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Solidarity in Pontiac Strike

Olga Madar, retired United Auto Workers vice president and president emerita of the Coalition of Labor Union Women, addresses more than 500 rallying in support of Guild and pressmen's Dec. 29 strike at Oakland Press in Pontiac, Mich. UAW regional director Ken Morris, in black cap partially hidden behind

upraised hands at right, also pledged support of 30,000 area auto workers to boycott aimed at countering company's use of strikebreakers to publish. In black cap looming above Madar is Detroit Guild administrative officer Willard Hatch. (Pontiac and Madison strike stories appear on Page 3.)

Tops rise \$85, to reach \$410, in Monterey

Monterey, Calif.—Top minimum for key news, advertising and circulation employees is increased \$85, to \$410 a week, and minima for several other employees are upgraded by as much as \$136 a week in a new, three-year San Jose Guild contract at the 31,000-circulation Monterey Peninsula Herald.

The settlement also increases the paper's pension-fund contribution, the amount of extra pay for some newsroom jobs and their number, life and hazardous-duty insurance and maternity leave entitlement. It guarantees monthly testing of VDTs, adds a fifth week of vacation and improves automation protections.

A guarantee that above-minimum merit pay will be maintained also is added.

It is the local's second contract with the paper. The first, reached in November, 1974, produced immediate \$45-to-\$50 raises for reporters and \$105 a week increases for outside classified salespersons, with much of the raises retroactive for 11 months.

The new contract, like the first, was won in bargaining co-ordinated with the Typographical and Printing & Graphic Communications (pressmen's) unions. Representatives of each union serve on

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1st elements okayed by merger units

Washington—Tentative agreements on "several essential elements of merger" were reached by the special merger committees of TNG and the International Typographical Union at their second joint meeting here Dec. 19-20, the Guild committee has reported.

The agreements are the first by the committees on any elements

Antitrust chief asks hearings on papers' merger . . . Page 7

of a possible merger of the two unions.

They deal with the areas of local mergers, bargaining, finances, conventions, international elections, local by-laws and the industrial and geographical jurisdiction of the merged union.

The two committees approved the agreements upon recommendation of four-joint subcommittees set up at the outset of the two-day meeting. The agreements are subject to later approval of a full merger package by the full committees.

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McCracken is apparent VP winner

Washington—Faye McCracken of Memphis has been elected TNG vice president from the U.S. South by a 300-vote margin, unseating three-term incumbent Warren E. Howard of Washington-Baltimore in a special, rerun election conducted Jan. 2-7, according to complete but unofficial returns tabulated by the Guild Reporter.

The unofficial tally from all seven locals with members eligible to vote in the special election:

McCracken . . . 1,256

Howard . . . 956

The special election was ordered by the International Election & Referendum Committee Oct. 8 when it said it was unable to certify a winner of the Region 2 seat in regular, biennial balloting for IEB seats in September because there was a two vote difference between the two candidates and ballot-total discrepancies involving two votes each in the Washington-Baltimore and Puerto Rico locals could not be reconciled. The IERC's tabulation then—after it recounted the entire region—showed 973 votes for McCracken and 971 for

Howard [Guild Reporter, Oct. 14].

The IERC is to meet Jan. 17 at TNG headquarters to officially tabulate returns from the special election, rule on any objections to the election and certify the result.

Three more groups of employees—one each in Montreal, suburban Chicago and San Juan, Puerto Rico—have been added to those represented by the Guild.

And the U.S. National Labor Relations Board has scheduled elections on Guild representation among three more employee groups—totalling nearly 600—for late January and early February.

✓ In Montreal, the Quebec Labor Relations Board on Dec. 22 certified the Montreal Guild for the 95 general-newsroom, library, photo and entertainments employees of the Southam chain's Gazette.

The local petitioned the labor

Howard has continued to hold the Region 2 seat on the International Executive Board since the new election was ordered. TNG's Constitution provides that incumbents hold office "until Oct. 15 two years after taking office . . . or until the certification of

election of successors."

McCracken attended the IEB's fall quarterly meeting Oct. 17-20 as TNG's guest to assure that she have the benefit of the new board's initial meeting if victorious in the new election.

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Guild wins 3, dates set for 3 more

board for certification on Nov. 14 following a concentrated membership drive the two previous days by five within the Gazette group and six other members of the local.

Quebec law provides for certification without an election when 50 percent plus one of an employee group authorize a union to bargain for them.

✓ In suburban Chicago, also on Dec. 22, editorial employees of Time Inc.'s 17 Pioneer Press weeklies voted 37 to 16 in an NLRB election for representation by the Chicago Guild.

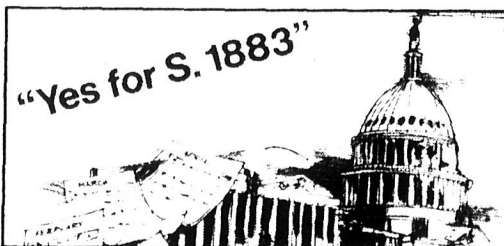
The local on Oct. 4 petitioned for the group after the papers refused a Guild demand to re-

sume bargaining for an initial contract. The Guild first won bargaining rights for the group in a Nov. 7, 1973, election but bargaining during the next two years did not produce a contract.

A vigorous management pre-election campaign against the Guild included some 15 staff meetings conducted by Pioneer Press, Inc., president George

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Postcards for senators



Stories, Page 8

ITU—from 'one big union' . . . and back

By DAVID J. EISEN

Director of Research & Information

THE HISTORY of the International Typographical Union mirrors, to a striking extent, the history of the industry its members work for.

Technological development distilled the different newspaper crafts from that of the all-around general printer in the 19th Century. Today that same development is reversing the trend, erasing or smudging craft lines and the work divisions they created.

The history of the ITU, the oldest international union on the continent, and the unions to which it gave birth, reflects the reaction of the industry's em-

ployes to that development and their efforts to meet the problems it set for them.

The centrifugal force that sent new craft unions spinning off from the ITU

at the close of the last century has long since spent itself. Today, as the differentiation of skills shrinks with automation, it is a magnetic force that is at work, drawing the unions back together.

NOW, ABOUT THE ITU . . . (2)

Special committees of TNG and the International Typographical Union, as authorized by each union's 1977 Convention, are meeting to put together a proposal for merger of the two unions.

Who is the ITU and where are its roots? What kind of union is it? How is it structured and how does it operate? Why are TNG and ITU special committees now putting together a proposal that the two merge to form a new union?

This is the second in a series of articles exploring these and other questions.

The merger talks on which TNG and the ITU are embarked, to a great extent, are a result of that force and of their leaders' recognition of its implications.

IT WAS TAKEN for granted that all printing tradesmen should be in a single union—"one big union," in embryo, when the ITU was founded in 1852 as the National Typographical Union.

"Early methods had made most journeymen all-around craftsmen—'printers' in the truest sense of the word," as Elizabeth Faulkner Baker put it in her 1957 study, *Printers and Technology*.

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Merger units okay 1st 'key' elements

(Continued from Page 1)

Any final agreement by the two full committees must subsequently be approved by the ITU's Executive Council and TNG's International Executive Board, by conventions of each union and then by a vote of the membership of each union before a merger could take effect.

In a Dec. 21 report to Guild locals, its fourth since it first met in October, TNG's Special Merger Committee listed the following as "some of the principal topics producing agreement" by the TNG and ITU committees:

✓ **Local merger:** While committee members are "committed philosophically" to total organic merger, no local would be mandated to merge. Local mergers would be by local option.

✓ **Bargaining:** The new union would have bargaining goals, "some mandatory for locals to propose and some recommended."

✓ **The (former) ITU General Laws** should be in contracts where applicable.

✓ **"The power and duty to bargain"** would "reside in the local through its governing body, subject to the mandates of the local."

The committees also agreed that members' rights and benefits in existing pension plans would be protected.

✓ **Finances:** The new union's constitution would "include provision for minimum local dues, per capita or dues to the international and machinery for special assessments."

There also would be provisions for audits by an outside auditor, annual budgets, a defense fund or strike fund, and a general fund for all other administrative expenses, "except for industrial pension and life insurance plans."

✓ **"Assets and liabilities of both unions"** would "become [the] property of the new union."

✓ **Conventions:** They would be held annually.

✓ **Elections:** Two-year terms for international officers.

✓ **Jurisdiction:** The geographical jurisdiction would include the United States, its territories and possessions, Canada, Puerto Rico and other areas the governing body "deems appropriate."

✓ **"Graphic arts, newspapers,**

other news and advertising media" and other areas "deemed to be in the best interests of the organization by the . . . governing body" would be covered.

✓ **Local by-laws:** Every local would have to have a set, hold at least two membership meetings annually and have at least the following officers: president, vice president and secretary and/or treasurer. They would be elected annually, except biennially by local option.

A simple majority would prevail on all issues. Proxy voting would be forbidden. Referenda would be provided for.

TNG's merger-committee report called the Dec. 19-20 meeting "the most productive to date," but cautioned that "many of the major elements remain to be decided" before the committees have a package to submit to the internationals' executive boards.

Among "key areas yet to be resolved" TNG's committee listed: delegate voting strength at conventions, voting on contracts and strikes, voter eligibility, dues rates, the makeup and number and procedure for election of paid and unpaid officers on the international governing board, headquarters location, a name and international "staffings and servings."

"The list is not all inclusive," TNG's committee said.

In view of the outstanding issues of number and complexity, the committees decided to hold their next joint meeting over three days, Feb. 22, 23 and 24—at ITU headquarters in Colorado Springs, the site of their initial meeting on Nov. 9. They also set the meeting back from the end of January's second week.

The ITU's committee will meet separately in January and TNG's will meet alone the day before the joint session.

The joint subcommittees set up at the outset of the committees' meeting here are:

✓ **Membership, officers and union structure:** President Charles A. Perlik, Jr., Fred Fletcher of San Francisco-Oakland, Canadian Director William H. McLeman and Robert E. Bruner of Boston, for TNG; Robert E. Petersen of Washington and Robert M. Rus-



TNG-ITU JOINT MERGER SUBCOMMITTEE ON BARGAINING
Clockwise from left foreground: ITU's Robert F. Earles, TNG's J. William Blatz and Harry S. Culver, ITU's Robert S. McMichen, TNG's Diane M. Woodstock, Robert L. Warfanger of the ITU

sell of Buffalo-Niagara, for the ITU.

✓ **International union finances, personnel and property:** Secretary-Treasurer Robert M. Crocker, Harry Fisdell of New York and Linda Zink of Los Angeles, for TNG; Secretary-Treasurer Thomas K. Kopeck, Charles Boykin of Raleigh and International Representative Earl Jepperson of Sacramento, for the ITU.

✓ **Local mergers, local union government and convention operations:** Robert A. Steinke of St. Louis, Paul MacClennan of Buffalo, International Representative Charles Dale and John Lowe of Toronto, for TNG (Lowe is attending meetings as an observer pending IEB concurrence in his appointment to the committee); John Philbin of Chicago and Jerry Ahue of Honolulu, for the ITU.

✓ **Collective bargaining:** International Chairperson Harry S. Culver, Director of Field Operations J. William Blatz and Diane M. Woodstock of Madison, for TNG; International Representative Robert F. Earles of Canada, Leon Olson of San Francisco and Contracts Bureau head Robert Warfanger, for the ITU.

The five members of the ITU Executive Council—President A. Sandy Bevis, 1st Vice President Joe Bingel, 2nd Vice President Robert S. McMichen, 3rd Vice President Allan J. Heritage and Kopeck—are serving as advisors to the various subcommittees, TNG's committee reported.

No merger meetings without ERA

Washington—A proposal that the next joint meeting of TNG's and the ITU's special merger committees be held in a locale more geographically central than Washington or Colorado Springs has foundered on at last three states' failure to ratify the Equal Rights Amendment.

First it was Chicago. Then New Orleans. Then St. Louis.

The meeting will be in Colorado Springs. And future meetings alternately in Washington and The Springs, at or close by the unions' headquarters.

It makes sense, the unions' presidents agreed, to meet where each is in the best possible position to obtain information that conceivably could be crucial to any one set of discussions.

N.Y. Typographical members okay curbs on retirees' votes

New York—The membership of the New York Typographical Union has approved by a margin of more than nine to one a change in the local's by-laws restricting voting by retired members in the local.

Under the amendment, passed by 5,473 to 594, retired members may no longer vote "on matters pertaining to wage scales, inauguration and settlement of strikes and lockouts and any increase or decrease in local union dues or the levying of local union assessments, unless retirees are directly affected by such dues and assessments."

The local referendum was conducted at the same time ITU members in New York and elsewhere were approving a special international organizing assess-

ment and raising the ITU's Strike Fund to five million dollars, up from one million [Guild Reporter, Dec. 16].

The New York Typographical Union is the largest in the ITU with 5,233 active journeymen and 3,146 retired members, as of August. Both journeymen and retired members voted in the local referendum, with retirees as well as journeymen apparently voting for the proposition since there were more votes for it than journeymen in the local.

Delegates to the ITU's 1977 Convention in August voted to permit locals through referenda to limit retired members' voting on contract matters and dues and assessments which do not affect them directly. The New York local is the first to conduct such a referendum.

Scranton settlements to bring raises of \$55

Scranton, Pa.—Top minima for reporters and photographers rise to \$371.11 at the Times and \$371.08 at the Tribune & Scrantonian in new, three-year Scranton Guild contracts.

The three-year increases are \$55.85 at the Times and \$55.44 at the Tribune & Scrantonian.

At both papers, the raises come in three increments—retroactive to Oct. 7, 1976; on Oct. 1, 1977 and Oct. 1, 1978.

They are \$17.58, \$18.62, and \$19.65 at the Times and \$17.16, \$18.62, and \$19.66 at the Tribune & Scrantonian.

At the Times, the flat minimum for city editor rises \$55.85, to \$398.12. The flat for copyreader goes up \$55.85, to \$383.61. Correspondents' top goes up \$39.10, to \$259.78.

Head librarian at the Times goes up \$47.47, to \$315.44;

assistant librarian, \$45.76, to \$241.22, and library clerk \$40.17, to \$204.11.

The librarian at the Tribune & Scrantonian is in the same classification as reporters and photographers. Tribune & Scrantonian library clerks get a \$16.10 increase in their flat minimum, to \$158.14.

In other classifications at the Tribune & Scrantonian, the increases and resulting top minima include:

District managers—Up \$17.19, \$18.62, and \$19.66, to \$354.44, a total increase of \$55.47.

Circulation office employees—Up \$9.46, \$10.24, and \$10.81, to \$194.94, a total increase of \$30.51.

There also is a cost of living formula at the Tribune & Scrantonian that kicks in if the price index rises more than 12 percent from October, 1977 to April, 1979.

The U.S. price elevator

The table below records the ascent of the Consumer Price Index in the United States over a 24-month period following a 0.9-point rise in the index in November, 1975, up 11.6 points from November, 1976. The first column lists the index for each of the last 12 months, the second the percentage increase over the same month of the preceding year, and the third, the percentage increase over November, 1975.

	Index*	Percentage over	
		Same month prior year	November 1975†
December, 1976	174.3	4.8	5.3
January, 1977	175.3	5.2	5.9
February	177.1	6.0	6.9
March	178.2	6.4	7.6
April	179.6	6.8	8.5
May	180.6	6.7	9.1
June	181.8	6.9	9.8
July	182.6	6.7	10.3
August	183.3	6.6	10.7
September	184.0	6.6	11.1
October	184.5	6.5	11.4
November	185.4	6.7	12.0

* 1967 = 100

† Index = 165.6

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	Utica
Beautica	Utica
Fine Arts	Utica
Peanuts (comic-strip figures)	Utica
Tastemaker	Utica
Utica	Utica
Utica & Mohawk	Utica
Designer labels:	Utica
Yves St. Laurent	Utica
Angelo Donghia	Utica
TABLE LINEN	
Simtex	Utica
BLANKETS	
Forstmann	Utica
Utica	Utica
TOWELS	
Fine Arts	Utica
Utica	Utica
Tastemaker	Utica
CARPETS	
Contender	Utica
Gullistan	Utica
Merryweather	Utica
Tastemaker	Utica
HOSIERY	
Finesse	Utica
Hip-Lets	Utica
Spirit	Utica

Pressmen and Guild strike Press in Pontiac

Pontiac, Mich.—Guild and pressmen's union members at the CapCities-chain's Oakland Press here struck the paper Dec. 29 after seeking new contracts for more than 18 months past expiration of their old ones.

The 73,000-circulation evening daily continues to publish with the aid of "strikebreakers" brought in from the chain's papers in Fort Worth and Kansas City and hired locally, its unorganized em-

ployes and drivers and printers who are crossing the picket lines.

The area labor movement, including Auto Worker locals with more than 30,000 members, meanwhile was rallying to the strikers' support and helping step up prosecution of circulation and ad boycotts launched earlier to try to avoid a strike.

The paper's dozen pressmen and maintenance workers, represented by the Detroit Printing &

Graphic Communications Union, walked out of the paper first when their members were ordered to train nonunion workers brought in from Kansas City.

The 45-member, editorial only Detroit Guild Unit honored the picket lines, then voted to strike itself at a meeting held later the same day.

Guild members had been working under an extension of their last contract, which expired in

June of 1976. They have had no raises since June of 1975.

The pressmen's last contract expired in April of 1976. In August the company declared an impasse and "posted conditions" granting \$51 a week raises but emasculating grievance procedures and eliminating the union shop and hiring provisions of their old contract.

At the first meetings between the unions and the company after the strike's start—on Jan. 9 at federal mediation offices—management refused offers to return to work and submit the bargaining disputes to binding arbitration. Instead the company repeated its demands for drastically reduced sick benefits, severely weakened job security, elimination of cost-of-living increases, no retroactivity, no additional outlay for fringe benefits and, for the Guild, increases of about two percent per year.

Each union has representatives of the other on its bargaining committee. Guild strikers began receiving registered letters from the company Jan. 4 threatening replacements unless they returned to work.

More than 500 members of other area unions rallied outside the newspaper's plant on Jan. 5 where they heard pledges of support from UAW regional director Ken Morris, Olga Madar, immediate past president of the Coalition of Labor Union Women, Elton Schade of the Teamsters and others.

Rally participants also included representatives of the Communications Workers, Utility Workers, the Michigan Education Assn., National Organization for Women, National Women's Political Caucus, Women's Equity Action League and the Democratic Women's Caucus.

Madar, still a CLUW vice president, called the Press's "union-busting tactics . . . a threat to all employed women who look to unions and effective collective bargaining for upgrading jobs, job security and closing the wage gap" between males and females.

Morris called management representatives and persons working

behind the picket lines "professional killers" who are bent on eliminating workers' ability to band together for "the opportunity for a decent standard of living."

Later Morris said three large area UAW locals are assigning one staffer each to work on the boycott while a fourth would provide a boycott office. One striker is being assigned to work with them. About a dozen UAW retirees also will work on the boycott, he said.

Schade said he was there to show that the Teamster leadership supported the strike even if members were continuing to haul the papers from the plant. The actions of the members, most of whom work only part-time at the paper and hold other fulltime jobs, makes him "ashamed," Schade said.

Other Teamsters, however, refused to make deliveries of newsprint and ink through the picket lines, strike leaders reported.

Strikebreakers from CapCities' Kansas City and Fort Worth papers are working in both the newsroom and pressroom, Guild leaders said. Newsroom personnel also are being actively recruited in the area, they said. Two former employees said the company had offered them "five-year, no-cut contracts." A former stringer told the Detroit Free Press she had been offered "an incredible amount of money" to work behind the lines.

Meanwhile, the Guild reported that before the strike it had received contributions from ten Guild locals to help it with the boycott launched Aug. 24 in an effort to conclude new contracts for both unions without having to strike [Guild Reporter, August 26]. They listed the following, totalling \$600:

Akron Guild	\$ 50
Canadian Wire Service Guild	100
Central California Guild	50
Cleveland Guild	50
Kingston Guild	50
Manchester Guild	100
Pittsburgh Guild	50
San Francisco-Oakland	50
San Jose	50
Toledo Guild	50

Wind-chill Factor on the picketline Jan. 9 was 30 below.

NLRB acts on unions' charges, 'Press Connection' going daily

Madison, Wis.—The National Labor Relations Board's regional office has issued two more unfair labor practice complaints against Madison's two daily newspapers, which have been publishing behind picket lines for 3½ months.

And Madison's newspaper unions have announced that the Madison Press Connection, the newspaper set up for the duration of the strike, will go from weekly to five-days-a-week publication late in January.

One of the new unfair-practice complaints, the result of a charge by the Typographical Union, alleges that Madison Newspapers, Inc., violated federal labor law last spring when it attempted to deal individually with printers on severance benefits for those it discharged when cutting its composing room work force in half.

The other new complaint is based on a charge by the Printing & Graphic Communications Union that the company threatened to fire district managers for their support of a "Never on Sunday" boycott the unions launched against the Wisconsin State Journal late in the summer. The boycott was an effort to bring pressure short of a strike for new contracts to replace old ones that had expired as long as a year before [Guild Reporter, August 26].

An earlier complaint resulted from a charge of bad-faith bargaining brought by the Wisconsin State Journal Editorial Assn. [Guild Reporter, Oct. 28]. It also stems from events before the strike began.

On Oct. 1, the association struck the Lee-chain State Journal and the printers struck Madison Newspapers, which publishes both the State Journal and the locally owned Capital Times. The Madison Guild, which represents the latter's editorial employees, along with the IMU-mailers and the IPGCU's pressmen and district manager units are supporting the strikes.

The NLRB has scheduled hearings on all three complaints, plus more than 27 against the unions for allegedly violating picket-line crossers' rights, for Jan. 24 in Wisconsin's State Capitol here.

Bargaining meetings between the unions and the papers have been "sporadic, at best," one union leader noted, pointing to a Guild meeting with the Capital Times on Dec. 15, a pressmen's meeting with MNI on Jan. 12 and an association meeting scheduled with the State Journal on Feb. 7—"with nothing in between."

The papers rejected efforts in December by groups of area civic leaders and clergy to institute concentrated negotiations toward settlements. One member of man-

agement said they would rely on federal mediators to determine what bargaining might be fruitful.

Union leaders said it was decided to convert the Press Connection to a Tuesday-Saturday daily after ad space began to be oversold in the weekly (the paper is restricted to 16 pages by the capacity of the presses it uses).

It will also become a tabloid and will move its news and business offices from three rooms in an old warehouse into rented space in the building that was built by Capital Times' founder William T. Evjue, and housed that paper when it first hit the streets.

Response from advertisers and subscribers to the planned daily has been "enthusiastic," according to Madison Guild President Diane M. Woodstock.

Just a few days after the conversion was announced in the weekend Press Connection, more than 2,000 prepaid subscriptions for the daily had been sold. And many that came in the mail included \$5 and \$10 more than the subscription price as contributions to the effort, she said. Subscriptions are being sold at \$3.25 for 13 weeks or the end of the strike, whichever occurs first.

Madison residents also are donating desks, typewriters, calculators, scissors and the like in response to a list of needed furnishings and equipment run in the paper.

The weekly paper has been distributed free of charge; the daily will be sold for a nickel on newsstands and through the mail.

Carrier routes are being set up. When they go into operation, carriers will receive the whole nickel, Woodstock said.

A workers' council, with representatives elected from each department, will manage the daily. A University of Wisconsin professor is helping set it up, without charge. A local architect is planning the office setup, also without charge.

Meanwhile, the Newspaper Unity Committee said nearly \$6,000 was contributed to its "Santa Connection" fund. The money was distributed to strikers' families for Christmas shopping and used for a party for strikers and their families.

The Guild said it has received more than \$8,000 in contributions to its Strike Fund, mostly from other Guild locals.

And Twin Cities Guild members, in office collections, have contributed more than \$2,000 to the Unity Committee.



For late arrivals?

Madison newspaper union pickets erected the sign above at the main entrance to the Capital Times and Wisconsin State Journal plant. The papers have published with strikebreakers and regular nonunion employees since Oct. 1. Wind-chill factor on the picket line Jan. 9 was minus 40 degrees Fahrenheit.

AFL-CIO seeks fixes in bill on crime code

Los Angeles—Terming a bill in the U.S. Senate to reform the federal criminal code "a solid beginning," the 12th Biennial AFL-CIO Convention here Dec. 8-13 called for "further refinements" to guard against selective prosecutions and to protect free speech and assembly, including the right to picket and demonstrate.

At the same time the convention pointed favorably to provisions of the bill (S.1437) that it said would recognize the importance of free speech and assembly and "provide a larger measure of protection than present law for the exercise of these basic and indispensable rights."

The convention said the AFL-CIO will continue its support for a criminal code bill that "achieves the paramount goal of the criminal justice system—to increase citizens' freedom and security."

The resolution flowed from one brought to the convention by TNG's four delegates calling upon Congress to eliminate from the bill "the potential for damage" to the First Amendment

rights of the press and unions that may still exist in the measure after revisions by the Senate Judiciary Committee.

Chief thrust of convention actions was dedication of labor's resources and strength to creating a full employment economy with full justice and equity on the job and to an unrelenting campaign for human rights and freedom around the world.

It also took special note of the outstanding contributions to the labor movement of the 80-year-old Jewish Daily Forward, declaring that the paper, whose staff is covered by a New York Guild contract, has "helped set standards for hundreds of labor publications" through its "high ethics and professionalism."

Delegates also voted to increase affiliated unions' monthly per capita by three cents per member per month, to 16 cents.

TNG's delegates were International Chairperson Harry S. Culver, President Charles A. Perlik, Jr., Secretary-Treasurer Robert M. Crocker and Western Regional Vice President Carla W. Beck of Great Falls.

The ITU—from 'one big union'...and back

(Continued from Page 1)

"The man who set the type also knew how to print and bind."

"When the National Typographical Union was organized in 1852, skills were still closely interwoven and competent foremen were certain to be versed in all the processes."

Not that the seeds of differentiation were not already sown. The development of power presses in the 1830s spurred a job division between compositors setting type and pressmen operating the new machinery, and there was occasional friction between them in the early typographical societies that preceded organization of the National Typographical Union.

But these differences were submerged and no one talked of organizing a separate union for pressmen, much less any other incipient craft, when delegates gathered to found the new union. It was essentially an industrial one, although there had not been used at the time.

The term had been abortive attempts to organize a national union earlier—in 1836, when only five local typographical societies responded to a call for a national convention, and two years later, when societies from eight cities convened, adopted a constitution and went home, never to gather again.

Organizers of the NTU took pains to make sure that these disasters would not be repeated. Preliminary conventions were held in 1850 and 1851, and by the time of the founding convention in Cincinnati in May 1852, 14 local unions had already ratified a constitution. At the convention, 29 delegates from 17 unions adopted it formally, and the International Typographical Union, as it was renamed in 1869, was born.

It was a constitution that provided for a high degree of local autonomy and laid the structural basis for development of the ITU into "a model of the trade union in a democratic society," in the words of Seymour M. Lipset, Martin Trow and James Coleman in their classic 1956 study, *Union Democracy*.

That model later came to include a two-party system, unique within the North American labor movement and one of the ITU's signal developments. But these and other elements of the ITU's political structure were present only in genetic form, so to speak, in the initial constitution.

Indeed, the new union functioned in a largely decentralized manner in its early years and had no fulltime officers until 1884. Its president continued to work in the shop, receiving only a small honorarium for his services to the union.

The national union's principal function, in those years, was to extend mu-

NOW, ABOUT THE ITU . . . (2)

tual aid in strikes and to act against the importation of strikebreakers. But, at its founding convention, its first official act was a resolution condemning Sunday work—the first organized effort in the nation to reduce the work week.

The ITU was to pioneer in other efforts, most of them arising from the fact that in the last century the union was the only "welfare state" its members had. From apprenticeship to retirement, there was only the union to depend on, and in response, the ITU established an elaborate apprenticeship program at one end of the cycle and a fraternal pension plan and a retirement home at the other. Later, in an elaboration of the apprenticeship-training function made necessary by automation, it set up a unique training center at international headquarters to help its members adapt to the new processes and equipment.

CANADIAN LOCALS began to enter the union in the 1860s, leading to the change of name—from *National to International Typographical Union*—when a new constitution was adopted in 1869. That constitution also opened the union's membership to women and made the ITU the first union to require equal pay for equal work and to bar all discrimination against women.

Pressmen had been members of the new union from the start; in New York they originally constituted one-sixth of the membership. But some locals barred them, and the national union, in accordance with the deep-felt sentiment for local autonomy prevailing initially, was reluctant to intervene.

But in 1858 the national convention formally declared the pressmen to be "printers" and recommended that they be encouraged to become members. And the 1871 convention, noting that the widespread use of power presses had divided the printing business into "permanent and distinct branches, each of which is to a great extent dependent upon the other," emphasized the urgency of organizing pressmen into the union.

But even as the red carpet was being unrolled, friction was growing between pressmen and typesetters in a number of locals. Pressmen demanded their own locals, and in 1872 the international, which consistently demonstrated great flexibility in attempting to remain an industrial union, amended the constitution to allow this. But many mixed locals remained, and friction was aggra-

vated in some cases by strikes in which members of one craft not only crossed the other's picket lines but did the other's work, as well. A convention resolution finally outlawed that in 1876.

With continuing mechanization increasing the pressmen's sense of craft and importance, pressmen delegates to the union's 1882 convention appealed to members of their craft to organize their own locals wherever possible. Although a constitutional provision requiring the consent of the typesetters' local in each area had been repealed, only nine of the union's 95 locals were composed of pressmen.

The next year pressmen asked that the union's name be changed to the International Typographical and Pressmen's Union. The request was not met, but in 1885 the constitution was amended to reserve the international's second vice presidency for a pressman.

The principal result of the concession, ironically, was to fuel a movement for secession by increasing pressmen's membership to the point where a separate union appeared viable. The first pressmen's vice president, Charles Gamewell, launched a vigorous organizing drive, bringing in 11 new locals and almost tripling pressmen's membership in a single year.

The polarization point for secession, however, came from outside the ITU. In 1889, New York power pressmen, who had left the union earlier, issued a call for a conference to organize the International Printing Pressmen's Union. A number of ITU pressmen's locals responded, and the new union was born.

The new ITU pressmen's vice president, Columbus Hall, was not a part of the secession movement, and for several years the ITU resisted strongly, striving to hold its remaining pressmen's locals. But more and more broke loose, and the ITU, battling the secession movement, suddenly found itself beset by defections from every quarter of the print shop.

By the 1880s, the flow of technological change in the printing industry had turned into a torrent. The invention of the linotype machine had revolutionized the craft of typesetting itself, the development of curved stereotype plates had brought new specialization to the craft of stereotyping, a development paralleled in the sister craft of electrotyping. And the development of photo-chemically produced line engravings had given birth to a whole new craft.

The ITU, bending again in its effort to keep all its members, began issuing separate local charters to stereotypers and electrotypers in 1885, and in the next 15 years it chartered separate locals, as well, for bookbinders, photoengravers, mailers and even typefounders. The constitution was amended to provide a vice presidency each for the stereotypers and electrotypers, the mailers and the photoengravers. And all of the crafts were allowed to form "trade district unions"—organizations with a high degree of craft autonomy within the ITU.

But, for the most part, it was like a paper shield against the wind. In 1892, the bookbinders pulled out to form their own union, the stereotypers and electrotypers followed suit in 1902 and the photoengravers, who began drifting away in 1900, formed their own international in 1904.

The ITU, perceiving the handwriting on the wall, parted more or less amicably with the smaller crafts. And in 1896, after seven years of resistance, it made peace with the Pressmen's union, ceding pressroom jurisdiction and transferring the remaining ITU pressmen members to it.

THE MAILERS were the only craft to remain within the ITU, and even this relationship was not without its upheavals. Friction developed late, in the 1920s, centering on the mailers' autonomous "trade district union" within the ITU and their election of a vice president by vote of the mailers alone, an exclusive franchise that frequently gave them the decisive vote on a politically divided ITU Executive Council.

Twice the Mailers Trade District Union went to court to obtain injunctions against attempts to weaken their position. In 1926 it won an order enjoining an ITU referendum on a proposal that would have allowed mailers to vote for only one international officer, the mailers' vice president. And the next year it obtained an injunction preventing the ITU from abolishing the District Union itself.

Litigation over the latter injunction and friction between printers and mailers and among mailers' locals themselves dragged on for years. A number of mailers' locals withdrew from the District Union. Mailers voted by a narrow margin to withdraw from the ITU in January, 1978, but three months later the ITU membership as a whole voted against surrendering jurisdiction, with the mailers themselves reversing their position.

Another referendum, this one conducted by the District Union, resulted in another narrow vote to withdraw in 1942. No follow-up action was taken, and locals continued to drift out of the District Union.

But several locals united to form the International Mailers Union in 1943 while attempting initially to retain their ITU affiliation. Although they attracted only a minority of the ITU's mailers, if a substantial one, they embarked on a fully independent course a year later as the ITU expelled them for dual unionism.

In the process, the dissolution of the Mailers Trade District Union became complete, and the ITU laws were amended to allow the entire membership to vote for all officers, including the mailers' vice president.

Today, after years of bitter warfare, the International Mailers Union is negotiating to reunite with the ITU.

DESPITE CRAFT defections, the ITU continued to grow, adding to its ranks by merger with a German-American printers' union in 1893. By the turn of the century, it was ready for an unprecedented national effort—the fight for an eight-hour day.

A three-year drive to negotiate the shorter day was climaxed by a nation-

wide strike in 1906 in all commercial shops where it had not been bargained. Despite court injunctions against picketing obtained by the employers organization, the United Typothetae, the strike was victorious and the eight-hour day became general in job shops.

Earlier, the ITU was instrumental in organizing the Federation of Organized Trades and Labor Unions in 1881 and was represented when the federation merged with the Convention of Trade Unions to form the American Federation of Labor five years later.

The ITU remained an AFL affiliate for half a century—and then found its ties ruptured, ironically, by the issue of industrial unionism, three decades after it had become, for all practical purposes, a craft union.

The advent of the Committee for Industrial Organization in the mid-1930s found the ITU split. Although ITU President Charles Howard was the first secretary of the CIO and the Progressive Party, which he headed, tended to favor industrial unionism, the opposition Independent Party tended to support the AFL leadership, and the ITU itself did not affiliate with the CIO.

As usually happens to those caught in the middle, the ITU became an involuntary combatant. The AFL expelled the CIO unions and levied a special tax on its affiliates to fight the CIO. The ITU membership voted by more than three to one not to pay the assessment and the ITU was expelled, too, in 1939.

The ITU tried to act as peacemaker despite its own outsider's status in the ensuing years. It didn't succeed in that, but it did win reaffiliation in 1944 under an agreement that did not require it to pay the six-year-old special tax.

Among the unions hurled forth in the organizing explosion that produced the CIO was the Guild. It began as a craft union of editorial employees in 1933, but expanded four years later to include commercial-department employees. That expansion marked the arrival of full-fledged industrial unionism in the newspaper industry, limited, as a rule, only by the boundaries staked out earlier by the craft unions.

In the 1930s those boundaries appeared to be drawn in indelible ink. In less than 30 years, they began to fade.



SEVEN INDUSTRY UNIONS MEET ON UNITY IN EARLY 1961
Inter-union Working Committee included ITU, TNG, Lithographers, Bookbinders, Photo Engravers, Stereotypers and Pressmen; chairman was TNG's Ellis T. Baker, without jacket.

BY THE EARLY '60s, the pendulum of technological change had begun to swing the other way.

Instead of breaking up the job of printing into skilled fragments, the process now was tending to unify it. Following the earlier introduction of punched tape, the development of photocomposition, computers, offset printing, video display terminals, optical scanners and other new machinery was eliminating many jobs entirely and radically altering the nature of others.

The impact of automation has all but eliminated stereotypers from the industry and photoengravers from commercial shops; the latter are on the decline at newspapers, as well. Mechanization has cut a huge swath in the ranks of bookbinders, and, most dramatic of all, the advent of photocomposition, computers and video display terminals has both robbed printers of their jobs and left those remaining with a craft vastly changed.

The unions, including the Guild, reacting to the change and the heightened publisher opposition that seemed to come with it, began talking of "one big union." The initial attempts to unite into one, in the wake of the Portland strike in the early '60s, proved abortive, but the first steps of the reunification process sprouted from them.

On Labor Day 1964 the 40,000-member Amalgamated Lithographers merged with the 20,000-member International Photo Engravers Union to bring together perhaps the two most closely allied crafts still in separate unions. The ITU played no part in the merger but became an incidental beneficiary when the 8,000-member New York Lithographers' local refused to go along with the merger and affiliated with the ITU.

Talks among the craft unions continued sporadically through the '60s, between the ITU and the Pressmen, between the new Lithographers' and Photoengravers' International Union and the Stereotypers' and Electrotypers' Union, between the LPIU and the Pressmen, between the Pressmen and the United Papermakers.

The talks generally died to whispers, but they were highly symptomatic. Where 70 years earlier the crafts had talked only about separating, now they talked only of merging.

And merger was indeed coming, if slowly. It was once again the Lithographers who acted, merging with the Bookbinders on Labor Day 1972 to create a new 130,000-member Graphic Arts International Union. It was composed overwhelmingly of employees working in commercial shops, leaving

newspaper unions still largely fragmented.

That began to change a year later, however, when the dwindling Stereotypers' and Electrotypers' Union merged with the Pressmen to produce a 132,000-member International Printing and Graphic Communications Union. ITU President John J. Pilch, somewhat symbolically, swore in the new officers, and the first president of the new union, Alexander J. Rohan, summed up the reasons propelling the graphic-arts unions toward merger.

"The only way to serve members buffeted by technological change and victimized by the industry's giants is to pool resources," he said.

And the ITU itself, beginning to feel the full impact of automation on its membership in the '70s, began to shift gears dramatically. It launched a sort of "merger from below" by instituting a category of associate membership in 1973, opening its ranks once again to all crafts, including jobs in the area of traditional Guild jurisdiction.

And taking talk of merger out of the realm of generalities, it turned to the Guild, accepted its hand of friendship and asked, "What do we have to do to bring it about?"

(Next: Automation—Crossroads for the ITU.)

Before Guild, ITU had newswriters

At the turn of the century, when it still was more an industrial than a craft union, the International Typographical Union even turned to organizing newswriters, albeit with limited, and temporary, success.

The first organizing wave came

amidst a general labor upsurge in the 1890s. Reporters were earning far less than printers and were open to union organization; the ITU, for its part, was anxious to eliminate strikebreaking by nonunion reporters and decided the best way to do so was to make them union members.

The first newswriters' local was chartered in 1891, in Pittsburgh, and 27 more were organized in two brief spurts in the 1890s and early 1900s. But the drives petered out. Most of the locals had a fragile existence and the newswriters' vice president—created to foster the organizing effort—failed to appear at the ITU's 1906 convention. The ITU struck all reference to newswriters' locals from its constitution the next year.

Fifteen new newswriters' locals were formed in a final flareup of organizing activity following World War I, but their life spans, for the most part, were equally short. Like the locals that went before, they succumbed to what has been described as "the white-collar spirit," publisher opposition, a lack of experienced leadership and a rapid membership turnover.

Of 59 newswriters' locals chartered by the ITU from 1891 to 1919, only six lasted for more than five years. The

most tenacious was in Scranton. It was chartered as Newswriters Union No. 3 in 1904 and remained on the scene for nearly 40 years—until it became the Guild's Local 177 in October, 1943.

In fact, three present active members of the Scranton Guild were members of ITU Newswriters Union No. 3 at the time: James Calpin and Gene Gray O'Boyle Brislin, both of the local's unit at the Tribune & Scrantonian, and Christine Gibbons Vanston, of the Times Unit, presently the Guild's secretary.

In addition, two others who were members of the Scranton Newswriters Union when it came into the Guild now hold management positions: Frank

Parry, editor of the Sunday Times, and Al Williams, Scrantonian & Tribune managing editor. Parry was the first president of the Scranton Guild.

Eleven others who made the move into the Guild now are retired and living in the Scranton area, according to Victor J. Alfano, the local's president. Alfano, himself, was a proofreader member of the Scranton Typographical Union before joining the Times' news room staff.

The ITU, at one time or another, had newswriters' locals in 22 cities that now have Guild locals. In addition to Pittsburgh and Scranton, they include Denver, Sacramento, New York, Albany, Boston, St. Louis, Philadelphia, Columbus, Ottawa, Chicago, San Francisco, San Jose, Stockton, Toledo, Rochester, Providence, Montreal, Fall River, Vancouver and Seattle.

In addition, newswriters' locals were organized at newspapers as far afield as Cripple Creek, Colo., and Dawson in the Yukon.

The ITU finally surrendered jurisdiction over newswriters in 1923 to the AFL, which chartered several locals directly and planned to form a national newswriters' union.

That was not to come until 10 years later, however, with the organization of the Guild.



ITU LOCALS' DELEGATES AT 1905 MIDWEST 8-HOUR-DAY CONFERENCE
Two-day Chicago session was one of several ITU sponsored in drive for shorter day. ITU President James M. Lynch is in first row of standees, third from left.



1916 ITU COMPOSING ROOM WORKFORCE AT THE TOPEKA CAPITAL

Guild wins 3 elections, 3 scheduled

(Continued from Page 1)

Hoyt, the local reported, adding that many staffers met him for the first time at the meetings.

✓ In Puerto Rico, employees of the credit union that serves employees of the newspaper El Mundo voted 6 to 0 for representation by the Puerto Rico Guild in an NLRB election on Nov. 18.

The local petitioned for bargaining rights for the group of five office and three field employees on July 1.

The three groups bring the total to have voted for Guild representation since April 1 to 15 containing more than 600 persons.

An NLRB election has been scheduled, meantime for Jan. 17 among the 110 editorial employees of the Daily Press and Times-Herald in Newport News, Va.

The Guild petitioned for the election Nov. 29 after the papers refused to recognize it as successor to the Peninsula Independent Editorial Assn. despite a 64-to-11 vote by its members to affiliate the 20-year-old union with TNG. [Guild Reporter, Oct. 14].

And in Puerto Rico, the NLRB has scheduled for Jan. 27 a vote by the 200 employees of the Holsum bakery in the Commonwealth.

The Guild on Nov. 16 petitioned for the group of salespersons, drivers, shipping and receiving employees, dispatchers, counter salespersons and transportation employees. The election will take place at three locations, in Toa Baja, Aquidilla and Ponce.

While in Arizona, the NLRB has set for Feb. 3 an election among 290 employees in the Pulliam chain's Arizona Republic and Phoenix Gazette newsrooms, photo department, special sec-

'Pressmen' win vote

Rutland, Vt. — Advertising, business, circulation, composing-room and maintenance employees of the Rutland Herald voted 56 to 24, with seven abstentions, for the International Printing & Graphic Communications Union as their representative on Nov. 17.

McCracken is apparent victor

(Continued from Page 1)

The IEB's winter meeting is scheduled for Jan. 23-26.

McCracken's apparent 360-vote win in the new Region 2



FAYE MCCRACKEN



AP telegraphers into Wire Service Guild?

Robert L. Scales, chairman of the United Telegraph Workers' Associated Press Division, background gesturing, meets with TNG and Wire Service Guild leaders to discuss possibility of the 380-member group merging with the Guild. UTW's 1977 Convention authorized the division to negotiate a proposal for merging with the Guild, with the proviso that any agreement be approved by a two-thirds vote of division members and by the

tions library, Weekly Gazette, proofroom and Arizona Magazine.

The Guild petitioned for recognition as bargaining representative for the group on Oct. 6. The NLRB's regional director on Dec. 30 rejected the papers' objection to the editorial-only election. It contended that the only proper bargaining unit was all unorganized employees of the papers.

An election on decertifying the

Guild as representative of about 75 advertising, business, editorial, inside circulation, mailroom and maintenance employees of the Bay City Times has been scheduled for Jan. 31. A petition for the election was filed Dec. 16. The local's most recent contract with the paper expired June 9.

A decertification petition will be put to a vote on Jan. 16 and 17 among about 40 news and production employees of the New

York Times' WREG-TV station in Memphis.

The Memphis Guild has been seeking a first contract with the station since the employees voted it in by 29 to 10 on Oct. 10, 1975.

And the Saskatchewan Labor Board has scheduled for Jan. 16 a hearing on a petition to decertify the Guild as representative of the Star-Phoenix's 50-plus editorial employees. The petition

was filed Nov. 30. A petition to decertify the Typographical Union for the paper's printers was filed at the same time.

Meanwhile, the San Francisco-Oakland Guild has advised advertising, business and editorial employees of the six South San Francisco weeklies that it is terminating its effort to negotiate a first contract for them. It said it no longer represents a majority. The group voted for the Guild by 16 to 11 on March 23.

And in British Columbia, the Vancouver-New Westminster Guild on Dec. 2 withdrew a petition to bargain for the 15 librarians of the Fraser Valley Regional Library in Surrey after the provincial labor board advised it the group was covered by another union's contract. The Guild had petitioned for them July 26 after the other union had issued withdrawal cards.

Correction

The location for the next meeting of the bureau of the International Federation of Journalists was incorrectly identified in the Nov. 25 Guild Reporter. It will be held in Lille, France. The IFJ's 14th World Congress will be held Sept. 17-24 in Monte Carlo, also incorrectly reported in the same issue.

Monterey pact to bring \$410 keys

(Continued from Page 1)

the others' bargaining committees.

The pressmen also have settled, for the same economic package as the Guild. The printers are still bargaining.

The top minimum for district managers, outside ad salespersons, photographers and reporters is increased \$23, to \$348 a week, retroactive to Nov. 1, with additional increases of \$19 on Nov. 1, 1978, \$11 on May 1, 1979, \$20 on Nov. 1, 1979, and \$12 on May 1, 1980, taking the key top up \$85, to \$410.

Other increases and the resultant top minimums include:

Chief copy-service clerk—Up \$81, \$17, \$9, \$18 and \$11, a total of \$136, to \$361 a week.

Mailroom foremen—Up \$68, \$19, \$11, \$20 and \$12, a total of \$130 a week, to parity with the key news, ad and circulation positions at \$410 a week.

Copy Service clerk—Up \$62, \$13, \$8, \$14 and \$9, a total of \$106, to parity with chief dis-

patch, ad makeup, national ad desk and bookkeeper/billing clerks at \$288 a week. The others' minima are raised \$60 and \$63 a week.

Senior bookkeeper and circulation senior bookkeeper—Up \$36, \$17, \$9, \$18 and \$11, a total of \$91, to \$361 a week and parity with chief copy-service clerk.

General mailroom personnel—Up \$47, \$11, \$6, \$12 and \$7, a total of \$83, to \$238 a week and parity with dispatch clerk, whose minimum is raised \$78.

Two former inside classified sales classifications are combined to produce \$63 increases for persons at top minimum in one of the old ones and \$102 a week for persons in the other, to a new top of \$252 a week and parity with telephone operator (up \$63), senior circulation clerk (up \$55) and mailroom clerk (up \$64).

The company's pension payment is increased a total of \$6 per employee over the term, to \$15 a week.

Life insurance is up \$4,000, to \$10,000, and hazardous-duty coverage is doubled, to \$50,000.

Notice to the Guild of intent to introduce new equipment is increased a month, to four months, and a guarantee against automation displacing employees with at least three years' service is added.

The Guild is to receive the results of new monthly VDT tests. The tests are for both emissions and tuning or focusing that may cause undue eyestrain or fatigue. Maximum maternity leave is doubled to six months.

The fifth week vacation goes to employees with 25 years' service, while service-time for four weeks' is cut three years, to seven.

IT

SEEMS
TO US

Former Post member fears bigger muddle

WASHINGTON, D.C.

Editor:

In trying to clarify a fuzzy Nov. 25 article, you may have further muddled matters.

The recent comment that appeared in the Dec. 16 "It seems to us" column, is possibly inaccurate and misleading:

"Executive officer notes inaccuracy in bias story"

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

The writer, local Guild officer Dorothy Struzinski, like the Guild Reporter's foggy head, both subtly hint that the whole racial bias story, inherently, may be unsound. Or at least this can be inferred from the above, clear for one to judge.

The racial bias charge against the Washington Post is true, according to the local Office of Human Rights on Pennsylvania

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.

Avenue, a short walk from the Carter (Human Rights) Administration at the White House nearby.

As Ms. Struzinski proceeds to show, the Guild Reporter inaccurately reported the Post had failed to award me back pay, just under \$6000, as ordered by the arbitrator, an element of the story, not the story itself.

Look, if you need a bright black sensitive to bias to work for the all-white Guild Reporter staff, here in the majority black nation's capital, I know some. Thank you.

Mario B. Schowers
Assistant Editor
The D. C. Pipeline

Antitrust chief asks hearing on papers' proposal to merge

Washington — Concluding that the Cincinnati Post's owner has failed so far to establish that the paper is in danger of financial failure, the head of the Justice Dept.'s Antitrust Division has recommended hearings on the Post and Cincinnati Enquirer's proposal for a joint operating agreement.

Under the proposal all the papers' operations, except their editorial departments, would be combined. Hundreds would be left jobless.

TNG and the International Typographical Union in a joint petition in December opposed Justice Dept. approval of the proposed merger on grounds that the papers have failed to meet the criteria established for antitrust-law exemption in the Newspaper Preservation Act [Guild Reporter, Dec. 16].

The law permits exemption from antitrust strictures against profit pooling, price fixing and market splitting for new joint operations only when one of the proposed partners is proven to be "in probable danger of financial failure."

In a 36-page report on the Cincinnati papers' request for Justice Dept. approval of their proposal, Antitrust Division head John H. Shenefield said that hearings should be held to attempt to resolve several "material issues of fact," including:

- ✓ The correctness of the Post's financial statements in view of their lack of an auditor's certification.

- ✓ The appropriateness of charges to the Post by its owner, the E. W. Scripps chain, for services and materials.

- ✓ The extent to which depreciation charges should be included in assessing the Post's losses and projecting its future.

- ✓ Whether Scripps properly assessed charges to the Post when it was converted to cold-type.

- ✓ The affect of bad weather on 1977 advertising revenues.

- ✓ Whether nonrecurring 1977 expenses adequately reflect losses from a short-lived "shopper."

- ✓ Whether the Post has exhausted all available means of increasing revenues or reducing expenses.

"The actual operating results of the Post cannot be determined, there is no history of increasing losses and the Post's daily circulation, despite past decline, remains equal to that of the Enquirer," Shenefield wrote.

The Post has claimed losses totalling 9.5 million dollars from 1972 through 1976 and 1.2 million dollars through 1977's first

11 months.

A week before the Dec. 28 release of Shenefield's report the Post tried to head off a hearing in a 32-page written reply to objections to the joint operation by TNG, the ITU, Post employees, suburban publishers, AFL-CIO President George Meany, the Graphic Arts International Union and the International Printing & Graphic Communications Union.

The Justice Dept. already has "ample and indisputable documentation of the Post's desperate financial condition," the paper's attorneys wrote. They said the paper "has no hope of sustaining itself independently."

"There remain unanswered questions about the data contained in [the] Post's financial statements and about the significance of some," Shenefield wrote.

He pointed, for example, to increases in such expenses as travel and entertainment, legal and "miscellaneous" between 1975 and 1976 which, when coupled with nonrecurring payroll expenses, account for \$904,210 — "almost all" — of 1976's loss of \$1,025,634.

Shenefield also said that he believes that Congress did not intend to require that a paper claimed to be failing search for or consider offers from noncompeting purchasers "as an absolute condition" for a joint operation.

But, he said, Congress "did... intend the Attorney General to disapprove arrangements unless applicants 'reliably establish the unavailability of alternative solutions' to a paper's problems."

If an "alternative solution" might be sale to someone else, "that alternative must have been explored.... An applicant that has not... must establish that it would be futile," he said.

The Post has repeatedly rejected expressions of interest in purchasing the paper.

Congress intended to preserve separate and independent editorial voices, "not to perpetuate the editorial voice of whoever happened to own a newspaper at the point at which it became a 'failing' paper," Shenefield said.

Otherwise, he added, the law would "affirmatively reward and provide an incentive to mismanagement."

It would allow publishers with the inability to survive in competition "to have the perpetual benefit of participating in a commercial monopoly—even if it could be demonstrated that someone else might successfully operate the paper independently."

The same day Shenefield rec-



Dan Miller, Frontpage

Taking it from the top

TNG President Charles A. Perlik, Jr., pledges TNG's full "moral, physical and financial" support to New York Guild bargaining at the Times, Daily News and Post during local bargaining conference attended by 40 leaders and members from the papers. Con-

tracts with all three expire March 30. Local Executive Vice President Harry Fisdell, center, said Guild bargainers at each of the papers would "make every attempt" to conclude new agreements "around" then. At left is Ray Mann Local secretary-treasurer.

ommended a hearing, a group of 131 printers employed at the Post filed suit in federal court to block approval of the proposed joint operation.

They charged that the agreement would violate the antitrust laws and would deprive them of due process rights guaranteed under the Constitution's Fifth Amendment.

Among the remedies they seek is an order for the E. W. Scripps Co. to honor its 1974 agreement with the Typographical Union guaranteeing 119 printers continuous employment "for the remainder of their working lives as printers."

They also ask that the Enquirer be ordered to quit interfering with the terms of that 1974 agreement between their union and Scripps, or pay them at least 25 million in damages, estimated as their remaining lifetime earning power as printers.

U.S. Atty. Gen. Griffin Bell will not approve, disapprove or order a hearing on the petition until after Jan. 28.

Overtime due for covering Olympics, arbitrator rules

New York—Despite "tradition" and the "rare privilege" of covering the Montreal Olympic Games, the Associated Press must pay time-and-a-half overtime to staffers covering the event, an arbitrator has ruled.

The arbitrator, George Nicolau, upheld a Wire Service Guild claim for the difference between straight-time overtime paid 20 U.S.-based writers and photo editors and time-and-a-half.

He found that the contract doesn't mention the Olympics as an event not subject to time-and-a-half in cash.

The AP contended that it was "tradition" to grant some compensatory time off, rather than full cash overtime.

Ted Smits, retired general sports editor, said this was so because "it was a rare privilege to work the games and go to such places."

Before the 1976 Montreal Olympics, the AP had covered the games primarily with foreign staffers, who aren't covered by the Guild contract.

TNG joins amici in Stanford Daily case

Washington—TNG has joined the Reporters Committee for Freedom of the Press and ten other news industry-connected groups in asking the U.S. Supreme Court to rule that police cannot use no-notice search warrants to raid news offices in search of file materials possibly bearing on a crime.

In a friend-of-the-court brief filed Dec. 19, TNG and the other members of the coalition also are asking the court to approve news organizations recovering legal costs incurred to defend themselves against such raids, under the U.S. Civil Rights Attorneys Fees Act of 1976.

The coalition's brief argues that surprise searches of news offices needlessly jeopardize confidential materials, disrupt operations and have a chilling effect

on First Amendment rights.

Except in the most extraordinary circumstances, police should be restricted to attempting to subpoena news gatherers' notes or film, they argue, so that there will be an opportunity to argue in court against their obtaining the materials.

The brief is in response to an attempt by the city of Palo Alto, Calif., to persuade the court to overturn rulings by lower courts that police acted illegally April 12, 1971, when they raided the Stanford Daily in search of film of unpublished pictures of violence at a sit-in the day before. The lower courts also awarded the Daily \$47,000 in legal costs.

The city has been joined in its efforts to reverse the rulings by 17 states' attorney generals and the National District Attorney's Assn.

They argue that the subpoena process is too slow and would hinder efforts to identify and arrest law breakers.

Since the Stanford Daily raid, no-notice warrants reportedly have resulted in searches of radio stations in Berkeley, Los Angeles and San Francisco and the Los Angeles Star, as well as issuance of at least two warrants for searches of the Berkeley Barb.

Guild Service entry date is extended to March 1st

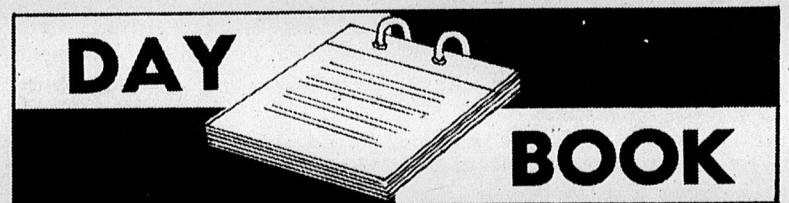
Washington—The deadline for nominations for TNG's 1977 Guild Service Award has been extended to March 1, locals have been informed.

It was moved from its original Jan. 14 date when TNG's formal announcement to locals of the award and its rules failed to reach them in time for some to consider making nominations before the deadline.

The award, originally estab-

lished as a memorial to Wilbur Bade, late TNG staffer and Twin Cities Guild executive officer, is given annually for outstanding service to the Guild at the local level. It is a scholarship of up to \$1,500 for a course in union education "appropriate to the winner."

Nomination's must be made by a local's executive committee, representative assembly or general membership meeting.



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.

Great Lakes District Council, winter meeting, Feb. 4-5, Cascade Corner Holiday Inn, Akron.

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

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

TNG Special Merger Committee, meeting, Feb. 21, Four Seasons Hotel, Colorado Springs.

TNG Special Merger Committee and ITU Merger Negotiating Committee, 3rd joint meeting, Feb. 22, 23 and 24, ITU headquarters, Colorado Springs.

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.

Guild Service Award, entries deadline, March 1, at TNG headquarters.

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.

TNG pushes card drive for law reform

Washington — With Congress reconvening Jan. 19, TNG has initiated a postcard campaign among Guild members calling for prompt approval of S. 1883, the Senate version of the Labor Law Reform Act, which was passed by the House with minor amendments last fall.

"Time, as you know, is of the essence," TNG Research and Information Director David J. Eisen emphasized in a letter to locals Jan. 9 informing them of the shipment of "Yes for S. 1883" postcards, prepared by the AFL-CIO Task Force on Labor Law Reform, for distribution to Guild members.

Sending postcards, as important as they are, doesn't mean that Guild members should stop writing letters to their senators, Eisen cautioned. And, he said, the time is fast approaching for an "equally important form of communication with your senators—telephone calls."

"Get your members to besiege their senators" on the labor law reform bill, Rep. Frank Thompson, Jr., the bill's chief House sponsor, told an AFL-CIO legislative representatives' seminar Jan. 5. The group was warned that a filibuster is a virtual certainty when the bill hits the Senate floor.

"The telephone is as effective as the letter," Thompson said in urging an unceasing flow of messages supporting the Senate bill.

"It isn't enough for your local to wire its legislator and tell him that it unanimously supports labor-law reform," Thompson said. "That is effective, but it's nowhere near as effective as a letter or a telephone call or a visit."

Postcards, Eisen pointed out to locals, were one of the employers' principal weapons in



We've Got a Date Early in '78!

Dear Senator:

Soon the Senate will be considering S. 1883, the Labor Law Reform Bill, which the House passed by a heavy margin. We ask: Please, make sure it comes up early for debate and vote.

Please, vote YES for S. 1883 without crippling amendments. Labor law reform will be good for business, good for working people, good for the government. Thank you for your support.

Name _____

Address _____

City _____

State _____

Zip _____

Senator _____

United States Senate
Washington, D.C. 20510

PLACE
9¢
STAMP
HERE

CARDS LIKE THIS ARE BEING DISTRIBUTED IN U.S. LOCALS

Members can get them from local leaders . . .
... or clip along the dotted outline above

their successful fight against the situs-picketing bill last year.

Both the Senate Labor Subcommittee and its parent Human Resources Committee are scheduled to act on S. 1883 shortly after Congress reconvenes, and the bill may reach the Senate floor as early as the second week of February.

The AFL-CIO has identified 13 "marginal" states where, it says, senators' votes may be decisive on either closing debate or final

approval of the bill: Florida, Georgia, Illinois, Indiana, Kentucky, Louisiana, Missouri, Montana, Nebraska, Nevada, Pennsylvania, South Carolina and Tennessee.

How hard it is to get the necessary 60 senators, or 60 percent, to vote to close debate, the AFL-CIO Task Force warned, "is illustrated by the fact that our 257 votes in the House, with which labor law reform passed by an overwhelming 94 votes,

isn't quite a 60-percent majority. And, of course, we won some of the key House amendments with less than 257 votes."

Mail from union members was decisive in the House, and trade associations and other opponents of labor law reform, like the National Right to Work Committee, already are gearing up their own Senate postcard campaigns. (Story below.)

It is "absolutely vital" that union members intensify their activities in support of S.1883 to counteract the "massive blitzkrieg" being attempted by business and rightwing groups, AFL-CIO Legislative Director Andrew J. Biemiller said in a letter to union officials.

"Senators from every state, both parties and all shades of political philosophy are being inundated by letters, telegrams and personal visits by opponents of labor law reform. The opposition is operating as if the vote is coming tomorrow. We must do the same," he said.

The U.S. Chamber of Commerce, which earlier had announced a massive "grass roots" telegram and mail campaign against S. 1883, called a press conference Jan. 9 to charge, among other things, that enactment of the Labor Law Reform Act would triple union membership within a decade.

If that's true, Secretary of Labor Ray Marshall said, it can only mean that U.S. workers' desire for unionization has been thwarted by employer violation of the present law.

"And that," said AFL-CIO Public Relations Director Albert J. Zack, "is an excellent argument for passing the legislation."

Meanwhile, Environmentalists for Full Employment announced their support of S. 1883, declaring that the movement for a healthy and safe workplace has been led by organized labor and that, is so doing, "unions have contributed to protecting every-

body's health and environment."

Eisen, in his Jan. 9 letter to locals, suggested that locals consider the formation of telephone brigades as voting on the Senate bill nears.

Noting that calls can be made to senators' district offices as well as their Washington offices, he said, "You don't have to speak to the senators themselves; staff members keep them regularly and closely informed."

In an earlier letter Dec. 29, urging members to visit their senators during the holiday recess and locals to present labor law reform programs at their January membership meetings, Eisen noted that when the American Newspaper Publishers Assn. announced it was opposing S.1883 [GR, Dec. 16] it said it was doing so out of its traditional concern for "the advancement of a free press."

"A closer examination of its submission to the Senate Labor Subcommittee reveals, not surprisingly, that the ANPA seeks to advance press freedom by ensuring a 'stable labor environment' and an 'orderly work force.'" Eisen said. "The ANPA's member papers are predominantly nonunion, as it notes, and the ANPA would like to keep it that way."

"So the issue is squarely joined for those like us who work in the newspaper industry, and we have our work cut out for us," he concluded.

50 members, \$42

Pawtucket, R.I. — The Pawtucket Guild has collected \$42 for the AFL-CIO's Committee on Political Education from among its 50 members.

In forwarding the voluntary contributions to TNG for transmittal to COPE, Pawtucket Guild President Robert Campbell said the local would "prefer" that the funds go to COPE's fund for "direct campaign contributions."

Foe's plan for stopping S.1883: Postcards, \$\$\$, ads . . . editors

Fairfax, Va.—Here's one national organization's "victory plan," as it calls it, for defeating the Labor Law Reform Bill (S. 1883) in the U.S. Senate:

✓ Massive mailings to more than two million people asking them to:

a. Send enclosed preprinted (and addressed) postcards opposing the bill to their senators. Even salutations with senators full names are preprinted on the cards.

b. Return an enclosed "personal questionnaire" soliciting their "votes" against S. 1883 "to add to an overwhelming total" for presentation to President Carter and every member of Congress.

c. Make contributions of up to \$100 to an \$800,000 "war

chest" to finance the Senate fight.

✓ "Educational" conferences with newspaper editors across the country—men and women who, the organization says, "can directly influence key Senate votes."

✓ Full-page newspaper ads in Atlanta, Houston, Denver, Chicago, Los Angeles and other major cities to "let key senators know how strongly we oppose S. 1883."

The organization is the National Right to Work Committee, headquartered in this Washington suburb. Its victory plan is set forth in a four-page form letter on committee letterhead distributed Dec. 28 and signed by Sen. Carl T. Curtis (R-Neb.).

"We hope to cast 500,000 or more votes against S. 1883," Sen. Curtis wrote, declaring that la-

bor's previous "power grabs" in the Congress had been frustrated by similar hundreds of thousands of cards and letters.

The postcards distributed by the Committee call upon senators to "cast every vote against S. 1883 or any similar bill that promotes compulsory unionism."

Just how S. 1883 does this, neither the Committee's cards nor its letters make clear, perhaps because S. 1883 has nothing to do with "compulsory unionism."

For years the Right to Work Committee has publicly maintained that it doesn't oppose unions as such but only union shop contracts ("compulsory unionism") and when RTW head Reed Larson came out against the proposed Labor Law Reform Act last year the committee's two top publicists promptly quit in protest.

Hugh Newton, who had been with the committee nearly 15 years, said that Larson, in so doing, was abandoning the organization's long-standing policy and adopting an all-out anti-union stance.

The committee, however, along with the National Assn. of Manufacturers and the U.S. Chamber of Commerce, continued to oppose the legislation, without success in the House.

Now, said Larson, "We'll stop it in the Senate."

Memo: Constitution for unions, too

Washington—Freedom of the press and freedom of assembly are both guaranteed by the First Amendment, and newspaper publishers shouldn't forget it, AFL-CIO public relations director Albert J. Zack told the Washington Star.

"It seems to me there ought to be a realization by the leaders of the newspaper industry that their rights and ours come from a single source—the First Amendment of the Constitution," Zack said in an interview published Jan. 6.

"The right of freedom of the press and the right of freedom of assembly, which is the basis on which the trade union movement is built, are exactly the same kind of rights. But when they get down to writing editorials, they don't think of that."

The Guild Reporter

JAMES M. CESNIK

Editor

ROBERT DUDNICK, Associate Editor

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