers in Decatur, Peoria and Bloomington before going to the Chicago American.

After the Hearst strike, he worked as night makeup editor on the old Chicago Times.

Pyle, who was born in St. Louis, had lived with a sister-in-law in Seattle after his retirement and the death of his wife, Katherine.

He was buried beside his wife in the family plot here.



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.

TNG Special Merger Committee and ITU Merger Negotiating Committee, 3rd joint meeting, Jan. 11-13, Chicago.

Guild Service and Heywood Broun Awards, entries deadlines, Jan. 14.

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.

Western District Council, winter meeting, Jan. 28-29, Woodlake Quality Inn, Sacramento.

Southern District Council, winter meeting, Feb. 4-5, Hyatt Regency, Washington, D.C.

Middle-Atlantic District Council, winter meeting, Feb. 18-19, Hilton Inn, Philadelphia.

Midwest District Council, winter meeting, Feb. 25-26, Radisson Hotel, Minneapolis.

New England District Council, winter meeting, Feb. 25-26, Colonial Hilton Inn, Wakefield, Mass.

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As they put it

You owe it to yourself

The following is taken from a letter to all members of the San Francisco-Oakland Guild (SFONG) from Ralph Craib, the local's Labor Law Reform chairperson, Larry D. Hatfield, the local's president, and Fred D. Fletcher, its executive secretary.

Is 20 minutes of your time worth 4½ years of your union dues? Then please take just a few minutes now.

Last year, TNG spent roughly $1,200 for *each* new member enrolled in an organizing campaign. That is roughly 54 months' dues for persons at the top of Schedule A in SFONG. For persons in all other classifications of the contract it is, of course, a longer time. [Top minimum is $414.97 a week for SFONG's Schedule A—copy editors, outside ad salespersons, photographers and reporters—and their monthly dues are $23.]

There is really only one principal reason for this extraordinary cost in bringing the protection of a union contract to people who need it so urgently. The system—put very simply—is rigged to allow unscrupulous employers to play legal games with the democratic process.

SFONG's most recent costly, painful and frustrating example of this was . . . our joint effort with ITU Local 21 to organize the San Francisco Bay Guardian. There were "employes" of this paper who worked for no wages at all. All were underpaid. Job security was a matter of whim. Fringe benefits were nonexistent.

When the Guild-ITU sought certification as bargaining agent for Guardian employes, 60 members of the work force of 71 were union members. By firing union members, forcing them to quit and wholesale replacement of his work force by scabs, Guardian publisher Bruce Brugman won the day. When a decertification election was held also 15½ months later, the handful of remaining union members did not bother to vote; they knew they would be outvoted.

Brugman . . . used the slow-moving procedures of the National Labor Relations Board to frustrate the overwhelming pro-union vote of his workers. The NLRB "exists to frustrate workers," wrote former Guardian reporter Jerry Roberts.

The Guardian case is not unique. Today, across the country, the Guild has case after case where a year and two years have elapsed after a successful organizing drive—but no contract has yet been negotiated. Delays are not only epidemic in the newspaper industry, but everywhere else that organized labor has tried to bring its benefits to unprotected and often exploited working people.

Labor law reform is before . . . Congress. Employer organizations are supporting a massive campaign to prevent any changes in a system which allows them to deal almost all of the cards. . . .

Because your interests and your pocketbooks are very much involved in reform of labor law, we urge that you write your . . . Senators . . . today to urge that they support labor law reform (Senate Bill 1883). . . . They should be informed that they have friends back home who support them; they are already hearing personally from the other side.

Anyone who benefits from a union contract is involved in this one.

The Guild Reporter

JAMES M. CESNIK
Editor

ROBERT DUDNICK, Associate Editor

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