

Automation—a union at the crossroads

By DAVID J. EISEN

Director of Research & Information

AUTOMATION has brought the ITU full circle to the point of industrial unionism from which it started 125 years ago.

It has not been a gentle path.

Printers as individuals and the ITU as a union showed great resilience in adapting to that first revolutionary change in typesetting, the Linotype machine, in the 1880s.

At first, it was feared that the machines would displace many composi-

NOW, ABOUT THE ITU . . . (3)

Special committees of TNG and the International Typographical Union are meeting to put together a proposal for a new union from the two.

Why is it happening now? What about the ITU, its roots, its structure, its operations? What kind of union is it?

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

tors, and rank-and-file printers in some places decried "contraptions" intended to "take the bread and butter out of workmen's mouths."

But the 1889 ITU Convention

quickly amended its laws to govern operation of the "contraptions," and the prevailing attitude soon became that expressed by a later ITU president, James M. Lynch, in his *Epochal*

History of the International Typographical Union:

"Typesetting machines, it was shown, could be profitably operated only by intelligent and skilled workmen. Such men were to be found in the union ranks."

The prevalence of that philosophy was still evident 50 years later in the reaction of the printers and their union to the first breakers of the new technological wave—the Teletypesetter, and, later, photocomposition. The nature of the buttons and the machinery behind them might change, but a print-

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Sealing it with a shake

New TNG Region 2 Vice President Faye McCracken of Memphis is congratulated by International Chairperson Harry S. Culver after he led her in TNG oath of office at the opening of the International Executive Board's winter meeting Jan. 23. McCracken was as-

signed to the IEB's Collective Bargaining and Human Rights Committees. Region 4 Vice President Floyd Tucker of San Francisco-Oakland was named chairperson of the Human Rights Committee, the position vacated by Warren E. Howard of Washington-Baltimore.

McCracken certified; Howard appeals

Washington—TNG's International Election & Referendum Committee Jan. 17 certified Faye McCracken of Memphis as winner of the special, rerun election for TNG vice president from Region 2, the U.S. South.

She took office and was sworn in at the outset of the International Executive Board's winter meeting here Jan. 23-26.

The IERC certified a vote of

1,259 for McCracken and 956 for three-term incumbent Warren E. Howard of Washington-Baltimore [IERC vote tabulation, Page 6].

The result was certified after the IERC rejected challenges to the outcome from Howard, who charged that no member should have been eligible to vote in the Puerto Rico Guild, where McCracken received a landslide

plurality, and that TNG improperly failed to provide him a mailing list of Puerto Rico members.

Howard then appealed to the IEB at its winter meeting to overturn the IERC's certification of

the result or to call a special TNG Convention "within the next four months" to hear his appeal from the IERC's actions. (TNG's next regular conven-

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more amendments will be submitted" on the Senate floor, it noted.

Opponents also were preparing a filibuster against the bill. Sen. John Tower (R-Texas) told a group of small businessmen that "if the filibuster is dead, we're dead. The bill will be passed and signed by the President."

"Senators who are buried under an avalanche of mail opposing the bill will not find it easy to vote for cloture," the board said, pointing out that 60 votes are needed.

"Labor is mounting a counter-

(Continued on Page 2)

Washington—U.S. labor law reform legislation is in "serious danger" in the Senate, TNG's International Executive Board warned during its winter meeting here Jan. 23-26.

"Right-wing forces have unleashed an unprecedented barrage of mail" that is running as much as 20-to-1 ahead of mail favoring the bill, the IEB said.

The fullest possible participation by all U.S. Guild locals in the AFL-CIO's pro-S.1883 postcard campaign is urgent to try to head off failure of the bill. It offers "the best chance in decades of improving the Guild's organizing climate," the IEB said.

The bill would cut delays in union-representation elections and initial contract bargaining and make penalties more stringent for unfair-labor-practices most often committed by employers seeking to thwart organizing and initial bargaining.

While the full Senate is expected to take up the bill no earlier than mid-March, weakening amendments already have been written into it by the Labor Subcommittee, which cleared the measure Jan. 20, the IEB noted. It cleared the full Labor Committee five days later, 13-2, with a few more changes.

The subcommittee amendments, originated by its chairman, Harrison A. Williams of New Jersey, with one exception do not sap the bill "appreciably more" than it was weakened in the House, the board said.

But, "there is every indication

Chamber's poll shows public . . . ?

Washington—When the U.S. Chamber of Commerce released a poll it said showed widespread public opposition to the Labor Law Reform Bill, it failed to mention at least two findings:

By 48 percent to 45, respondents said they favored "a law that would make it easier . . . to organize" small businesses.

By 45 percent to 41, they also said that employers now "frequently" violate labor laws.

Instead, the Chamber emphasized that 51 percent thought unions "too powerful" and that 40 percent said present labor laws shouldn't be changed.

Cop, court exposé wins Broun

Washington—Fredric N. Tulsy and David Phelps have won TNG's 1977 Heywood Broun Award for a series of articles in the Jackson (Miss.) Clarion-Ledger exposing police brutality and maladministration of justice by the city's police-court system.

Announcement of the pair's winning the 37th Annual Broun Award—which includes a check for \$1,000 to the winners and a citation to the Clarion-Ledger—was made Jan. 23 at the opening of the winter meeting of TNG's International Executive Board here.

Phelps and Tulsy's entry was

selected from among 135 in the contest.

The judges said the award went to the pair in recognition of their "resourcefulness and determination in providing a hear-

ing for those who had no means of redress through the existing court and police system."

"By the weight and quality of their work, they brought about

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S.F. suburban up \$76

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Virginians vote 'yes' . . . again

Page 3

\$477 top is won at CBC

Page 3

Membership: 3 records in 3 months

Washington—Guild membership hit successive records in September, October and November, according to the secretary-treasurer's office.

Active, dues-paying membership stood at 33,173 on Sept. 1, 33,194 on Oct. 1 and 33,258 on Nov. 1, the latter up 231 from the previous record, on Aug. 1, 1972, according to tabulation of per-capita returns to TNG.

Off your apathy, IEB urges on labor law reform

(Continued from Page 1)
offensive—a campaign of postcards and telephone calls to assure senators that their constituents don't really feel the way the National Assn. of Manufacturers and the National Right-to-Work Committee would have them think they do," the IEB said.

Every U.S. Guild local should distribute cards received from TNG earlier to all members and their families and friends and "see that they get mailed, either di-

rectly to the senators or to the AFL-CIO for transmission."

Local officers and members also should telephone senators' area offices in support of the bill—without weakening amendments, the IEB said.

Senators also should be visited when they return home for their February recess, the board said.

"No Guild local can afford to stand by and let George do it. . . . There can be no excuse for apathy. . . . Too much is at

stake," the IEB said.

Suiting actions to words, IEB members telephoned and visited senators from their states during breaks in board proceedings.

At the suggestion of TNG President Charles A. Perlik, Jr., they also were dividing U.S. locals among them and were to contact labor-law-reform chairpersons in locals that have them and presidents in those that do not after the board meeting to impress upon them the urgency

of mail, phone calls and visits.

Winter meetings of District Councils also are to be urged to help mobilize the campaign.

TNG Research & Information Director David J. Eisen reported that several locals have launched vigorous postcard campaigns.

St. Louis and Philadelphia each have ordered 1,500 additional cards and the Portland Guild, 150 more.

Boston has made a mailing to all its members and the nation-

wide Wire Service Guild is including postcards with mailings to members and leaders.

The Machinists' union, meanwhile, reported that on Jan. 25 it delivered more than 450,000 pieces of mail from its members to their senators. It expects to make at least one more delivery before the bill goes to the floor.

The AFL-CIO Labor Law Reform Task Force reported that more than 200 U.S. papers have now supported the bill editorially.

IEB confirms Lowe for merger unit

Washington—TNG's International Executive Board Jan. 23 confirmed appointment of Regional Vice President John M. Lowe of the Southern Ontario (Toronto) Guild as the 14th member of TNG's Special Merger Committee.

At the same time, the IEB rejected a request from the Southern District Council to add a Region 2 member to the committee, charged with negotiating merger terms with the International Typographical Union.

Lowe's appointment became an issue when TNG President Charles A. Perlik, Jr. named him to the panel in October, a week after the IEB at its fall meeting had agreed with Perlik that a second Canadian should not be appointed.

Canadian local leaders earlier had asked Perlik to name another Canadian in addition to Canadian Director William McLeman. They asked that the second member be directly from the locals' ranks.

Perlik noted the "concern and some annoyance" his appointment of Lowe had created, but said his reasons for doing so were "ample and justified."

He said he regretted making the appointment so quickly after the IEB's Fall meeting, but said it was necessary to give Lowe time to make arrangements to attend committee meetings.

Lowe has attended as an observer pending IEB confirmation of his status.

The Honolulu Convention last summer gave TNG's president authority to name committee members with IEB concurrence.

Some IEB members who had supported Perlik's refusal to appoint another Canadian at last fall's meeting said they were caught by surprise by Lowe's appointment.

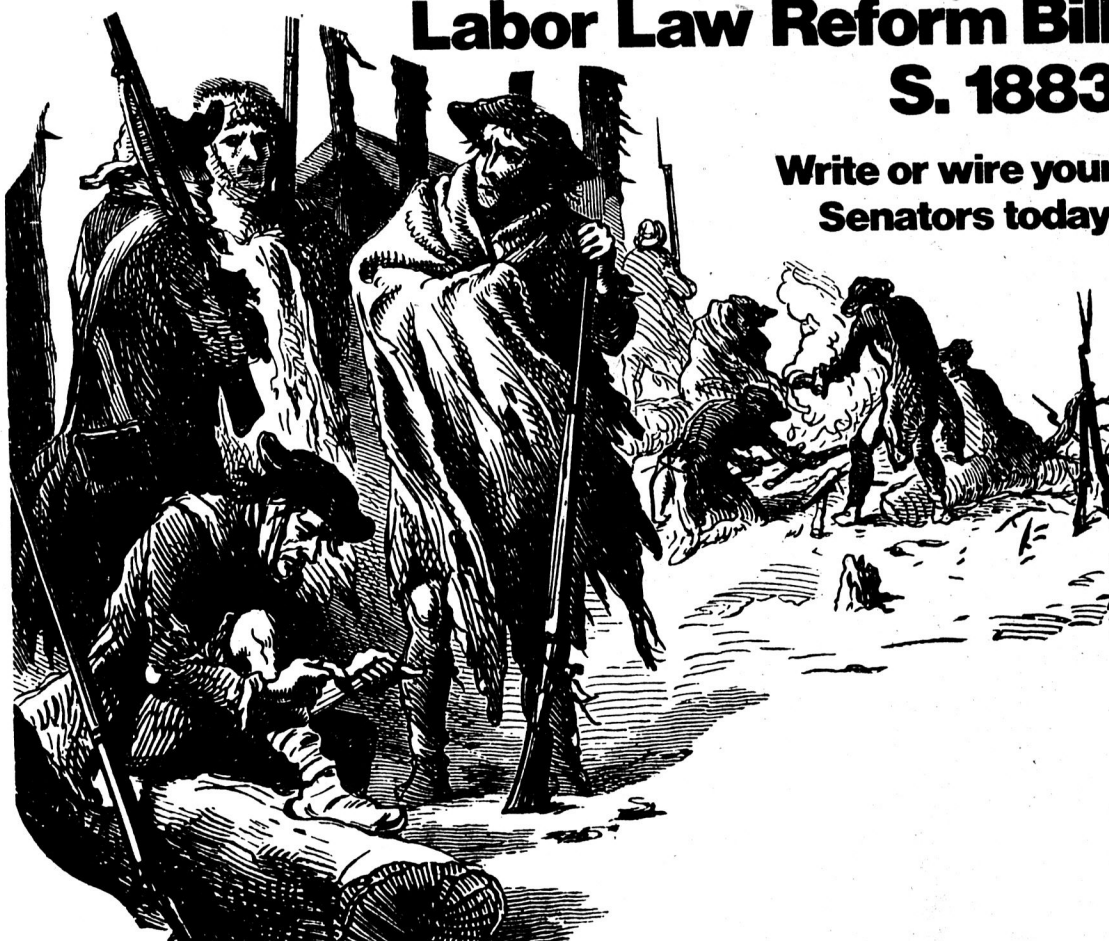
Perlik said that everybody has the right to change his mind, including presidents.

Vice President Louis M. Calvert of San Jose agreed and said he could not vote against Lowe. But, he added, he objected to the way the appointment was made.

Vice President Floyd Tucker of San Francisco-Oakland added that the credibility of the IEB with Guild members was at stake, noting that he had defended the initial IEB vote to the Western District Council only two days before Perlik announced Lowe's appointment.

Vice President David M. Mulcahy of New York, one of the first to voice opposition to the

**Now in the winter of our discontent,
we want passage of the
Labor Law Reform Bill
S. 1883**



**Write or wire your
Senators today.**

SEASONAL MESSAGE FROM AFL-CIO LABOR-LAW-REFORM TASK FORCE

Cards and letters addressed simply to your senators, c/o U.S. Senate, Washington, D.C. 20510 will get the message delivered, it said.

appointment, said he still felt that expansion of the committee would open the way to more requests for "regional" representation. He stressed, however, that the New York local would not ask for a second member.

On a rollcall vote demanded by Mulcahy, Perlik's motion to confirm Lowe's appointment passed, 14 to 1 with one abstention.

Voting in favor were Elwood B. (Woody) Bigelow of Portland, Calvert, Secretary-Treasurer Robert M. Crocker, International Chairperson Harry S. Culver of Wire Service, Robert C. Holt, Jr. of St. Louis, Lowe, Faye McCracken of Memphis, Perlik, Richard V. Sabatini of Philadelphia, Dorothy M. Sain of Cleveland, Roger L. Stonebanks of Victoria, Tucker, Diane M. Woodstock of Madison, and Carla W. Beck of Great Falls.

Voting against was Mulcahy. Betsy Wade of New York abstained.

Perlik then moved to receive and note a letter from Porter Binks of Chattanooga, president of the Southern District Council, asking that Perlik and the IEB review the committee's makeup "with a view toward adding someone from Region 2."

Binks said that a merged union would have "a lot more" Southern locals than the Guild has

now and noted that one of the ITU merger committee's members is from Atlanta.

"Frankly, I also think that the addition of a Canadian member to the committee invited such a resolution from the only area not specifically represented," Binks wrote.

Perlik said the Binks letter was the opening of a Pandora's Box—and that TNG counsel held that the constitutional provision approved by the convention places the initiative for committee expansion in the president's hands.

Tucker said Perlik's motion wasn't responsive to the letter and introduced a substitute, seconded by McCracken, to recommend to Perlik that someone from the Southern Region be added to the merger committee.

Woodstock moved to table Tucker's motion.

This failed on a 10-to-6 rollcall.

In favor were Crocker, Culver, Holt, Perlik, Sain and Woodstock. Opposed were Beck, Bigelow, Calvert, Lowe, McCracken, Mulcahy, Sabatini, Stonebanks, Tucker and Wade.

After more discussion of Tucker's motion, Sabatini moved to table it again.

This failed on an 8-to-8 tie.

In favor were Bigelow, Crocker,

er, Culver, Holt, Perlik, Sabatini, Sain and Woodstock.

Opposed were Beck, Calvert, Lowe, McCracken, Mulcahy, Stonebanks, Tucker and Wade.

Mulcahy said he supported Tucker's motion because the board already had extended the committee membership in the Lowe case.

Perlik, speaking against the motion, said it would shift the committee structure to a representative one, in which case he would have to examine the fairness of the representation. It would at least be unfair to New York, he said.

Others said regional representation was not needed on the merger committee since all its members are concerned for the welfare of the entire Guild.

Crocker noted that Culver of Oklahoma City, Perlik and Field Operations Director J. William Blatz, both of Falls Church, Va., and himself, of Silver Spring, Md., all lived in Region 2.

The Tucker motion failed on an 11-to-5 rollcall.

In favor were Lowe, McCracken, Mulcahy, Stonebanks and Tucker.

Against were Beck, Bigelow, Calvert, Crocker, Culver, Holt, Perlik, Sabatini, Sain, Wade and Woodstock.

COPE slates conferences in 10 areas

Washington — Warning that both the "new right" and corporate political action committees are already well along in their preparations for 1978's off-year Congressional elections, AFL-CIO's COPE has invited all union members to ten day-long conferences it is holding across the country.

Discussions will cover election law changes and plans for register-and-vote drives as well as tactics of new right-wing groups.

Following is the schedule of conferences and the states they are intended to cover:

Atlanta, Feb. 4—Alabama, Florida, Georgia, Kentucky, North and South Carolina, Tennessee.
Houston, March 3—Arkansas, Louisiana, Mississippi, Oklahoma, Texas.
Philadelphia, March 11—Delaware, Maryland-D.C., Pennsylvania, Virginia, West Virginia.
New York, March 18—New Jersey, New York.
Boston, March 22 — Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont.
Minneapolis, March 31—Iowa, Minnesota, Nebraska, North Dakota, South Dakota, Wisconsin.
Chicago, April 4—Illinois, Indiana, Michigan, Missouri, Ohio.
Portland, Ore., April 12—Alaska, Hawaii, Idaho, Oregon, Washington.
San Francisco, April 15—Arizona, California, Nevada.
Denver, April 19—Colorado, Kansas, Montana, New Mexico, Utah, Wyoming.

COPE noted that there now are more than 450 corporate political action committees. Among them: 134 of Fortune magazine's top 500, 19 of the nation's 50 largest banks, five of the largest insurance firms, 12 of the 50 leading diversified financial firms, 14 of the top 50 retailers, 15 of the top 50 transportation companies and 15 of the top utilities.

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

CARPETS

Contender
Gullistan
Merryweather
Tastemaker

TABLE LINEN

Sintex

BLANKETS

Forstmann
Utica

HOSIERY

Finesse
Hip-Lets
Splint

TOWELS

Fine Arts
Utica
Tastemaker

Humphrey on S.1883 'assignment'

One of the last statements on a public issue by Minnesota U.S. Sen. Hubert H. Humphrey before his Jan. 13 death was to urge Senate passage of the Labor Law Reform Bill (S. 1883).

Addressing the question "why, at this particular stage in my career did I volunteer for still another assignment?" Humphrey said he became chairman of the Americans for Justice on the Job citizens' committee because the bill would be "good for the country and . . . labor-management relations."

"It has become apparent, to me and to other observers, that our basic labor law is in serious need of improvement. Not drastic change, but modifications so that it will work more smoothly, more quickly, more equitably" he said.

People are "not getting either the benefits or the protection" the present law was intended to provide, he said, adding that while it is hard to believe that virulently anti-union practices still exist, "make no mistake about it, they do."

He put it a little more strongly when, as a first-term senator he addressed the 1950 Guild Convention:

"If it is radical to believe in free collective bargaining, if it is un-American, and socialistic and radical to believe in the right of the working people to organize, then I stand convicted."

"If it is radical, un-American and socialistic to believe every person, regardless of race, color or creed, native origin or religion, should have an equal right to the fruits of democracy, then I stand convicted."

In his December statement for S. 1883, Humphrey urged all who "feel we need fair play and an effective labor law . . . fair to workers and responsible businesses alike" to write to their senators to ask them to vote for the bill.

"If you write, a lot of people, including myself, will be deeply grateful," he concluded.

Circulation boycott pressed in month-old Pontiac strike

Pontiac, Mich.—The two-union strike against the Oakland Press ended its fourth week with no new talks scheduled between management and the Detroit Guild and the Pressmen's Union. But a boycott campaign—which started before the strike—is picking up speed, Willard Hatch, the Guild's administrative officer, said.

About 20,000 subscribers have cancelled, he said. The Press had a paid circulation of 73,000 when the boycott started.

The two unions struck the Capital Cities chain's paper after their contracts had been expired for 18 months.

Teamster Union drivers who have been crossing the picket lines will be brought up on charges within their union, Hatch reported.

Printers represented by the Typographical Union also are cross-



Former member's last message

"There's nothing we can't do if we make our minds up," Minnesota's late U.S. Sen. Hubert H. Humphrey told the 1976 TNG-GAIU Joint Legislative-Political Conference. An at-large Guild member in 1969 and 1970 while writing a syndicated column after losing the 1968 election for the U.S. Presidency, Humphrey also had addressed Guild conventions twice in his 30 years of national political life—in 1950 during his first term in the Senate and in 1966 while serving as Vice President. He was a member of the American Federation of Teachers at the time of his death, Jan. 13.

Key-job tops go up \$66 in Portland

Portland, Maine—Key classifications are raised \$66 a week and some gender-related wage disparities are wiped out in a three-year Portland Guild settlement with the Press Herald, Evening

Express and Maine Sunday Telegram.

The increases mean a top minimum of \$347 a week for reporters, photographers, display salespersons and city district managers.

Their minimum is raised in six increments of \$11 each retroactive to May 30, 1976, Nov. 28, 1976, May 29, 1977, Nov. 27, 1977, and on June 4 and Dec. 3, 1979.

A disparity between women's page editor and writers and reporters is eliminated with the increases dating from May 29, 1977. The same is true of the elimination of the gap between family section and sports editors.

The upgradings are the result of a U.S. District Court consent judgment reflecting a settlement between the publisher and the U.S. Labor Dept. of an equal-pay complaint by the Guild. The department sued the paper on its own in 1976.

Remaining wage disparities involve society reporters—who get a \$49.08 raise in their top minimum, to \$258.08—and cleaning persons, whose flat rate goes up \$30.30, to \$159.30, in contrast to janitors and building utility persons, whose top rises \$36.18, to \$190.18. The Guild's equal-pay complaint sought to eliminate the society reporters' and cleaning persons' disparity along with the others, but they were not mentioned in the judgment.

Another upgrading in the contract settlement is for advertising makeup persons, who were added to the key group and receive a \$112 increase over the contract's term.

Classified outside salespersons

CBC settlement gets \$477 top

Toronto—Journalists in key classifications at the Canadian Broadcasting Corp. receive a \$33.28 raise, to \$477, as a result of a one-year Canadian Wire Service Guild contract settlement.

They are national affairs reporters and assignment editors and reporter specialists.

National, newsmagazine and parliamentary reporters get a \$31.86 increase in their top minimum, to \$456.68.

Senior writers and newsmagazine editors go up \$30 at the top, to \$430.04.

National writers, production editors and reporter-editors go up \$30.27, to \$398.01, at the top.

Editorial assistants get a \$17.45 increase in their top minimum, to \$250.17, and copy clerks at the top go up \$12.56, to \$180.07.

The increases are retroactive to Jan. 1, 1977.

A new provision declares that every effort will be made to arrange schedules so employees will have no more than two different starting times per week.

A fourth week of vacation is provided after 10 years, instead of 12, with five weeks after 22 years of service, instead of 25.

The mileage rate goes up four cents, to 20 cents a mile or 12.5 cents per kilometer.

Paid-up life insurance will be provided at no cost to employees at the "normal" retirement age.

For group life insurance purposes, common-law relationships will be recognized after a year of cohabitation. Single parents also will qualify for the insurance.

An employee recovering from a disability—but unable to perform his or her former job—will be guaranteed employment compatible with training, skill and experience.

Such an employee won't be required to accept any job that doesn't reflect those factors, nor any job not suitable to the employee's physical or mental condition.

Guild wins in Virginia and Memphis

Newport News, Va.—Editorial employees of the Daily Press and Times-Herald voted 77 to 34 for bargaining representation by the Guild in an election supervised by the National Labor Relations Board Jan. 17.

It was the second time a majority had voted for the Guild in 3½ months.

On Sept. 28 members of the Peninsula Independent Editorial Assn. voted to affiliate with the Guild by 64 to 11 [Guild Reporter, Oct. 14].

Management of the locally owned papers, however, refused to recognize the Guild as successor to the 20-year-old association and the Guild petitioned for the NLRB election. There are 114 persons in the group.

Meanwhile, in Memphis, news and production employees of television station WREG voted 24 to 21 to retain the Memphis Guild as their bargaining agent. Two ballots in the Jan. 16 and 17 voting were challenged.

The Memphis Guild has been seeking a first contract for the group at the New York Times Co.-owned station since it was voted in by 29 to 10 on Oct. 10, 1975.

ITU out in Dubuque

Dubuque, Iowa—Editorial department employees of the Dubuque Telegraph-Herald voted 28 to 6 Dec. 6 to decertify the Typographical Union local here as their bargaining agent. They had voted for the union by 21 to 19 on Oct. 29, 1976.

Canada's price elevator

The table below records the ascent of Canada's Consumer Price Index over a 24-month period following a 1.1-point rise in the index in December to 167.2, up 14.5 points from December, 1976. The first column lists the index for each of the last 12 months, the second the percentage increase over the same month of the preceding year, and the third, the percentage increases over December, 1975.

	Index*	Percentage over	
		Same month prior year	December 1975†
January, 1977	154.0	6.1	6.7
February	155.4	6.7	7.7
March	157.0	7.4	8.8
April	157.9	7.6	9.4
May	159.2	7.6	10.3
June	160.3	7.8	11.1
July	161.8	8.4	12.1
August	162.5	8.3	12.6
September	163.4	8.4	13.2
October	165.0	8.8	14.3
November	166.1	9.1	15.1
December	167.2	9.5	15.9

*1971 = 100

†Index = 144.3

Corrections

Identification of members of the TNG-ITU joint merger subcommittee on bargaining in a three-column photo on Page 2 of the Jan. 13 Guild Reporter was in reverse order, thanks to the negative being flopped along the way to the press, and the name

of Leon Olson, president of the Bay Area Typographical Union, was omitted from the cutlines.

In the lines for a four-column photo on Page 6, the identifications of TNG's J. William Blatz and Wire Service Guild counsel Sid Rietman were reversed.

Automation—a union at the crossroads

(Continued from Page 1)

er was still a printer.

On the surface, as a matter of fact, the change represented by photocomposition and the Teletypesetter appeared nowhere near so radical as that wrought by the Linotype. But it was soon apparent that they represented only the first rumblings of a technological eruption and that printers were going to have to depend, as always, upon their union to meet it.

The ITU's 1955 Convention thus authorized the establishment of a union training center "for instructing our members in the skills required for these new processes"—including new processes beginning to find their way into the mailroom.

The training center was opened the following year at the union's old headquarters in Indianapolis, and six years later, when headquarters was moved to Colorado Springs, the training center was moved into a new million-dollar building containing another million dollars worth of printing equipment.

The idea was, primarily, to ground ITU members in the new printing methods, and secondarily—distinctly secondarily—to familiarize local officers and scale-committee members with the new processes for bargaining purposes.

Tuition for the courses, most lasting three weeks, was free, with costs being borne, significantly, by the union defense fund; the ITU regarded its effort to cope with automation from the start as a defense of the union's basic position in the industry.

The idea of the training center, of course, was not to train the entire ITU membership at first hand, but to teach teachers. In the course of the next two decades, more than 6,000 members passed through the center and went back to their locals to pass on the skills they had learned.

Local counterparts of the training center were set up in more than 100 cities, most of them staffed by ITU Center graduates. By the mid-1960s the ITU estimated that for every student trained at the center, 16 had been taught at the local level.

WHILE PRINTERS had no trouble mastering the new techniques, the first signs of a problem that was to take on larger proportions later soon began to surface.

Phototypesetting was no problem; in some cases, it represented a greater challenge than operation of the old typesetting machines. But the Teletypesetter was another story.

Harry Kelber and Carl Schlesinger, in their sympathetic study, *Union*

NOW, ABOUT THE ITU . . . (3)

Printers and Controlled Automation, noted that the New York Typographical Union had great difficulty building up a corps of trained TTS operators among journeymen printers. Ninety-one dropped out of a training program at the Times over a three-year period from 1961 to 1964.

"The large number of dropouts can be explained partially by the fact that many of the trainees found TTS operation both boring and restrictive," the authors wrote. "Setting straight matter on a TTS keyboard seemed too much like the work of an office typist, whose status the printers regarded as distinctly inferior to their own."

Indeed, it was a reaction that em-

While the Teletypesetter could be operated at faster speed than the Linotype machine, it was hobbled like the Linotype, by the necessity of hyphenating and justifying copy—processes for which, until 1962, nothing could replace the human operator.

The computer changed all that. Gobbling up "idiot tape" punched on a Teletypesetter as fast as an operator's fingers could fly, it spewed it out hyphenated and justified at rates like 750 lines a minute, ready to be fed into either a typesetting machine or a phototypesetter.

It could—and did—handle classified ads as well as editorial copy, opening up a whole new realm of

gunning. Starting with 1962, the number of ITU journeymen started a slow but steady decline that continued, with only a year's interruption, through the 1960s. By the end of the decade, journeyman membership had sunk from the all-time high of 94,523 in 1961 to 91,848.

The number of apprentices had peaked even earlier—in 1958, at 6,808. There the pattern was less regular, with gains still to be recorded in several years of the '60s, but by 1969, the total was clearly down—to 5,954—and still descending.

Nevertheless, Kelber and Schlesinger, surveying the New York scene as late as 1967, could still write that, in New York, at least:

"The union could . . . show that, in contrast to what had taken place in other industries affected by automation, job displacement among . . . printers was virtually nil."

And then came VDTs.

THEY LOOKED LIKE early-vintage television screens attached to hyped-up keyboards, but they gave publishers what they had been looking for—the ability to "capture the original keystroke" and carry it to the printed page.

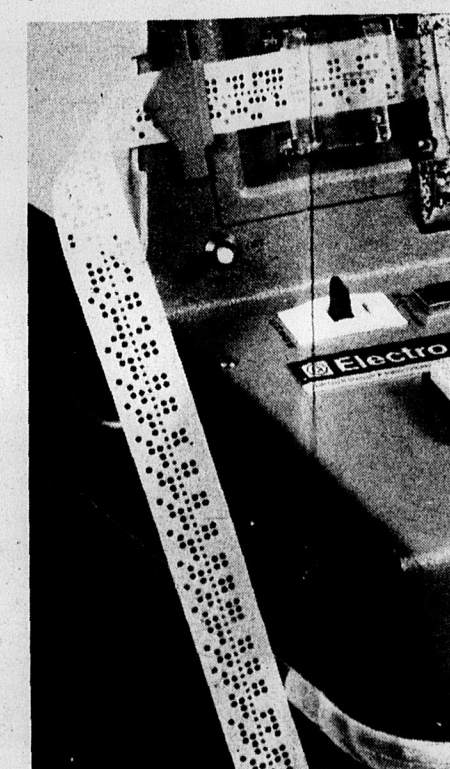
Hooked to a computer, they made it possible to convey a story from the reporter's fingers or a classified ad from the ad taker's to at least the hot-metal or cold-type stage. There was no longer, in between, any room for the printer.

The VDT quickly took center stage from the optical scanner, which had bowed in earlier with the same purpose but had been making only slow headway. Inherent limitations soon left the scanner far behind, in an auxiliary role.

Figures compiled by the American Newspaper Publishers Assn.'s Research Institute tell the story. They show VDTs multiplying like rabbits from 1971, when they first began appearing in substantial numbers in U.S. and Canadian newspaper plants, to 1976.

In 1971, there were 155. By 1976, there were 7,038, and the flood continues unabated.

With the arrival of VDTs and the vast savings in manpower they made possible, publishers dug in their heels.



TELETYPESSETTER TAPE Helped kick off today's technological explosion

They insisted intransigently on reductions in the composing-room force and, in most cases, were unwilling to wait for the gentle process of attrition to accomplish it. Many of them made it clear that they were prepared to take strikes if necessary to get it.

The ITU—like other unions in the new age of automation—was suddenly vulnerable. The very machinery that gave rise to the crisis made it possible in many cases for management to operate during a strike in a manner never before possible. Lack of unity between the unions frequently aggravated the situation, and jurisdictional disputes spawned by the new equipment, while not usually bitter, didn't do much to improve that unity.

In shop after shop, the ITU was forced to accept a substantial reduction in jobs. It struck the best bargain it could, winning early retirement incentives, resignation bonuses and lifetime job assurances for the printer who remained. It fought hard on the perimeters of its jurisdiction for as much work as it could get on the VDTs and other new equipment.

Even in New York, where the union battle to assure printers the same consideration as profits delayed the debut of computers for a decade, Automation Day finally arrived in 1974. A landmark contract allowing full automation provided some of the most favorable conditions for it in any ITU agreement—lifetime job guarantees for both regular printers and substitutes and six-month paid productivity sabbaticals. But it also contained what was becoming a common device to accelerate the contraction of the work force—early retirement bonuses.

BY THIS TIME, ITU membership had hit the steep portion of the decline. The journeyman total fell to 77,960 in 1974, a drop of more than 4,000 in one year and almost 17,000 off the record peak of 1961. The decline has accelerated even further since—to 72,251 in 1975 and 65,963 in 1976, the latter the largest annual loss ever.

Apprentices, meanwhile were fading even more rapidly. By 1974, their number had declined to 3,327, and by 1976 to 1,857, less than a third of the all-time high of 6,808 recorded in 1958. With journeymen's jobs disappearing, there was scant room for new apprentices. (Total ITU membership, including retirees, stood at 100,449 at the end of 1976.)

And the end is not yet in sight. VDTs continue to proliferate, and, despite false starts, pagination, the last step in the automation chain, lies menacingly on the horizon, threatening to knock out one of the printers' principal remaining jobs—page pasteup.

Printers' main occupation in a composing room stripped of Linotype operators has become the pasting up of pages and ads. Pagination—composition of the page by VDT—would make much of this work, too, obsolete.

Some printers have taken heart from the difficulty developers have had in extracting the bugs from pagination system—the production of a full newspaper page by VDT and photo composition. One group of publishers, the Newspaper Systems

Correction

The year in which mailers voted by a narrow margin to withdraw from the International Typographical Union only to reverse themselves three months later was erroneously given in the Jan. 13 Guild Reporter article on the ITU as 1978. The correct year was 1938.



ITU MEMBERS STUDY NEW SKILLS AT ITU TRAINING CENTER
'Hands-on' training in preparation of negatives for color press work

Development Group, involving eight major newspapers and chains, gave up entirely, in fact, after plowing millions of dollars into the effort. The expense of storage, principally of half-tones, appears to be the principal problem, but experts have little doubt that this and other problems will be solved.

"It's only a matter of time," said one knowledgeable ITU official.

FOR MAILERS, TOO, the alarm signals are up. Mailers by and large managed to escape job losses in the first great wave of mailroom automation, involving stacking, tying and loading, because work lost to the machines was replaced by a rapid grow of insertion jobs as the number of newspaper inserts multiplied everywhere.

But now an automated machine that does the inserting without human intervention has made its appearance—not yet in the United States but in Germany, and ITU Mailer officials are concerned that the next great job crunch may come in the mailroom. That threat is one of the underlying factors spurring the current moves by the International Mailers Union toward reuniting with the ITU. The ITU has 6,500 mailers; the IMU, 3,500.

IT WAS AGAINST this background of a diminishing printer membership that the ITU in 1973 reasserted its jurisdiction over other printing-trades jobs, including those in traditional Guild jurisdiction, and instituted a new category of "associate membership" to spur organizing efforts among those who held them.

It was a step the ITU was, in a sense, almost pushed into. Finding that "the original keystroke" was being captured, say, in the classified-advertising department, it was only logical for the union to follow its work, as it saw it, into that department and seek to organize the employees there.

"Associate membership" was a category set up to bypass obligatory dues payments to the union's fraternal pension fund, which it was anticipated would have made organizing efforts more difficult. The fraternal pension plan was later discontinued, ending associate membership as a category distinct from any other.

The new program achieved a limited success but not enough to offset automation losses, bringing in some 4,000 associate members by Jan. 1, 1976. But the bulk were printers, mailers and other produc-

tion employees; only about 1,000 were in departments traditionally represented by the Guild.

Most of those thousand were organized in the first bloom of the campaign, on newspapers where the ITU already represented the composing room or the mailroom and where there was no Guild unit. During the past two years it has come to almost a dead halt; in 1977, the ITU won just two elections in Guild departments, lost five and was certified in two groups without an election.

But the associate membership program was symptomatic of the change in the ITU's thinking; few in the union were so optimistic as to consider it a solution to its problems.

Automation had placed the ITU at the crossroads of its century-and-a-quarter history as a union, and its turn toward organizing along industrial lines was an arrow pointed in the direction it would travel.

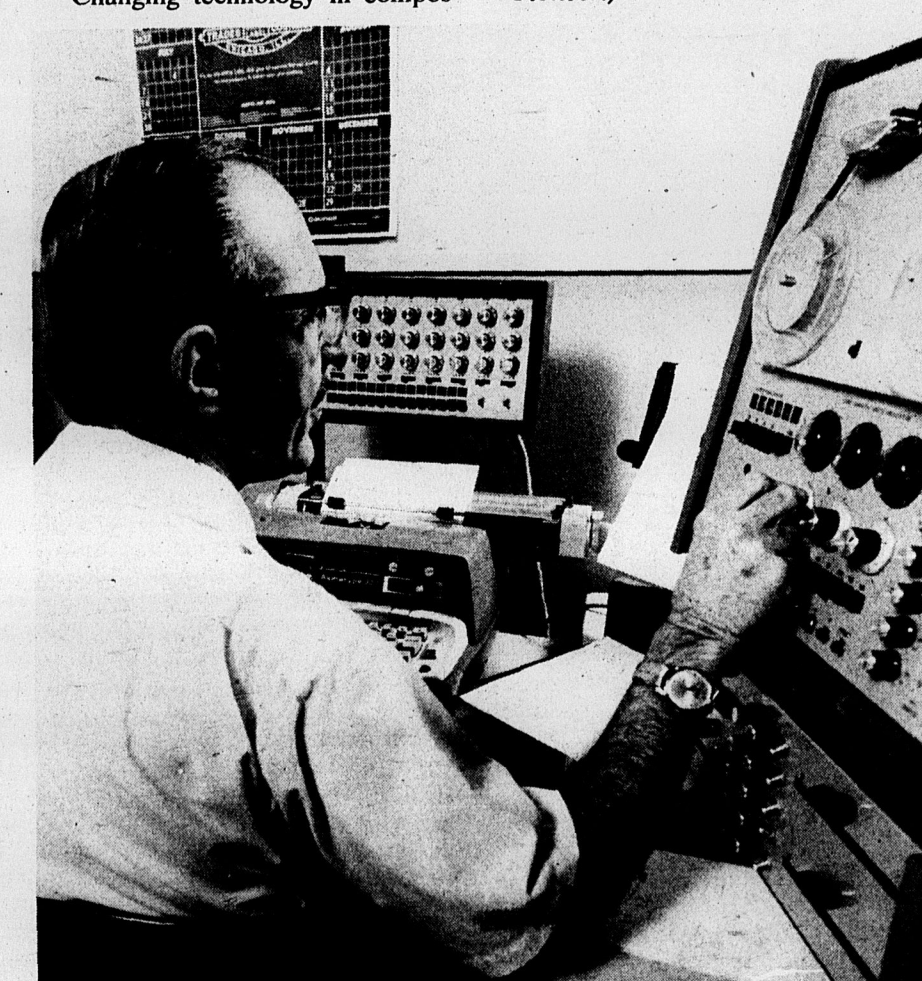
Allan J. Heritage, the ITU's third vice president, summed it all up, problem and solution, in a recent report to the membership.

"Changing technology in compos-

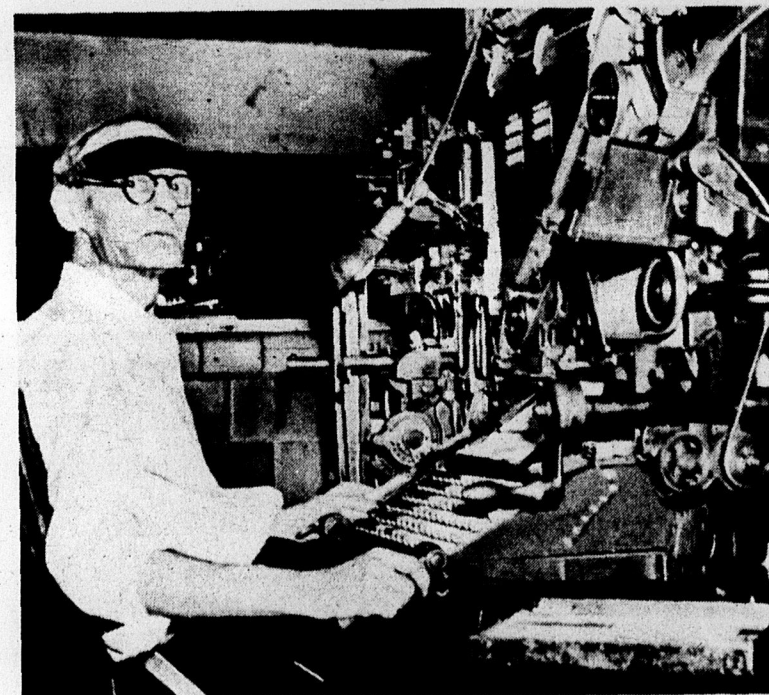
ing rooms and in mailing rooms has diminished our strength at the bargaining table," he said. "Work previously done by our members, in some cases, is no longer available. Other workers, not members of our union, are competing to perform what work is still necessary where the changing technology has blurred traditional work-assignment boundaries. Never before have we been confronted with the multiple problems and challenges that face our union today."

"In the face of all this I am optimistic—if we reject our frustrations, our negative thinking and are willing to change our thinking to meet the changes taking place in the industry. If we move out of our historical craft-union structure and into the industrial concept in the field of organization, and at the same time continue to foster alliances with other unions in our industry, we can effect a closer alignment among all graphic and communications unions and speed the day when we may have one big union."

(Next: The ITU—Social Security Pioneer.)



ITU CENTER TRAINEE LEARNING A PHOTOCOMPOSITION SYSTEM
'Alphatype' system employs magnetic, rather than paper, tape



LINOTYPE AND OPERATOR
ITU's first confrontation with automation

McCracken is certified; Howard appeals

(Continued from Page 1)

tion is scheduled for June 26-30, just about five months after the IEB's winter meeting.)

Pointing out that under TNG's Constitution the only appeal from an IERC decision in an election is to a convention, the IEB on the final day of its meeting said it is "absolutely clear" it does not have authority to review the IERC's certification of the rerun election result.

Noting what it termed a lack of "specific information" in Howard's alternative request, the IEB also voted to ask him to present it with more "specific factual detail" of the IERC's alleged improprieties" so it would be better equipped to decide whether to take the unprecedented step of calling a special convention. Until then, the IEB said, it will keep the request "under advisement."

The IERC had ordered the rerun election when it said it was unable to certify a winner in regular, biennial balloting in September because, while McCracken appeared to have a two-vote margin, the IERC was unable to reconcile ballot-total discrepancies involving two votes each in the Washington-Baltimore and Puerto Rico locals.

In that election there were two more votes cast in Puerto Rico than there were signatures of members on the voter eligibility list. The same was true in the Washington - Baltimore Guild's Washington Post Unit.

Howard challenged Puerto Rico's votes in the first election, too.

The IERC said it checked each of Howard's points questioning the voting eligibility of the Puerto Rico Guild's members in the rerun election and found "nothing that would warrant throwing out the Puerto Rico vote."

Howard alleged that TNG goodstanding reports showed that Puerto Rico had not paid per capita to TNG for several months and hence none of its members were eligible. (TNG's Constitution and election rules provide that per capita be paid

Official IERC Region 2 tabulation

Following is the International Election & Referendum Committee's tabulation of the results in new election for TNG vice president from Region 2 (U.S. South) held Jan. 2-7. The tabulation was made by the IERC at its Jan. 17 meeting.

Local ¹	Eligible voters	Ballots cast	Howard	McCracken
Chattanooga	45	35	20	15
Knoxville	43	39	3	35
Memphis	438	314	124	182
Puerto Rico	1,052	727	46	598
San Antonio	113	49	45	4
Washington-Baltimore	1,900	1,069	688	346
Wire Service	342	110	30	76
TNG at large	3	3	0	3
Totals	3,936	2,346	956	1,259

¹ No eligible voters in Greensboro, Hampton Roads, Lexington and Peninsula Guilds.

for at least one of three named months to establish members' voting eligibility.)

He also charged that Puerto Rico failed to send with its payments report forms required under TNG's Constitution and questioned how TNG had "any effective way" of knowing who was eligible in Puerto Rico.

TNG Secretary-Treasurer Robert M. Crocker, however, produced report forms from the local showing that per capita had been paid for Puerto Rico members through September, one of the months required for eligibility in the special election, and listing by name the members on whose behalf they were made.

Howard also maintained that the IERC's own election rules required that the voting in Puerto Rico be conducted under the IERC's "direct supervision."

"We are satisfied that the TNG Constitution and our own election rules do not require a physical presence at the polling place—only an overall supervision. And we note that this special election was conducted in a manner consistent with all previous elections," the IERC said.

Howard also charged that he could not obtain an address list of Puerto Rico members from TNG, in violation of the U.S. Labor - Management Reporting and Disclosure (Landrum-Griffin) Act.

The IERC held that TNG provided Howard all the information available, but that the international doesn't have—and has not had—an address list from Puerto Rico despite repeated attempts to obtain one.

There was no discrimination between candidates because McCracken also could not have ob-

tained from TNG what didn't exist, the IERC added.

The IERC also pointed out that the Landrum-Griffin Act gives candidates the right to "inspect" membership lists, "not the right to possession" of such a list.

Both candidates were offered copies of the list at cost early in both campaigns, as is TNG's longstanding practice.

Howard lodged no protest with TNG over the absence of Puerto Rico addresses when he got a copy of the list late in December, nor did he try to obtain a list directly from Puerto Rico, the IERC added.

It was not his responsibility to do so because the law requires the union's "principal office" to maintain such lists, Howard responded.

Besides, he added, by that time it was too late.

Toward the end of the IERC's meeting, Howard made still another allegation—that TNG funds and facilities had been used to further McCracken's candidacy.

He, Dorothy Struzinski and Ray Dick from the Washington-

Baltimore Guild said they had found a quantity of McCracken campaign literature in a room on TNG premises during a break in the IERG proceedings.

The committee also rejected this challenge, citing lack of evidence of knowledge or involvement of TNG officers or staff members with the literature.

At Howard's request, the IERC impounded the leaflets along with the other election materials.

Howard did not mention the leaflets in his appeal to the IEB, which advanced three grounds for overturning the result certified by the IERC:

✓ The committee's rejection of his charge over absence of a Puerto Rico mailing list.

✓ Its "failing to conduct" the new election in Puerto Rico itself.

✓ Its having "refused" to inspect the ballots in the face of what Howard called "a wide discrepancy in the numbers of votes cast and ballots distributed in the Puerto Rico local and elsewhere," which, he charged, "once again opened the door for fraud."



'We deny the challenges ...'

International Election & Referendum Committee Chairperson Robert A. Steinke of St. Louis, standing right, addresses Warren E. Howard of Washington-Baltimore, seated left foreground, during committee consideration Jan. 17 of Howard's challenges to conduct of special, rerun election for TNG vice president from

Region 2. Challenges were dismissed and Faye McCracken of Memphis certified the winner over three-term incumbent Howard. Other IERC members at table, clockwise from left: Francis Fanucci of Harrisburg, Louise Walsh of Wire Service, Pat Scutto of New York and Jim McCarthy of Ottawa.

Local papers can try for Schick prize

Washington—April 1 is the deadline for entries into TNG's 1978 David S. Schick Memorial Awards contest for local publications.

Judging will be at the International Executive Board's spring meeting, April 24-28, and awards will be presented at TNG's Convention June 26-30 in Detroit.

Named as judges by the IEB were Vice Presidents Louis M. Calvert of San Jose and Richard V. Sabatini of Philadelphia and Research & Information Director David J. Eisen.

There are three categories—mimeograph and multilith, line-art and camera-ready.

Entries must be regular local publications issued at least four times during 1977. Three consecutive issues must be submitted.

Citations will be awarded to editors and locals. Editors also will receive prizes.

The contest is named for a former administrative officer of the Philadelphia Guild and is financed with interest from a fund established by the Philadelphia local, area unions and the Schick family.

IT SEEMS TO US

Applicants solicited for study tour of Europe

PARIS, FRANCE

Editor:

American influence in Europe is widespread. But how many journalists in the United States know Europe and the European Economic Community well enough to write accurately and informatively?

"Journalists in Europe" is a training scheme which aims to provide this knowledge through an insight into European affairs generally and into the Common Market in particular.

Based in Paris, "Journalists in Europe" offers an eight-month course for journalists to study Europe, its institutions, its economic, social and political developments and its role in the world.

The program starts Nov. 1, and ends June 30 and involves extensive travel, meeting key men and women shaping the future of

the Common Market.

The first three weeks are spent on an introduction to Europe. From this basic work, journalists prepare a series of inquiries and write articles for a course newspaper.

At the end of the course one week is spent in a European capital to evaluate the program.

Applicants for the next course, which starts Nov. 1, must be between 25 and 35 and speak French. They should write to "Journalists in Europe," 33 Rue du Louvre, 75002 Paris for an application, which must be returned by April 1.

MARIBEL BAHIA
Executive manager
Journalists in Europe

Post ex-employee writes again on training program

Editor:

WASHINGTON, D.C.

A black man looks at a white union:

I was fired from the Washing-

ton Post in August, 1976, allegedly for poor work, a six year copy-boy. At time I was involved in lengthy, still uncompleted grievance. I accused Post of deliberately rejecting my application, distorting an affirmative action, upward mobility reporter training program, created by Post-Guild Agreement in March, 1972. Actual contract language called for program in 1969 but Guild fails to explain three-year gap in program's implementation. I won arbitration but was fired.

Instead of promoting Guild member employees into upward mobility intern program, Post imported persons black, white from nation's elite schools, graduate schools, some professional reporters, arbitration transcripts confirm, for training program. Guild, failing to monitor training program, said, did nothing as abuses first occurred. Waited for me to complain, suffer from some racist white editors before it acted. Brad-

lee training program abuses continue.

South Afrikkkan-like the Post discriminates against black Guild members in elitist summer intern program, although not within Guild jurisdiction, Guild officials then said. No black newsroom promotions from within. Yet, human rights clauses prohibit employer racial discrimination. Again Guild mum for years. Dilemma, is Guild a white union or is it democratic?

MARIO B. SCHOWERS
Assistant Editor
D.C. Pipeline

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.

Jackson exposé wins pair 1977 Broun Award

(Continued from Page 1)

change in the form of a new police chief and restructuring of the city courts. The courage of these reporters, and of the editors who supported them, is in the best tradition of American journalism," the judges said.

Honorable mentions were given to work by three reporters for work for three publications—all on nuclear safety:

✓ John Fialka for a series on "How we gave away nuclear control," in the Washington Star.

✓ Bruce Ingersoll for a number of articles on the future of nuclear reactors, problems with transportation of radioactive materials and nuclear waste disposal in the Chicago Sun-Times.

✓ Richard Severo for an examination of the safety and economics of nuclear fuel recycling, in the New York Times Magazine.

The judges said all three showed



FREDRIC N. TULSKY

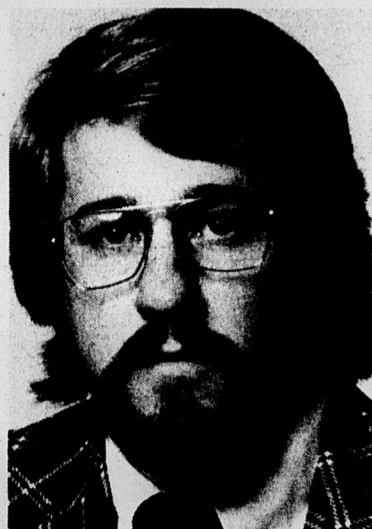
"unusual enterprise and thoughtfulness in calling public attention to a subject whose implications are only beginning to be explored."

Phelps and Tulsy's series, which was published late in September, was the product of a three-month investigation of complaints that people on the street, in their homes or in nightclubs were finding themselves in fights with police and after being beaten, convicted and given jail sentences in the city's courts.

Most of the victims were the city's poorest citizens, and most of them were black.

Within weeks of the series the city had a new prosecuting attorney and restructuring of the police-court was begun. A new police chief—from Georgia—began work Jan. 15.

Tulsy, 27, has been a member of the Clarion-Ledger staff two years. Phelps, also 27, left the Clarion-Ledger after a year and since November has been on the Minneapolis Tribune's staff.



DAVID PHELPS

Previously Phelps had worked for the Mankato, Minn., Free Press and for a Minnesota congressman. Before going to Jackson, Tulsy worked for the Port

Huron (Mich.) Times-Herald and the Saginaw (Mich.) News.

The Heywood Broun Award is made annually by TNG for outstanding individual journalistic achievement "in the spirit of Heywood Broun," the newspaper columnist who was TNG's founding president. That spirit was distinguished by an unceasing devotion to the public interest and an abiding concern for the underdog. It was expressed, the New York Times recalled at the time of Broun's death, "in the qualities that were born in him—in humor, in courage, in endless and painstaking kindness for the poor, the weak and those whom he thought oppressed."

The Clarion-Ledger is a 60,000-circulation morning paper published along with the 43,000-circulation afternoon News and the 111,000-circulation Sunday Clarion-Ledger-News.

Catholic pact raises some \$105, to \$513

Washington—Wage increases of up to \$105.70 a week plus two wage reopeners are provided in a new, three-year, seven-month Washington-Baltimore Guild contract with the National Catholic News Service.

The top minimum for departmental editors rises \$105.70, to \$513.70. The top for reporters, writers, production managers, editors, artists and librarians goes up \$80.56 to \$391.56.

Clerk-typists/accounting clerks' top goes up \$50, to \$243, and production co-ordinators' top is up \$69.84, to \$339.84. Top minimum for production aides/clerks is up \$52.35, to \$212.35.

The Guild may start bargaining within 60 days of Jan. 1, 1979, and Jan. 1, 1980, for more increases.

Job security is improved to require that dismissals to reduce the force not be made unless and until the company establishes that the dismissals are necessary to insure NCNS's viability.

Also, a two-year limit on how long one can stay on the rehiring list is extended to five years.

A provision is added forbidding dismissal or discrimination because of age, sex, race, creed, color, national origin, marital or parental status, political activities, or political belief.

Severance pay is improved from one week for each year of service or major fraction to three weeks.

Employees will be entitled to four weeks of vacation after six years, instead of seven, and three



Passing judgment

Heywood Broun Award judges narrowing down finalists from among 135 entries in 1977 contest. Seated from left: John E. Woodruff, Baltimore Sun city editor; Carl Stern, NBC legal cor-

respondent, and Frank Cormier, Associated Press senior White House correspondent. Standing: Thomas Lask, assistant cultural editor of the New York Times, 1977 contest chairperson.

weeks after two years, instead of three.

The employer's monthly per-employee health and welfare fund payment rises from \$39.24 for family coverage and \$21.19 for individual coverage retroactive to June 1 to \$67.80 for families and \$36.62 for individuals in the contract's final year.

Maternity leave is changed from at least five days with pay to up to a month with pay before delivery and up to three months with pay afterward. Paternity leave is up from one paid day to four.

Employees temporarily working in excluded positions will get a 15 percent differential, instead of five percent.

Waukegan tops up \$72, to \$390

Waukegan, Ill.—A three-year Chicago Guild contract with the Waukegan News-Sun raises reporters, photographers and rewrite employees \$72 at the top minimum, to \$390 a week.

The increase comes in steps of \$22 retroactive to March 1, 1977, \$25 this March 1 and \$25 March 1, 1979.

Librarians' top minimum is raised \$52.80, to \$286.85, in increments of \$16.15, \$18.40 and \$18.25.

Clerk-typists' flat minimum is raised \$40, to \$219.60, in steps of \$12.35, \$14.05 and \$14.

The flat minimum for city editor goes up \$72, to \$403.75, and that for copy editors is raised the same amount, to \$393.

Two new classifications are created—copy desk chief at \$350 now, going to \$400 over the contract term, and copy handler, at \$181.75 now, going to \$208.35.

Effective in March, employees with 12 years of service, instead

of 14, will receive a fourth week of vacation.

Employees assigned to work on video display terminals will be provided with an optometric examination and one pair of single-purpose glasses with focus adjusted for VDT use if requested. Re-examinations and further lens adjustments will be considered on an individual basis.

Key tops are raised to \$342 in settlement in Sheboygan

Sheboygan, Wis.—A two-year Sheboygan Guild contract with the Press raises top minimum for reporters, photographers, display and outside classified solicitors \$42.10, to \$342.75.

The figure is reached in two increments of \$21.05—one retroactive to Feb. 1, 1977, and the second this Feb. 1.

Top minimum rises \$21.90, to \$177.95, for switchboard operators, display, classified, dispatch and circulation clerks, and delivery persons. The increments are \$10.95.

Proofreaders' top minimum goes up \$22.90, to \$186.50, in two steps of \$11.45. Janitors' top goes up \$24.40, to \$198.55, in steps of \$12.20.

Employees will receive four

weeks of vacation after 10 years of service, instead of 15.

Life insurance coverage is increased \$4,000, to \$10,000. Maternity benefits under major medical insurance are increased \$250, to \$750, per maternity. A dental plan is added, with the employer paying half.

Age is added to items for which the paper cannot discriminate.

Joint union papers?

Seattle—The Pacific Northwest Guild has appointed a committee to study the feasibility of combining the publications of the Guild and Typographical Union locals there.

Toronto wins 'critical' dispute

Toronto—After a three-year battle, the Toronto Guild has won its grievance on behalf of a Star reporter fired for criticizing the paper's coverage.

Claire Hoy, the reporter, had said on two television interviews that the Toronto Star was slanting its coverage of the 1974 federal election.

Not only did the paper fire him, it sued him for libel.

The Guild took the case to arbitration and in May, 1975, the Star persuaded the arbitration board to keep its proceedings secret.

But the Guild appealed to the

Divisional Court of the Ontario Supreme Court, which overruled the arbitration board.

Now a settlement has been reached in which the Star has agreed to all of the Guild's conditions of settlement and has received nothing in return—except that the settlement precludes a public hearing.

Hoy now is a political columnist for the Toronto Sun.

The settlement provides that he be allowed to resign from the Star and collect severance pay.

It also provides him with a letter of recommendation and

removes all reference to the case from his personnel record.

The Star also must pay the Guild's court costs in the secrecy appeal case.

And the paper has abandoned its libel suit against Hoy.

"If people in this business see someone screwing around in another business, they think it was a hell of a story," Hoy said. "Well, the same applies to that story."

"I figured they were big enough to take some criticism. I guess I was wrong. But I had my facts. The settlement shows that," he said.

3 S.F. suburbans settle, one tops metros

San Francisco—New, three-year San Francisco-Oakland Guild contracts raise key top minima as much as \$76.33 at three of the four suburban dailies with which the local bargains.

The settlements keep the minima at two of the suburbans at parity with those at the five area metropolitan dailies while pushing the top at the third \$5-a-week beyond the metropolitans' minima.

The \$76.33 raise takes reporters, photographers, rewrite and copy editors to \$465.08 at the Richmond Independent-Berkeley Gazette. That's \$5 higher than top minima for the same jobs at San Francisco Chronicle and

Examiner, Oakland Tribune and San Jose Mercury and News.

A \$71.33 increase results in a top of \$460.08 for reporters, photographers, copy editors and librarians at the Santa Rosa Press Democrat.

At the San Mateo Times, the same increase results in the same top minimum for reporters, copy readers, artists, display and outside classified salespersons.

Members of the Guild's fourth suburban unit—at the Vallejo Times-Herald—overwhelmingly voted Jan. 19, to authorize the local's leadership to call a strike when and if necessary to gain an acceptable settlement.

The Times-Herald, owned by

the Donrey chain, wants the Guild to agree to give up severance pay, to okay an ad-sales quota commission plan that could mean a pay cut and to weaken duration and renewal provisions, among other retrogressions.

Richmond-Berkeley's key classification top minimum goes up in five steps—\$25.63 retroactive to Jan. 1, 1977, \$5.59 retroactive to July 1, 1977, \$13.41 this Jan. 1, \$8.53 July 1 and \$23.17 Jan. 1, 1979.

Office boys at the top minimum there get increases of \$14.21, \$2.98, \$6.23, \$3.97 and \$10.77, a total of \$38.16, to \$203.02.

In San Mateo, the key classifi-

cation top is raised in five increments, also—\$20.63 retroactive to Jan. 3, 1977, \$5.59 retroactive to July 4, 1977, \$13.41 Jan. 2, \$8.53 July 3 and \$23.17 Jan. 1, 1979.

The same increases apply in Santa Rosa, but most increments fall a couple of days earlier than in San Mateo.

Among other classifications, these increases and resulting top minima apply in San Mateo:

Classified telephone solicitors—six raises, \$13.73, \$4.01, \$9.08, \$5.78, \$15.68 and \$11.61, to \$300, a total increase of \$59.89. The sixth increment falls on July 2, 1979, and is designed to bring this classification closer to parity with those in San Francisco and Oakland.

Senior clerks, computer operators, payroll bookkeepers—Up \$13.34, \$3.92, \$8.83, \$5.63, \$15.25 and \$5.42, to \$286, a total increase of \$52.39. The extra increment is applied in the same manner as with the classified phone employees.

General clerks, PBX operators—Up \$12.04, \$3.63, \$8.01, \$5.10 and \$13.84, to \$254.61, a total increase of \$42.62.

Copy persons, messengers—Up \$10.15, \$3.20, \$6.83, \$4.34 and \$11.80, to \$216.94, a total increase of \$36.32.

The other classification in Santa Rosa is copy clerks, who get increases of \$9.05, \$2.94, \$26.50, \$4.34 and \$11.80, to \$216.94, a total increase of \$54.63.

Fringe money in Richmond-Berkeley amounts to \$3.29 retroactive to last July 1, 1977, \$4 this Jan. 1, \$3 this July 1 and \$6.07 on Jan. 1, 1979—a total of \$16.36.

In Santa Rosa, the fringe money amounts to \$4 effective last July 1 and this Jan. 1, \$3 this July 1, and \$6.07 next Jan. 1—a total of \$17.07, to be applied to pension and/or health and welfare.

At San Mateo, 71 cents was

lopped from all minima effective Jan. 3, 1977, to provide a six-month diversion which later will be replaced by a diversion from fringe money.

The 71 cents, added to \$1.29 in leftover fringe money from a previous supplemental agreement, plus another \$3 from the supplemental agreement, adds up to \$5 diverted after Jan. 1, 1977, and pays for more vacation.

Vacations are improved by a week in Santa Rosa and San Mateo to three weeks after one year, four after three and five after five.

In Santa Rosa, results of video display terminal radiation tests will be furnished to the Guild. The tests will be conducted at least every three months. Annual vision tests and eye examinations will be provided to employees regularly assigned to VDT work.

Periodic VDT radiation and eyestrain tests will be conducted in San Mateo.

If VDTs are introduced in Richmond-Berkeley, the parties agreed to negotiate protective language.

Meanwhile, talks in Vallejo between the Guild, the Typographical Union and the paper were recessed to the call of a mediator.

Other unions with open contracts are the Printing & Graphic Communications Union's pressmen, the Graphic Arts International's platemakers and the Typographical Union's mailers. The Teamsters' contract isn't open, but the union is supporting the others.

Bargaining has been conducted with each union sitting in on the others' sessions.

Settlement in Santa Rosa was reached after a strike vote. Although further talks hadn't been scheduled, the Guild decided to try once more after San Mateo settled.

"We were on the verge of renting the strike headquarters," a Guild representative said.

MADISON PRESS CONNECTION

Name _____
Address _____
City/State _____
Phone _____ Zip _____

I wish to subscribe to the daily Press Connection for 3 months, or until the Madison Newspaper strike ends, at the rate of \$3.25, paid in advance.
Make checks or money orders payable to the Press Connection, P.O. Box 9523, Madison, WI. 53715.

Mail-subscription order form

Madison newspaper unions' strike paper, the Madison Press Connection, is drumming up mail-subscriptions for its impending move from weekly to five-days-a-week publication with order blanks like the one above. Members of all five unions involved—the Guild, Typographical, International Mailers, Printing &

Graphic Communications and the State Journal Editorial Assn.—are canvassing Madison residents. Madison Guild President Diane M. Woodstock says they also welcome orders on forms clipped from union newspapers and mailed in from other cities, like the one above. The daily will be a tabloid.

New charge by Madison unions maintains 1 + 1 + 1 = 1 = unfair

Madison, Wis.—Madison's five newspaper unions have jointly charged the Capital Times, the Wisconsin State Journal and Madison Newspapers, Inc., the papers' joint operating company, with jointly bargaining in bad faith with the unions.

In an unfair labor practice charge filed with the National Labor Relations Board on Jan. 19, the unions asked that the two papers and MNI be considered a single employer for "bargaining and management purposes."

As such, the unions charged, the employer has been guilty of illegally threatening to permanently replace members of the

Guild, the Madison Mailers' Union and the Madison Printing & Graphic Communications Union who have been honoring the unfair-practices strike by the Typographical Union and the State Journal Editorial Assn. since it began Oct. 1.

Unfair labor-practice strikers may not legally be permanently replaced. The Madison Guild represents Capital Times news employees. The craft unions' members handle both papers.

The NLRB earlier issued unfair-practices complaints on charges by the association and printers against the State Journal and MNI.

Hearings on the complaints

were postponed from Jan. 24 after the joint charge was filed.

Just before the joint charge was filed the unions and the NLRB reached a negotiated settlement of more than 27 complaints against them for allegedly violating picket-line crossers' rights. Under the settlement the unions do not admit to the charges and pledge to do nothing unlawful in the future.

As of Jan. 24, the city's police department cut what had been 24-hour surveillance of the picket lines to six hours a day, a union representative said.

Meanwhile, the Madison Press Connection, the paper set up for the duration of the strike, said it expects to complete its move from weekly to five-days-a-week publication by mid-February.

Ron McCrea, the paper's editor, said that by Jan. 25 5,000 persons had prepaid mail subscriptions for the paper when it goes daily.

Northside pact won

Chicago—A two-year Chicago Guild contract with Northside Newspapers raises top minimum for reporters, rewrite and night editor \$39.93, to \$315.54.

The agreement with the chain of weeklies makes \$19.29 of the increase retroactive to March 10, 1977. A second increment of \$20.64 is payable this March 10.

DAY

BOOK

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.

David S. Schick Memorial Award for local publications, entries' deadline, April 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, Washington.

The Guild Reporter

JAMES M. CESNIK
Editor

ROBERT DUDNICK, Associate Editor

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The Newspaper Guild

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