

Guild a winner in Phoenix

The GUILD REPORTER



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Editorial unit picks union by 146-115

Phoenix, Ariz. — Editorial-department employees of Pulliam's Arizona Republic and Phoenix Gazette voted in the fledgling Phoenix Newspaper Guild as their bargaining representative Feb. 3.

The tally was 146 for the Guild and 115 for no union in the election conducted by the National Labor Relations Board's regional office. There were four challenged ballots, too few to affect the outcome.

The same day, employees of the papers' general services department, which includes their maintenance, paper handlers, purchasing and credit operations, voted 62 to 34 for the Teamsters as their bargaining agent. There were 12 challenged ballots, also too few to affect the outcome.

The Phoenix group is the 14th to have chosen Guild representation during the fiscal year that started last April. The 14 groups contain more than 900 eligible employees, the third largest number to come under Guild coverage in the last 20 Guild fiscal years and the most since 1973, when 1,074 previously non-Guild employees were covered. There were 1,369 employees in groups organized in fiscal '74.

Employees in the new Phoenix Guild unit are employed in the Republic and Gazette's news rooms, photo department, special sections, library, on the Weekly Gazette (a legal paper), in the proofroom and on Arizona Magazine, the Sunday supplement.

The Guild petitioned the NLRB for recognition as the group's bargaining agent on Oct. 6 when demand for voluntary recognition brought no response from management. The Teamsters petitioned for the other employee group the next day.

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TNG initiates economies in operations

Washington — A series of "strenuous" economies aimed at reversing deficits that have plagued TNG's General Fund eight of its last ten fiscal years and through the first nine months of 1977-78 were set in motion during the International Executive Board's winter meeting here Jan. 23-26.

The cut-backs—initially in the "discretionary" areas of TNG operations—were outlined as the IEB considered a report of its Finance Committee showing an operating deficit of \$72,007 for the three months ended Dec. 31, \$112,278 for the nine months and a cumulative shortfall since 1968 of \$479,906.

(TNG's Defense Fund, meanwhile, had an operating surplus of more than \$38,200 in the September-December quarter and

(Continued on Page 6)



Rick Giase, Phoenix Guild

PHOENIX GUILD LEADERS CELEBRATE ELECTION AT REPUBLIC AND GAZETTE

Jana Bomersback, right, reads congratulatory messages from other Guild locals.

Listening, from left: Laurie Wegner, Mike Ging, Susan Leonard, Dan Hansen and G. Richard Pattison, TNG staffer.

Election reform is periled; cards urged

Washington — With what the Wall Street Journal describes as "roving bands of executives roaming Capitol Hill" lobbying against the Labor Law Reform Bill, the key provision to expedite representation elections has emerged as the measure's

most vulnerable part.

Calling for a "final push" in support of passage of the Senate bill in a letter to U.S. Guild locals Feb. 3, TNG Research & Information Director David J. Eisen warned:

"From all reports, this is the

most vulnerable part of the bill, the one on which even friendly Senators are weakest."

While Guild locals are reporting a growing volume of post-cards from members to their Senators calling for early approval of the bill without crippling amendments, Eisen urged them to intensify the post card campaign yet more before floor action on the bill, now expected in late March or April.

Additional cards are available from TNG for the asking, he said.

"The unprecedented blizzard of right-wing mail the business lobby has generated . . . has already resulted in a weakening of the bill in the Senate Human Resources Committee," he pointed out.

"AFL-CIO legislative officials say that while the bill as reported will do the job it was intended to, it cannot stand further weak-

ening," he added. Each local received summary comparisons of the Senate committee's bill and that passed by the House last year.

Eisen urged that Guild members, in letters, phone calls and

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Chicago moves to save 200 Daily News jobs

Chicago — The Chicago Guild has launched simultaneous efforts to do all possible to prevent the threatened closure of the Daily News by March 4 and, failing that, to minimize resultant economic dismissals and maximize benefits for those severed.

After several published and broadcast reports that Chicago's sole remaining afternoon daily

Time Inc. buys Star; Gannett two for \$60 million . . . 7

was about to be closed, Marshall Field V, publisher of the Daily News and its morning counterpart, the Sun-Times, announced late Feb. 3 that the Daily News will be closed unless its "economic problems" can be solved.

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Defense fund for Mtimkulu of UBJ launched by Guild

Washington — TNG President Charles A. Perlik, Jr., has appealed to all Guild members and locals for contributions to a special fund the Guild is establishing to assist the defense of two members of the banned Union of Black Journalists in South Africa.

They are Juby Mayet and Philip Mtimkulu, the UBJ's national secretary, who addressed TNG's 1977 Convention and visited col-

leges, newspapers and Guild locals in several states last summer.

Earlier, the Guild's International Executive Board, at its winter meeting here, condemned the legal proceedings against Mtimkulu and Mayet.

They were arrested Dec. 19 on a charge of "theft, or, alternatively, hindering the liquidation of an unlawful organization

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A union pioneer in providing for its own

By DAVID J. EISEN

Director, Research & Information

THE WORLD into which the ITU was born in the middle of the 19th Century was, by and large, a cold and cheerless one for the industrial worker and his family—the world of Dickens with an American face.

At one end of the life cycle was the growing blight of intensive and exhausting labor for children; at the other loomed the specter of the poorhouse and a potter's field.

Vocational education was almost nonexistent. There was no social se-

curity, no government medical care, no company pension plans, no health insurance, no life insurance.

In this bleak social environment, there was nowhere for the organized

printer to look for shelter but the union, and by shortly after the turn of the century, the ITU had become perhaps the foremost example of a union and a benefit society rolled into one.

NOW, ABOUT THE ITU . . . (4)

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

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

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

If it didn't watch over its members' welfare quite the full route from grave back to cradle, it didn't stop far short. Printers could look to their union for the apprenticeship that would teach them their trade, their job once they learned it, the hospitalization that would care for them when they became sick or infirm, the pensions and the home that would sustain them when they became too old to work and the funds that would bury them when they died.

Today, three-quarters of a century after coming to full flower, that pro-

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Phoenix Guild wins at 2 Pulliam dailies

(Continued from Page 1)

The papers' contention at a Nov. 23 NLRB hearing that the group was an inappropriate bargaining unit was dismissed by the NLRB's regional office on Dec. 30, when it directed that the election be held. The papers' appeal of the ruling to the full NLRB was dismissed two days before the election.

The Republic and Gazette maintained that contrary to decades-old labor board precedent the only correct petition would be for all their unorganized employees, advertising, business office and circulation as well as editorial.

A total of 122 days elapsed between the Guild's representation petition to the NLRB and the election.

The election also marked the end of the first step in an organizing effort begun more than a year ago among the papers' advertising, business, circulation and editorial employees. The effort

Bay City rejects decertification

Bay City, Mich.—An effort to decertify the Bay City Guild at the Newhouse chain's Bay City Times was rejected 52-to-23 in a National Labor Relations Board election here Jan. 31.

The Guild represents the paper's advertising, circulation, business office, editorial, maintenance and mailroom employees.

The decertification petition was filed on Dec. 16. International Representative Luis Montanez assisted the local in its preparations for the election.

Bakery workers vote 'no' on Guild

San Juan, Puerto Rico—Employees of the Holsum bakeries here voted 134-to-81 against representation by the Puerto Rico Guild in an NLRB election Jan. 16.

The Guild had petitioned on Nov. 16 for the group of outside salespersons, drivers, shipping and receiving employees, dispatchers and counter salespersons working out of the bakeries' three locations.

continues in the noneditorial departments.

The membership of the editorial group is to meet Feb. 26 to choose bargaining-committee members from among its number as well as to begin to set up other parts of the local's structure and operations.

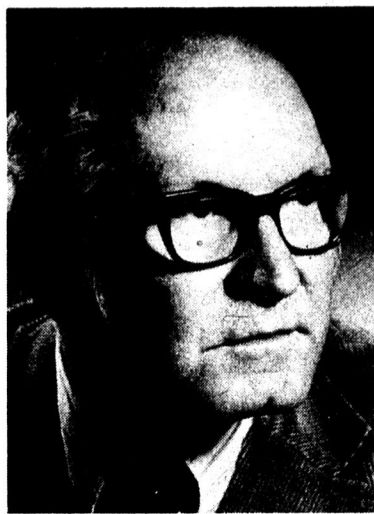
The unit's organizing committee was assisted in the weeks just before the election by International Representatives Alice L. Burton, G. Richard Pattison and Marshall Schiewe as well as Linda L. Zink, Los Angeles Guild president and administrative officer.

Phoenix Guild organizers also were assisted at various times earlier in their efforts by other international representatives as well as leaders and rank-and-file members of several other locals in the West. As election day approached messages of support were received from virtually each of the other locals, as well as from the Arizona Typographical Union, which represents the papers' composing room employees.

Meanwhile, the Guild has appealed to the full NLRB in Washington from the NLRB regional director's dismissal of unfair labor practices charges against the papers by the Guild after the discharge of a leader in the ongoing organizing effort among the papers' district managers.

The Guild, in accusations filed Nov. 8, charged he was fired for his union activity and that others in the department were being restrained from exercising the right to organize.

The NLRB regional director dismissed the charge without ruling on its merits after holding the district managers exempt



JAMES B. WOODS
'Half right, again'

from the labor law's protections because they "effectively recommend the hiring and discharge of news carriers" and thus are supervisors.

The Guild's appeal challenges that ruling as ignoring NLRB precedents without even allowing the Guild to address itself to the matter.

In a Jan. 27 supplement to the appeal, the Guild also charged the company with expanding its campaign of harassment of Guild leaders among the district managers.

It charged that three of them have repeatedly been subjected to unwarranted criticism of their work in retaliation for having attended a late night meeting to discuss Guild matters.

The papers' circulation manager initiated the criticisms after following them to the meeting and watching them through a window in the meeting room, the Guild charged.

Now it's official: no ERA, no TNG

Washington—The International Executive Board has affirmed that TNG won't hold conventions or meetings in states that haven't ratified the Equal Rights Amendment.

The board also urged district councils and the AFL-CIO to support the boycott "and all that it means to equal rights."

Fifteen states haven't ratified ERA. More than 40 national organizations have said they will not schedule meetings or conventions within their borders.

IEB marks retirement of Woods from paper

Washington—The St. Louis Post-Dispatch and the Guild will share the "plight" of having lost the services of James B. Woods to retirement come March 1, TNG's International Executive Board noted in a special resolution Jan. 25.

Wishing Woods "the happiest of retirements" from the paper, the board recalled "his dedication that left a lasting mark on the Guild."

Woods retired as TNG International Chairperson in 1973 after 18 years as an IEB member. He had been international chairman, then chairperson since 1967.

As an international vice president and longtime chairperson of the IEB's Collective Bargaining Committee, "he was instrumental in shaping the Guild's Collective Bargaining Program," the IEB noted.

Recalling Wood's constant claim while on the IEB that "I'm often outvoted but never wrong," the board pointed out that "he undoubtedly would vote against this resolution marking him as one of the Guild's outstanding leaders—proving him once again only half right."

Woods will retire "after a distinguished newspaper career," the board said.

Local terminates benefits in strike at Legal Press

Sacramento—Local strike benefits for members at the Sacramento Legal Press have been terminated by the Central California Guild's Representative Assembly.

There are no pickets left, with strikers either having found new jobs or looking for them, George C. Randol, the Guild's administrative officer, said. The local is asking that TNG benefits also be terminated.

Bargaining is in recess, Randol added. The publisher's last offer was a \$700 a month top minimum and the membership rejected it.

Guild and the Typographical Union members struck the legal and real estate papers Sept. 27 while seeking initial contracts. The unions won representation elections in January, 1977.

Meanwhile, briefs have been submitted in a consolidated complaint against Legal Press by the National Labor Relations Board's regional director.

The complaint charges the employer passed out discriminatory wage increases, paid strikebreakers more than it offered the Guild and Typographical Union, and bargained in bad faith.

Southern Council will boycott states that haven't passed ERA

Washington — The Guild's Southern District Council, meeting here Feb. 4-5, decided not to hold meetings in states that haven't ratified the Equal Rights Amendment.

The resolution was adopted unanimously.

Mary Anne Leonard of the new Peninsula Guild in Newport News, Va., attended the meeting and her local was invited to join the council.

Speaking to the SDC were TNG President Charles A. Perlík, Jr., on international finances; TNG Field Operations Director J. William Blatz, on merger progress with the International Typographical Union, and TNG Human Rights Co-ordinator Hannah Jo Rayl.

The council's next meeting will be May 6-7 in either Morgantown, W. Va., or Memphis.

IEB declines endorsement of fund

Washington — TNG's International Executive Board has voted down a proposal to endorse a defense fund supporting a Socialist Workers Party suit against U.S. intelligence agencies for allegedly regularly violating a wide range of Constitutional rights in efforts to disrupt the party.

The suit, filed in 1973 by the Socialist Workers Party and its affiliate, the Young Socialist Alliance, is being supported by the Political Rights Defense Fund, which was established to marshal support for the effort.

The suit seeks damages and a permanent injunction against such illegal actions against the party.

A resolution for Guild support of the defense fund, by Rose Mary Mechem of the New York Guild, was referred to the IEB by the 1977 Guild Convention on recommendation of its resolutions committee.

The resolution accuses the FBI, CIA and other agencies of "acts aimed at harassing, intimi-

dating and obstructing trade unionists, newspaper and broadcast reporters and members of dissident political, civil rights, anti-war, women and other organizations," including infiltration of news organizations.

IEB approval of the resolution was recommended by its Research & Information Committee, chaired by Vice President Diane M. Woodstock of Madison, during the board's winter meeting.

Woodstock, in moving adoption, said the suit represents more than the Socialist Workers Party's interest and has wide application in the fight against invasion of privacy.

Opponents said they were reluctant to associate the Guild closely with the Socialist Workers Party, feared possible Guild embarrassment at other activities the fund might undertake and were apprehensive that endorsement implied financial support.

Contributions weren't con-

plated, Woodstock said.

TNG President Charles A. Perlík, Jr., moved an amendment that would limit Guild endorsement to this "particular effort" of the defense fund. The amendment was approved.

But the main motion failed on a 9-to-7 roll call.

Voting in favor were Vice Presidents Carla W. Beck of Great Falls, Louis M. Calvert of San Jose, John M. Lowe of Southern Ontario, Roger L. Stonebanks of Victoria, Floyd Tucker of San Francisco-Oakland, Betsy Wade of New York and Woodstock.

Against were Vice Presidents Elwood B. Bigelow of Portland, Robert C. Holt, Jr., of St. Louis, Faye McCracken of Memphis, David Mulcahy of New York, Richard V. Sabatini of Philadelphia and Dorothy M. Sain of Cleveland, as well as International Chairperson Harry S. Culver, Perlík and Secretary-Treasurer Robert M. Crocker.

LOCAL ELECTIONS

Central California

Gene Turner, president; Lanny Larson, vice president; Steve Roberts, secretary; Joyce Carr, treasurer.

Gary

John Mitchell, president (Mitchell, 29; Mickey Throver, 21); J. Linn Allen, 1st vice president; Tom Knightly, 2nd vice president; Forbes Scott, secretary (Scott, 19; Ernie Hernandez, 11); Larry A. Bretts, treasurer.

Hawaii

Stanley J. Souza, president; Melvin Sakai, vice president; Patty Field, secretary; Philip R. Mayer, treasurer.

Kinston (N.Y.)

Robert L. Bain, president; Alan Carey, vice president; John LeFever, secretary; Carl Graham, treasurer; Carol Mentess, corresponding secretary.

Los Angeles

Linda L. Zink, president; Allan R. Black, vice president; George B. Laine, secretary; Ronald R. Schroyer, treasurer; Edward A. Gallardo, sergeant-at-arms.

Manchester

John Barker, president; Francis H. Donovan, vice president; Louise E. Weber, secretary; Dianne Martino, treasurer.

St. Louis

Robert Hermann, president; Charles Owen, 1st vice president (Owen, 163;

Russ Ainsworth, 133); Ronald Duckworth, 2nd vice president; Nancy Lawson, secretary; Patricia Rice, treasurer.

San Antonio

Bruce Beal, president; Ramiro Garcia, vice president; Judy Shisk, secretary; Joyce Hotchkiss, treasurer (Hotchkiss, 14; Ramiro Garcia, 12).

San Diego

Gerald L. Schultz, president; Rita Gillmon, vice president; Michele C. Davis, secretary; Richard L. Fisher, treasurer.

San Francisco-Oakland

Larry D. Hatfield, president; Ellnor Redner, Don Fortune, Kate Regan, vice presidents (Redner, 369; Fortune, 249; Regan, 230; Arno Raessler, 154; Jackie Butler, 145); Robert Guiles, treasurer; Verla McFadden, recording secretary; Fred D. Fletcher, executive secretary.

San Jose

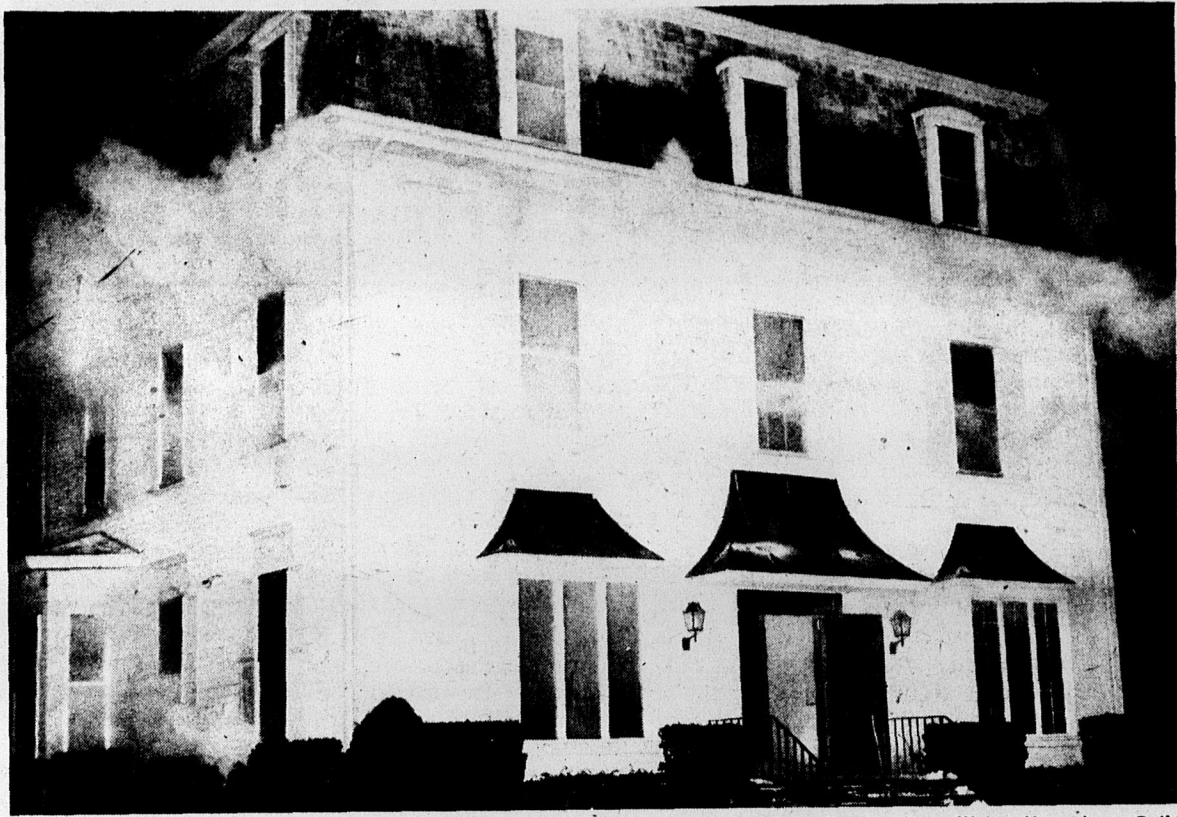
Harriett Agar, president; Frank Sweeney, vice president; Louis M. Calvert, secretary-treasurer; Laura Sansom, recording secretary.

Terre Haute

Joseph A. Boland, president; George Wilkinson, vice president; Charles J. Maloof, secretary-treasurer.

Washington-Baltimore

Phillip M. Kadis, president; Weyman Swager, vice president (Swager, 428; William MacKaye, 362); Mary Esslinger, secretary; Patricia A. Wert, treasurer (Wert, 493; Elma Morrison, 297).



Daily Evening Item; Walter Hoey, Lynn Guild

Fire hits Boston's office

Smoke billows from century-old building housing office of Boston Guild and New England Servicing-Organizing Program as three-alarm fire damages building extensively during severe snow storm Jan. 19. Fire was second of undetermined origin to start in building's base-

ment that night. Building is a restored mansion converted to office use, on Main St. in Saugus, Mass. Fire departments of four nearby cities helped battle the blaze. Guild offices subsequently were moved to a new location in another building down the street.

Split of \$750,000 okayed in L.A. case

Los Angeles—An arbitrator has approved most of the Los Angeles Guild's formula for distributing \$750,000 in settlement money to former Herald Examiner Guild strikers.

The decision by John Kagel brings the seven-year "alternate benefits" case close to its apparent end.

A previous arbitrator and three courts had handled the case before the Guild and Herald Examiner agreed on the \$750,000 and Kagel's role in determining the fairness and adequacy of the amount and the allocation formula.

Kagel approved the amount last year.

About 2,000 union members were affected when on Dec. 15, 1967, the Guild and Machinists struck the paper and members of its other unions were locked out.

The Guild proposed that \$600,000 go to 96 persons who would have reached age 65, or had 25 years of service, or who were disabled. These would have been entitled to "alternate bene-

fits" from the paper since they had not been fired when they struck, the Guild said.

The \$600,000 would have yielded about 75 percent of their entitlements on a basis weighted by years of service.

Employees who died between the start of the strike and the June, 1975, decertification of the Guild would have shared \$60,000 of the \$600,000 under the Guild's formula.

Then the Guild allocated \$100,000 among 286 circulation district managers, giving them about 15 percent of their entitlements.

The remaining \$50,000 would go, under the Guild formula, to 650 other persons—about seven percent of their entitlement.

After a hearing and a good deal of correspondence, Kagel decided that the Guild's formula was basically fair.

He agreed with the Guild that the "alternate benefits" claimants had the strongest claim, followed by the relatively "quite weak" claim of the district managers.

But he found "no compelling reason" for specific treatment for those employees who died between the strike's start and the Guild's decertification.

Kagel rearranged the numbers to provide for \$555,000, or 74 percent of entitlement, to "alternate benefits" claimants; \$105,000, or 14 percent, to district managers, and \$90,000, or 12 percent, to the 650 others.

He said he arrived at these figures by keeping in mind that there would be additional claimants in each category because of deletion of the deceased-persons category.

As provided in the original agreement, the Guild and the Herald Examiner in January petitioned U.S. District Court here for an order enforcing Kagel's award.

A hearing on the petition is expected about April 1.

Council backs labor bill, raps crime measure

Sacramento — The Guild's Western District Council has called upon the U.S. Senate to pass the Labor Law Reform Bill without weakening amendments and voiced opposition to the federal criminal code reform bill passed by the Senate Jan. 30.

The council met here Jan. 28

and 29. The first-day's session included a joint meeting with the Far West Typographical and Mailers' Conference at which TNG President Charles A. Perlík, Jr., International Representative Charles Dale and ITU 3rd Vice President Allan J. Heritage discussed progress toward merger

of TNG and the ITU.

The council's action on labor law reform was relayed to the 24 U.S. Senators from the 12 western states covered by the council.

In opposing the criminal-code bill the council said it was "no less onerous" in the form ap-

proved by the Senate than it was before amendments.

The council also called upon the South African Ministry of Justice to drop its "farcical charges" against the Union of Black Journalists' officials—National Secretary Phillip Mtinkulu and Juby Mayet—arrested after the UBI was officially "banned."

Gerald Schultz of San Diego was re-elected council president, Harriet Agar of San Jose was elected 1st vice president, Lanny Larson of Central California, 2nd vice president, and Robert L. Jones of Bakersfield was re-elected secretary-treasurer at the council's business meeting.

The council's next meeting will be April 29-30 in Long Beach.

Union-shop strike ends, NUJ returns funds

Washington — Britain's National Union of Journalists chapel at Darlington is returning a \$500 TNG contribution following interim settlement of its union shop strike at North of England Newspapers.

TNG's International Executive Board had made the contribution on Jan. 24 before learning that the NUJ chapel had returned to work the week before.

The board also retroactively approved an earlier contribution of about \$190 (105 pounds) to the NUJ chapel's strike fund.

The strike against the jointly owned Northern Echo, England's largest provincial morning paper, and the Evening Dispatch lasted about eight months. It was the

longest in the NUJ's history and touched off a nationwide press debate over the possibility of requiring newswriters to join a union interfering with press freedom.

Also approved at the IEB's winter meeting here were contri-

butions of \$100 to the Campaign to End Discrimination Against Pregnant Workers and \$50 to the National Resource Center for Consumers of Legal Services, which works for the spread of prepaid, group legal-services programs.

Old, revised and new price indices due

Washington—Major changes in the government's system of computing living costs being introduced by the Bureau of Labor Statistics in late February will affect eight million persons working under union contracts with cost-of-living escalators, including many Guild members.

And a few months later the BLS will switch most of its indices for individual cities to publication every two months, from quarterly publication.

This will result in two quarterly publication dates being missed each year, but locals with contracts with escalators based on city indices can arrange with regional BLS offices to receive official estimates for the missed quarters under an agreement between the AFL-CIO and the BLS.

Starting with the January price sampling, now scheduled for release Feb. 27, the BLS will publish both an old and a new Consumer Price Index for Urban Wage Earners and Clerical Workers.

The older one, the one presently being used, will be discontinued after the June index is released and only the new Wage Earners' Index will be issued from then on.

The newer Wage Earners' Index will reflect an updating of the "market basket" of goods and services on which the index is based, the BLS says.

Also starting with the figures for January, the BLS will publish a new, broader All Urban

Consumers Index which will reflect spending of retirees, the unemployed and executives as well as the wage earners covered in the old and new versions of the current index.

The new indices will be linked to the current levels of the old

index and the base year of 1967 will remain.

All the changes are expected to cause the BLS some problems in meeting its usual publication date of about the 20th of each month, for the previous month's index.

Five more cities will get individual indices — Anchorage, Denver, Miami, Scranton (Northeast Pennsylvania), and Portland, Ore.

The five cities that currently are priced monthly will keep that frequency: Chicago, Detroit, Los Angeles-Long Beach, New York-Northeastern New Jersey and Philadelphia.

The new bimonthly indices for cities now priced quarterly will be phased in after April or May. The new Wage Earners Index "market basket" will show a lesser portion of expenses allocated for food, clothing and medical care, and a greater portion for housing and transportation. There will be relatively little change in other items from the old Wage Earners Index.

On the other hand, the basket for the new All Urban Consumers Index will have smaller allocations than the Wage Earners Index for food and transportation and a larger housing component. The other items will be about the same.

New federal rate hikes 3 in Guild

Washington—The new U.S. federal minimum wage means raises for coddypersons at the top minimum on two Guild-covered papers and janitors on one of them.

They are at the Norfolk, Va., Virginian-Pilot, and El Vocero in San Juan, P.R.

Congress increased the U.S. federal minimum wage of \$2.30 an hour to \$2.65 on Jan. 1, \$2.90 on Jan. 1, 1979, \$3.10 on Jan. 1, 1980, and \$3.35 on Jan. 1, 1981.

In Norfolk, the Hampton Roads Guild contract specifies that coddypersons will receive the federal minimum. On a 40-hour week, it will rise from \$92 to \$106.

In San Juan, the Puerto Rico Guild's contract with El Vocero brings the coddyperson and janitor minimums to \$105 for 40 hours.

The U.S. price elevator

The table below records the ascent of the Consumer Price Index in the United States over a 24-month period following a 0.7-point rise in the index in December, to 186.1, up 11.8 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 increase over December, 1975.

	Index*	Percentage over	
		Same month prior year	December 1975†
January, 1977	175.3	5.2	5.4
February	177.1	6.0	6.5
March	178.2	6.4	7.2
April	179.6	6.8	8.0
May	180.6	6.7	8.6
June	181.8	6.9	9.3
July	182.6	6.7	9.8
August	183.3	6.6	10.2
September	184.0	6.6	10.6
October	184.5	6.5	10.9
November	185.4	6.7	11.5
December	186.1	6.8	11.9

* 1967 = 100

† Index = 166.3

A union pioneer in providing for its own

(Continued from Page 1)

file is changing rapidly. Apprenticeship is disappearing as automation takes huge bites out of printers' jobs. Medicare and the spread of other sources of old-age care together with stricter nursing care standards have produced a sharp decline in the use of the Union Printers Home and have created serious problems for it. And the old union-financed pension plan has given way to negotiated industrial pension plans, for which employers pay the freight.

But the fraternal spirit that fostered these union-provided benefits and was in turn reinforced by them remains, and has made them die hard.

That spirit has not been traditionally viewed in the ITU as an entirely immaterial thing but as an important part of the cement holding the union together. An early 20th Century ITU president, James M. Lynch, put it this way in his *Epochal History of the International Typographical Union*:

"The union stands today invincibly fortified against attack by its beneficial institutions—the Union Printers Home, the mortuary benefit and the old-age pension system. 'Each member possesses property rights in the union which he would be loath to abandon under any pressure, however strong. Humanity is frail and ideals, even among the best and staunchest of men, are subject to change; but high regard for one's valuable rights and possessions endures forever.'"

BUT THESE international benefits did not come all at once, or right away. Fraternal benefits, like most other things, were entirely a local matter in the early days of the union, although such disasters as the Chicago Fire of 1871 produced outpourings of financial aid to suffering printers from sister locals across the continent.

The idea of a home for aged and incapacitated printers was raised early, however—in 1857, only five years after the union's founding. It was tied to a federal land grant, but neither the grant nor the plan materialized—either then or when the idea was raised anew in 1860, 1870 and 1882.

But in 1886 two Philadelphia industrialists, Anthony J. Drexel and George W. Childs, gave the union \$10,000—no mean sum as dollars went in 1886—and three years later the Colorado Springs Board of Trade offered to donate an 80-acre tract of prairie land if the union agreed to build an old-age home on it. Union printers agreed to contribute pay for an hour's work or 1,000 ems of com-

NOW, ABOUT THE ITU . . . (4)

position, raising the money available to \$70,000, and a 35-year-old dream became the Union Printers Home in 1892.

The original imposing red-limestone building, with its spires and "clock tower," still stands, in a parkland setting looking out on Pikes Peak. The clock in the tower is an imitation one installed and set at 8 o'clock in commemoration of the fight for an eight-hour day.

The Home itself, including other buildings added later, occupies 40 acres of the land owned by the Union Printers Home Corp., which operates the facility; another 200 acres includes land rented from the corporation by the ITU for its headquarters and by the ITU Negotiated Pension Plan.

The Home is a combined hospital, nursing home and home for the aged, and not all those who come to it are retired. The hospital won recognition with a \$100,000 Ford Foundation grant in 1955, and a new million-dollar medical center was opened as late as 1966. The ITU's Womar's Auxiliary annually contributes equipment to this Home.

For residents who are ambulatory, there is a library, a newspaper reading room (to which members all over the United States and Canada send the newspapers on which they work), a post office, game room and cafeteria. Residents receive free medical, dental and ophthalmological care—even free haircuts.

There are individual dormitory rooms, but one of the Home's problems is that, like college dormitories, it has only communal bathrooms, making it impractical for couples to share a room. The one couple now living there occupies separate rooms in different dormitories. The Home has 20 other female residents.

Day-to-day operation of the Home is directed by a superintendent, at the head of a staff of 122 employees (who hold the equivalent of 100 fulltime

jobs). That's more than one employee for every two residents.

Home policy is set by a seven-member board of trustees. The president and secretary-treasurer of the ITU hold the same posts ex officio on that board, while the remaining five trustees are—for all practical purposes although not technically—elected by the ITU membership at the same time as other union officers.

A constitution and by-laws, part of the ITU Book of Laws, governs the Home's operation, as do such convention resolutions as an 1893 dictum, still printed in the book, directing that, "if a resident proves obnoxious and persists in his conduct, he should be discharged."

Apart from income from its property and an endowment fund to which many printers contribute every May 12, the anniversary of the Home's opening, the Home is supported by 50 cents of each monthly per-capita payment to the international.

That amount has increased steadily from the nickel a month set aside in 1892, totaling \$570,000 in 1976, but it has not been enough to keep up with constantly rising costs.

It currently costs more than \$540 a month to maintain a resident in the home; by 1976 the Home was running at a deficit of \$35,000 a month, and a special \$1 assessment was levied for six months, bringing in almost \$400,000 to refill the cash box. But it was only a stop-gap, and faced with the inescapable, the union made a reluctant break with tradition.

Residents had never been required to pay a penny for anything; the Home's deed of trust, so stipulated, in fact, and the trust's declaration that "its bounty shall be unpurchaseable, its charity shall be given without price" became the Home's motto, chiseled in stone on the entrance arch.

But last April the Board of Trustees felt compelled to assess a monthly charge on the Home's residents. Today they are paying \$175, and the adequacy of that amount is reviewed every three months in light of the Home's financial situation.

The problem is compounded by a decline, irregular but nonetheless pronounced, in the number of residents.

Establishment of the Home was a response, in large measure, to the fact that so many printers were itinerant craftsmen without families; it matched the type of institution built for that other great trade of wanderers, seamen. But in the second half of the 20th Century, far fewer printers are transients; the Home has less appeal for members with families, and other means of obtaining medical and old-age care are increasingly available.

Thus, the resident population, which reached a peak of 432 in 1942, today has shrunk to 175, most of them nursing patients, and continues to contract. Several residential sections are unoccupied and closed off, and one entire building is unused.

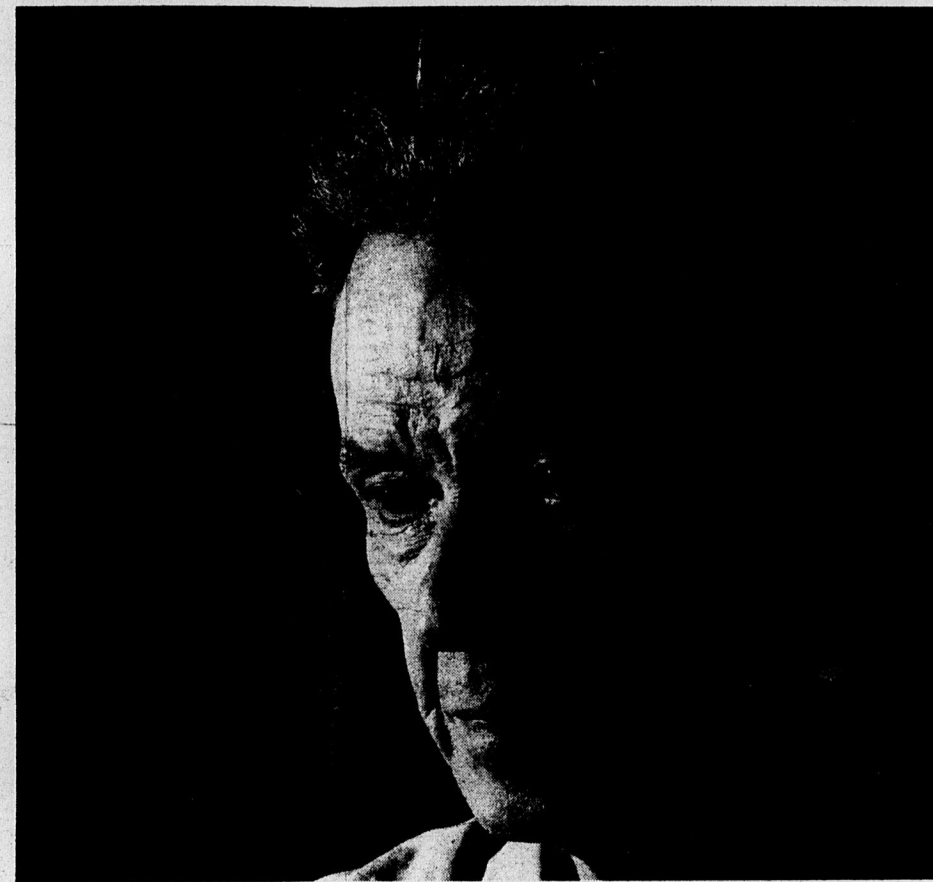
The board of trustees will come to grips with the problem created by climbing costs and declining use at its annual meeting Feb. 13 and 14. At that time, said A. Sandy Bevis, president of both the ITU and the Printers Home Corp., the trustees will consider "serious proposals," submitted by construction and development firms, affecting continued operation and financing of the Home.

The ITU Mortuary Fund was established at almost the same time as the Printers Home, its purpose,

in the words of an ITU factbook, "to assure members of a place in God's acre instead of a plot in potter's field."

It was established in 1891, after an earlier optional insurance plan adopted in 1886 failed to attract much participation. It provided a \$50 burial benefit to be financed by an initial 25-cent monthly per-capita allotment.

Later, a graduated benefit was introduced. It ranged from \$50 to \$500, depending on length of membership, until this Jan. 1, when a flat \$500 benefit and one-year membership qualification were instituted.



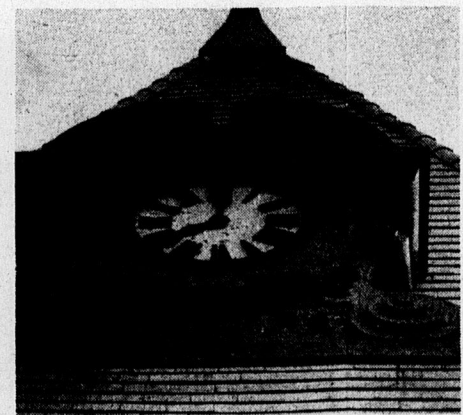
Clyde H. East, International Typographical Union

A RESIDENT OF THE HOME CONTEMPLATES ANOTHER DAY'S END

At the same time, the 85-year-old Mortuary Fund as such was abolished as a result of convention and referendum action, and mortuary benefits are being paid as they come due from General Fund income. ITU leaders saw no sense in continuing to keep a million dollars tied up in the fund, as had been required by ITU law, to finance benefit payments that were running at less than that annually. The money has been shifted instead into a beefed-up Defense Fund.

THE FRATERNAL PENSION plan was the last to emerge, winning adoption in 1907 after years of consideration but not too late to become the first such plan to be established by a major international union.

The immediate spur was the recently concluded struggle for an eight-hour day, which, while victorious, left



HOME'S TOWER CLOCKFACE
Wooden image memorializes campaign for eight-hour day

a number of aging printers jobless in its wake.

"The recent eight-hour struggle," noted the convention's pension committee, "has left many old men who gave up the last positions they will ever have for the principle and honor involved, and for these benefits lasting and positive to the young men, the old men have sacrificed their all, thus placing the International Union under a heavy mortgage to them. . ."

The balance left over from strike assessments, that ran as high as 10 percent of earnings was used to seed the fund, and it was watered thereafter by a regular assessment, or dues payment, of one-half percent of members' earnings.

The initial benefit was \$4 a week—not an insignificant sum at the time.

Successive ITU conventions grappled unhappily with the problem, to which, it was apparent, there was no benign solution. The possibility of absorbing pensioners into the newer ITU Industrial Pension Plan was considered, but that would have put the weight of a quarter-billion-dollar liability on the Industrial Plan, far more than the plan's entire current assets.

Varying proposals for terminating the fraternal plan were submitted, but, understandably, no one wanted to bear the onus for casting pensioners completely adrift. Dealing with the pension plan had become like riding a tiger—impossible to get off and impossible to go on.

The solution, finally, was to put the pensioners' future in the hands of the dues-paying membership. The 1974 convention and a subsequent referendum had reduced the pension dues rate to two percent and had set a \$2,500,000 floor for the pension fund; when the fund fell to that level, benefits would be only as high as current income allowed. In 1975 the union took a dual step that was to close out the pension plan entirely in less than a year.

First, it reduced the \$2,500,000 floor to \$1,500,000, in successive monthly stages of \$200,000, and provided that when the monthly benefit dipped below \$10, the fund's assets would be divided up among the pensioners.

Second—and most decisive—it opened the gates for regular ITU printers and mailers to transfer to the new category of associate membership, exempt from both pension dues and future benefits. They poured through in a rush.

In January, 1976, the first month the change could be made, more than 36,000 regular journeymen and apprentices, more than half the working membership, switched to associate status. By March, another 6,000 had followed.

Pension-fund income plummeted—from \$1,786,226 in January, the last month in which full regular dues were collected, to \$399,109 in March, and benefits plummeted with it. Pensioners, who had received \$70 in January, got \$48 checks in February and \$12 or



MAIN ENTRANCE TO TWO-STORY BUILDING HOUSING ITU'S NEGOTIATED PENSION PLANS

Like all buildings housing services for ITU members at headquarters, it's on land leased from Union Printers Home

increased to 19,677 and the working members to only 85,592, a ratio of less than four to one. And by 1976, retirees had increased to 24,696 and working members had fallen to 69,398—less than three working members for each pensioner.

The disinclination of younger members to continue bearing the dues burden was sharpened by the realization that they were contributing to a pension fund that was certain to be gone by the time they themselves reached retirement age. And the 2 1/2-percent dues obligation had come to be recognized as a serious impediment to organizing.

It was apparent in the early '70s that something had to give. In the three months ending in mid-May 1974, benefits exceeded income by \$862,600, an annual deficit rate of \$3,450,400. At that flow, the fund could be expected to run dry in two years.

Successful ITU conventions grappled unhappily with the problem, to which, it was apparent, there was no benign solution. The possibility of absorbing pensioners into the newer ITU Industrial Pension Plan was considered, but that would have put the weight of a quarter-billion-dollar liability on the Industrial Plan, far more than the plan's entire current assets.

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\$14 thereafter until rock bottom—\$1,500,000—was reached in September.

A final check dividing up the balance gave \$77.89 to each pensioner in November. The New York Local picked up the pension plan for its retirees and assessed its members two percent of earnings to support it. But for the rest of the ITU, an era had ended.

THE MODERN PENSION era had begun for the ITU a decade earlier, however, and most ITU members today, like other union members, look to individually bargained pension plans, financed by employers, to support them in retirement.

The 1966 ITU Convention authorized the establishment of "a jointly trustee pension plan which will be supported by negotiated employer contributions." Three plans were actually established: The main ITU Negotiated Pension Plan, a Canadian equivalent and a retirement trust plan supported by employee contributions.

The plans, analogous to TNG's new portable pension plan, grew rapidly, absorbing 35 regional or local plans. Today they cover 43,500 employees in 2,300 shops, some two-thirds of the union's working membership.

The three funds have a total balance of more than 160 million dollars, 150 million of that in the principal plan. Receipts pour in at the rate of \$2,200,000 a month; benefit payments to 14,500 pensioners run at about \$1,450,000.

The average benefit has been increasing, although the number of covered participants, like everything else in the ITU, has been adversely affected by automation, declining from 56,000 only a few years ago. As a result of this shrinkage, the trustees felt compelled to reduce the pension formula for prospective retirees in 1976 to keep the fund actuarially sound.

The average benefit is only \$96 because of the large number of pensioners whose covered service was short, but benefits run as high as \$600-plus, according to Carl E. Hatton, administrator of the plans.

Increasing employer payments have maintained the fund in the face of a dwindling membership. Employers have been paying an average of \$2.58 per shift per employee.

Hatton says administrative costs are considered low, in the area of six percent. Three banking firms handle the plans' funds, operating under only two strictures: they must obtain a six-percent yield and must stay away from printing and publishing stocks. The average yield has actually been running at more than seven percent.

The plans have three different benefit formulas covering past service and two different periods of future service. They provide for normal retirement at 65 with 10 years' service (not necessarily covered service), and early retirement at 60 with 25 years' service at two-thirds of the normal benefit.

The plans also pay disability benefits and death benefits, both before and after retirement, and are completely portable. Members carry their credits from one participating plan to another.

The Negotiated Pension Plan (or NPP, as it is known in the ITU), occupies its own two-story building on land leased, like everything else at the headquarters site, from the Printers Home. Its staff, its payroll and everything else are separate from the ITU's, although it rents time on the ITU's computer and has its printing done on equipment at the ITU Training Center.

The pension operation employs a staff of 60, with the top administrative jobs held by ITU members.

The plan is jointly trustee, with three union and three management representatives, and was set up under the banking laws of New York, considered the nation's strictest.

That was the idea of Elmer Brown, ITU president when the plans were established.

"He figured if we could cut the mustard there," Hatton said, "we could cut it anywhere."

(Next: The ITU's "Model Democracy")



OFFICES OF ITU NEGOTIATED PENSION PLANS
Fulltime employees of jointly trustee plans total 60



86-YEAR-OLD 'UNION PRINTERS HOME' THROUGH ENTRANCE TO GROUNDS
Back side of arch bears the slogan: 'Its Bounty Unpurchaseable'

TNG launches economies in General Fund

(Continued from Page 1)

ended the period with assets of \$2,000,000.)

The spending reductions, if accompanied by more timely transmittal of per-capita payments to TNG by locals, "should lead to a small surplus" for the fourth fiscal quarter, the IEB said in adopting a budget of \$434,045 for the period, \$61,655 less than General Fund expenditures and \$10,352 more than its income in the third quarter.

Suggestions from IEB members that the board begin seriously to consider recommending that TNG's 1978 Convention be asked to approve an extra increase in per-capita payments to TNG were termed "premature" by TNG President Charles A. Perlik, Jr. He said, however, that an extra per capita increase could be necessary if the economies and other steps under study prove insufficient to "absolutely stop" expenses from outrunning income to the General Fund.

Vice President David M. Mulcahy of New York suggested an extra per-capita increase be looked at seriously, even if it would be politically unpopular, because it is "very difficult to cut back on what we do for our members."

International Chairperson Harry S. Culver said he would support seeking more revenue since he feels cutbacks in services could be "counterproductive."

Vice President Roger L. Stonebanks of Victoria also asked that TNG's officers consider ways to "increase the cash flow" to TNG.

Perlik, who made General-Fund finances the main theme of his President's Report to the IEB, said some economies were begun in the third quarter and will continue through the fourth. He pointed to restrictions on staff travel and other expenses and the decision to not re-employ former International Chairperson Barney Peterson as temporary TNG legislative advocate for the Senate campaign for labor law reform.

Calling the moves "uncomfortable and in many ways unfortunate," Perlik said severe restrictions also have been placed on overtime for TNG's clerical staff and that the possibility of restructuring TNG work assignments is being studied with a view to trimming up to two posi-

Defense Fund income exceeds outgo

Washington—TNG's Defense Fund took in \$38,207 more than it spent to assist striking and locked out members during fiscal 1977's third quarter and ended the period with its assets at an even \$2,000,000, the IEB's Finance Committee reported Jan. 25.

The fund's income for the period totalled \$109,880, with \$95,879 from the fund's regular portion of per capitas, \$8,272 from interest and investments and \$5,729 in return of unused benefit money by two locals.

Expenses for the period totalled \$92,854, in-

cluding \$21,181 written off from the Los Angeles Herald Examiner strike loan to the Los Angeles Guild under action of the 1975 Guild Convention directing that such writeoffs be made whenever the fund exceeds \$2,000,000.

Largest regular expense items for the fund were \$32,346 to Madison and \$17,741 to Ottawa.

Another \$8,258 went to Steubenville, \$5,000 to Detroit's Oakland Press Unit and \$3,450 to the Central California Guild's Sacramento Legal Press Unit.

tions. The two could be either inside headquarters or in the field or both, he said, adding that the staff changes could be underway before the next IEB meeting, in April.

This year's Heywood Broun Award luncheon also was cancelled as part of the economy effort. And the IEB rejected requests for contributions that normally might have been made; among them the United Negro College Fund, Amnesty International, the NAACP's Committee of 100 and the Southern Poverty Law Center.

The same fate befell requests that TNG help subsidize publication of a history of the 1936 Guild strike at the Seattle Post-Intelligencer and of a history of the organization of the San Jose Guild's unit in Monterey in 1973-74.

TNG also will forego being represented at the spring meeting of the International Federation of Journalists' Bureau, in Lille, France, if the situation doesn't improve, Perlik said.

Consideration of TNG's regular contribution to help support

the Reporters' Committee for Freedom of the Press was deferred.

Other possible steps, Perlik said, would require approval of TNG's 1978 Convention, scheduled for June 26-30 in Detroit. Those presently under study include:

✓ Legislation to recover from the Defense Fund TNG expenditures to assist the Washington-Baltimore Guild to defend its jurisdiction at the Washington Post. These efforts cost the General Fund nearly \$33,000 in fiscal '78's first nine months, Perlik noted.

✓ Reduction of the size or frequency, or both, of the Guild Reporter, which presently must be published at least 22 times a year and once a month under TNG's Constitution.

Paradoxically, the Finance Committee noted, the third-quarter deficit occurred simultaneously with active, dues-paying Guild membership reaching record highs during the period.

And, though dues are not collected from newly organized groups until a contract is won,

the Phoenix Guild's victory Feb. 3 at the Republic and Gazette brought the number of employees in groups to have voted for Guild representation in fiscal '78 to over 900, the third largest number in the last 20 years.

The third-quarter deficit was due in part to income falling \$15,312 short of the estimate for the period, the IEB Finance Committee noted.

But the biggest factor in the deficit was considerably higher than anticipated expenses "in several areas."

Biggest over-budget item in the third quarter was "delegates and committees," reflecting the costs of the International Election & Referendum Committee conducting a special, rerun election for TNG vice president from Region 2 and the costs of three meetings of TNG's 14-member Special Merger Committee—in Washington in October and December and in Colorado Springs in November.

"Delegates and committees" expenditures for the October-December period totalled \$23,093, exceeding the \$5,900 budgeted by

\$17,193. Of the \$23,093, IERC expenses were \$4,316; the merger committee's, \$16,530.

Next largest over-budget item was expenses for TNG field staff, the Finance Committee noted—\$35,339 compared to \$20,000 budgeted. But, it said, "in hindsight, the budget item was unrealistically low and the expense was inflated" by payment of retroactive increases in per-diem and mileage expenses under renewal in September of the Federation of Guild Representatives' contract that had expired Dec. 31, 1976.

Other items more than \$1,000 over the third-quarter budget were: directly billed transportation, \$3,931 over; office expense (excluding salaries), \$13,316 over; Guild Reporter printing, \$2,590 over; Guild Reporter and Research & Information salaries, \$4,932 over; Constitution publication, \$1,500 over; legal and bargaining literature, \$1,225 over, and other Guild Reporter publication expenses, \$1,952 over.

The principal third-quarter under-budget item was "miscellaneous organizing and servicing," the Finance Committee noted. The actual expense of \$9,597, mostly for legal fees in the Washington Post unit clarification case, was \$3,403 less than budgeted.

"But that was because the budget figure was high, not because spending was notably low," the committee said, pointing out that for the nine months ended Dec. 31 spending for the item totalled \$41,320, more than double the \$20,800 for it in the annual budget. Most of the money has gone for legal bills from locally hired counsel.

Third quarter General Fund income totalled \$423,693, which was about \$5,000 less than in the second fiscal quarter. Expenses totalled \$495,700, which was about \$55,500 more than in the July-September quarter.

In adopting a budget and income estimate that anticipate a \$1,155 surplus for the January-March quarter, the IEB emphasized that the surplus will only be possible if TNG's economies are coupled with locals making payments due TNG on time, and instructed TNG Secretary-Treasurer Robert M. Crocker to inform local presidents and treasurers of the seriousness of the problem.

While emphasizing that late payments to TNG are by no means responsible for all of the General Fund deficit, Crocker wrote locals on Jan. 26 that as of that day monthly per capitas that should have been mailed by Jan. 15 still had not been received from 15 locals.

"No membership organization in the world can sustain financial good health if it has to suffer delay in receiving one-fifth of the revenue on which it is entitled to rely," he pointed out, urging the tardy locals to do "everything possible to catch up and stay abreast of your constitutional obligations to TNG."

Per-capita payments from locals are TNG's main source of income. The payments are automatically adjusted at the beginning of each fiscal year under a formula in TNG's Constitution tying them to the average reporter top minimum being paid each April 1 under Guild newspaper contracts. Present monthly per capita is \$5.53, with \$4.444 going to the General Fund and \$1.086 to the Defense Fund.

Three special IRs leaving TNG staff

Washington — The three remaining special TNG organizing representatives hired under a pair of assessments authorized by the 1976 Convention will soon leave TNG's staff as funds enabling their employment are nearing exhaustion, TNG President Charles A. Perlik, Jr. has announced.

In letters to Lee Clifford of the Canadian Wire Service Guild, Alice L. Burton of San Jose's Monterey Unit and Janet David

of New York's Amsterdam News Unit, Perlik said that TNG "has no other resources on which to depend for your continued employment" pending possible renewal of the assessments by the 1978 Convention.

A fourth representative hired under the special organizing fund, Bob Forsyth of the Central California Guild, returned in January to a Sacramento newspaper.

All four took leaves of absence

from their industry jobs to join TNG's staff: Clifford from the news staff of the Canadian Broadcasting Corp. in Nova Scotia, Burton from the outside display-ad sales staff at the Monterey Peninsula Herald and David from the Amsterdam News's business office staff.

TNG's staff of 11 regular international representatives is not affected by the depletion of the special organizing fund.

Guild launches defense fund for Mtimkulu

(Continued from Page 1)

without the consent of the liquidator."

They were freed on bail pending a hearing scheduled for Feb. 21.

"We are informed that the defense is in good hands but that, as might be expected in view of the UBJ's dissolution, the crying need is for funds," Perlik wrote to local presidents.

"The need is urgent, so please act without delay," he added.

"I know that all of you . . . will be moved by more than ordinary impulses to help him and his fellow trade unionist at this

critical moment for them," Perlik wrote.

"No one who is aware of what has happened to Steve Biko and other blacks thrown into South African prisons can contemplate with indifference the prospect of the two UBJ leaders being sent there," Perlik said.

Contributions should be sent to the Phillip Mtimkulu Defense Fund in care of TNG Secretary-Treasurer Robert M. Crocker at TNG Headquarters, 1125 15th St., N.W., Suite 835, Washington, D.C. 20005.

The Rand Daily Mail of Johannesburg said Mtimkulu and

Mayet withdrew 2,460 rand from the UBJ bank account when the organization was banned Oct. 19 in a crackdown by the white supremacy regime.

The IEB said it "protests this new victimization of black journalists and trade unionists and urges the South African Ministry of Justice to drop charges that can only further sully South Africa's already shameful record of justice."

There now are 12 black journalists in detention. One of them, Joe Thloloe, UBJ president, has been in prison for several months on a charge of distributing the union's paper.

Mtimkulu, formerly of the banned World and Weekend World papers, now writes for the church-backed Voice.

The Voice has been among organizations and individuals which have been threatened with violence by something calling itself the "People's Force Front to Slay Leftist Disestablishmentarianism."



PHILLIP MTIMKULU
Addressing 1977 TNG
Convention

Taiwan urged to free journalist

Washington — Taiwan should free a journalist it has jailed for writing articles favoring democracy, the Guild's International Executive Board has declared.

Huang Hua has been charged with planning the government's violent overthrow, but his ar-

ticles were the real crime, the board said.

It noted that the last time Huang was jailed—in 1967—he was charged with "wild talk" in a restaurant and "scribbling political graffiti and distributing leaflets."

Election reform is periled; cards urged

(Continued from Page 1)
visits to their Senators during the February recess, emphasize three points:

✓ The importance of quick elections, based on the Guild's own experience with election delays of up to 674 days, more than 22 months. There has been an average of 238 days, about eight months, between Guild petition and election in recent years, TNG President Charles A. Perlik, Jr., told the Senate committee Oct. 31 [Guild Reporter, Nov. 11].

✓ The urgency of resisting further weakening amendments.

"The bill, as reported out of committee, is now minimal," Eisen emphasized. "The compromises have already been made."

✓ The importance of voting for cloture to end a filibuster that would thwart majority rule.

A leader of the bill's opponents, Sen. John Tower (R-Texas), Eisen noted, has conceded that "we're dead" if cloture is voted.

Among locals reporting recently increased activity in the mail campaign are Chicago, New York, Chattanooga and St. Louis, with the latter's members having sent off more than 500 postcards as of Feb. 3. New activity was reported in Erie, Lansing, Youngstown and Peoria.

The expedited-elections provi-

By any other number, it's S.2467

Washington—The Labor Law Reform Bill has a new number for the rest of its trip through the Senate—S.2467—a change made by the Senate Human Resources Committee to remove a delaying tactic from opponents in a filibuster.

Postcards printed with the bill's original number—S.1883—can still be used without change, however, TNG advises, since the bill is well known in the Senate simply by its name.

Members might want to use the new number, however, in letters, telegrams and phone calls to their Senators, TNG noted.

sion in the Senate bill now provides that votes be held in plainly appropriate units where a majority supports the union in not less than 21 days nor more than 30 days after the petition is filed. The House-passed bill provides for these kinds of elections within 25 days; the bill as introduced would have mandated them within 15 days, 21 if the unit is too large or the work place too remote for a 15-day election to be feasible.

The Senate bill, as when introduced, would require elections within 45 days if the unit is not clearly appropriate or the petition is not supported by a majority; 75 days if there are novel or particularly complex issues involved. The House passed 50- and 75-day limits.

AFL-CIO Legislative Director Andrew J. Biemiller, while calling the Senate committee's bill "a generally good" one, voiced

disappointment at its extending the time period for elections in the first circumstance.

"History shows," he said, "that each day elections are delayed increases the exposure of workers to employer harassment—the very harassment this legislation is designed to eliminate."

Businesses' lobbying effort against the bill is being conducted with the fervor of a "holy war," Thomas Donahue, executive assistant to AFL-CIO President George Meany, told Business Week magazine.

Robert T. Thompson, chairman of the U.S. Chamber of Commerce's labor relations committee, told the magazine he thinks "business is more unified in outright defeat of this bill than in any other labor issue I've observed over the past 25 years."

The National Assn. of Manufacturers has sent its member firms an "action kit" for use by stockholders and suppliers against the bill. It contains model letters claiming that the bill's stronger penalties for those who illegally oppose organizing efforts would strip employers of their "legitimate right to oppose unionism" and impose unions on "unwilling workers."

The NAM reportedly has tar-

geted 43 Senators in the campaign.

The chairman of Sears, Roebuck & Co., Arthur M. Wood, in "Dear Sears retiree" letters, says he is concerned that the bill "could push our country down the road to a labor- and government-controlled economy."

More than 800 small businesses were in Washington to lobby against the bill on Jan. 24, the Washington Star reported.

Union leaders and members were making the rounds on Capitol Hill, too, however: More than 100 Machinists from 45 states in late January, 700 Auto Workers and 350 from the Ladies' Garment Workers the first week in February.

The Machinists were following up on more than a half million postcards to Senators. The Operating Engineers delivered more than 120,000 postcards and letters to the Senate.

The AFL-CIO, meanwhile, asked the top officers of its affiliated unions to personally visit Senators on behalf of the bill's passage. TNG President Charles A. Perlik, Jr., met with Alan Cranston Feb. 8 and was to see S. I. Hayakawa Feb. 10. Both are from California. Perlik hopes also to meet with several other Senators.

New support for the bill from outside the labor movement also continued to come forth following President Carter's strong endorsement in his State of the Union message.

It includes the New York State Assembly, the Akron City Council, the National Jewish Community Relations Advisory Council and the American Nurses Assn., Inc.

Dues deductible, members reminded

Washington—Guild dues are deductible in full for members who itemize their U.S. income tax returns, TNG Secretary-Treasurer Robert M. Crocker has told local treasurers and administrative officers.

All International and local assessments also are deductible in the United States, he said.

In Canada, as a general rule, dues or assessments for union operations are deductible but those specifically for defense funds like TNG's aren't, Crocker added.

From January through April, 1977, \$1.022 of each monthly per capita payment went to the International Defense Fund. From May through December, the De-

fense Fund portion was \$1.086.

There were two special organizing assessments during 1977, although some locals paid them out of their treasuries. In those cases, there would be no deduction for members, Crocker said.

Time Inc. buying Washington Star

Washington—Time Inc. has agreed "in principle" to buy the Washington Star from Joe L. Allbritton, the Texas millionaire who acquired control of the only afternoon daily here four years ago, the two announced Feb. 3.

Time will pay 20 million dollars for the paper and assume

its debts, including an 8 million dollar mortgage on its plant.

It will be Time's first daily newspaper and will put it into head to head competition on a second level with the Washington Post Co., which also publishes Newsweek.

Allbritton, who bought the

Star when it was reportedly losing a million dollars a month and has seen it back to the break-even point since, said it has been "clear all along that the Star needed more than I alone could give it."

He pointed to what he called Time's "publishing expertise" in promotion, advertising, writing and picture display as "the kind of journalistic strengths that the Star needs." He said they will be supplied on a consultant basis.

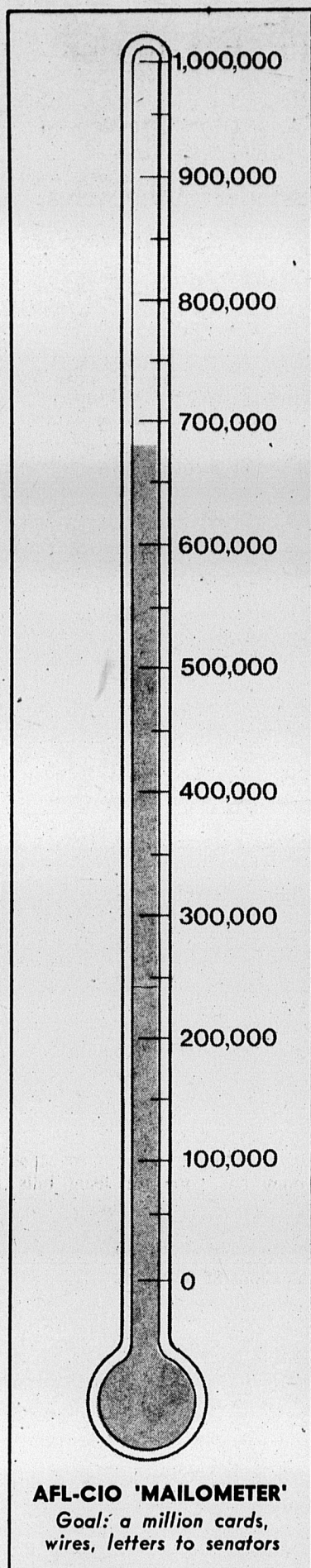
Leaders of the Guild and other unions at the Star were quoted as being cautiously optimistic about the paper's purchase by Time.

Union members at the Star have made several sacrifices as part of the effort under Allbritton to return the paper to financial health. Guild members agreed to a wage freeze and four days pay, among other things, early in Allbritton's tenure.

The Washington Post reported that with the 20 million dollars from Time, Allbritton will stand to make a profit "reliably estimated" at "at least 70 million dollars" by selectively selling off the Star's more profitable broadcast properties since acquiring control of the company.

Allbritton, who will stay on as publisher for at least five years, "did not dispute a reporter's suggestion that he had more than doubled the 65 million dollars he says he had invested in the Star," the Post reported.

"Allbritton complimented the reporter, saying 'You add quite well,'" the Post said.



Chicago moves to save jobs, Daily News

(Continued from Page 1)

He said the paper is losing money at an 11 million dollar annual rate, up from 3.5 million dollars in 1975.

The Guild represents about 425 editorial department employees at the two papers, about 200 in each news room and the rest in their common library and communications departments.

After meetings of its executive committee Feb. 5 and membership on Feb. 6, the Guild launched a drive to increase the Daily News's circulation through the area labor movement.

At the same time it began meeting with the papers' management seeking new jobs within Field Enterprises for those who otherwise might be dismissed and

guarantees in the areas of severance pay, pensions, health and welfare coverage, vacations and loans beyond provisions of the contract with the papers.

In the first bargaining meeting, on Feb. 7, the papers agreed to fund and staff a placement center for those dismissed, according to Guild Executive Director Gerald J. Minkinen. Another meeting was scheduled for Feb. 9 on the Guild's other proposals.

The Auto Workers and the Chicago Federation of Labor both responded enthusiastically to the Guild's circulation-drive proposal, Minkinen said, with the Auto Workers pledging to promote it in all members' workplaces.

But, said Guild leaders, they are not optimistic about the ultimate success of their efforts, though they will pursue it "and any other reasonable proposal."

Daily News staffers began on Feb. 6 to receive notices of who would be severed. The same kind of notices began to be passed out among Sun-Times staffers two days later.

The company told the Guild

that the Daily News's costs had exceeded its advertising and circulation revenues by 21.7 million dollars since Sept. 30, 1974; also that its circulation has dropped to 329,078 from 397,598 on Sept. 30, 1974.

The company, however, declined a Guild request on Feb. 5 that it open the books of Field Enterprises' Newspaper Division to Guild examination.

In an interview published in the Jan. 16 issue of Advertising Age, Field gave little indication that closure of the Daily News was under active consideration for the near future.

He said he was waiting for a noticeable trend in its advertising before making a decision. The marketing trade journal said he hinted there would be no decision before fall.

He said that while the paper was unprofitable, it was not losing so much money the company could not afford to carry it.

He also said that if it were to be closed, the Sun-Times would become a 24-hour paper and absorb the Daily News's staff.

Gannett pays \$60 million, cash, for 2 in Wilmington

Wilmington, Del.—The Gannett chain outbid four other publishing companies and bought the Wilmington News and Journal for 60 million dollars, cash, from the Dupont Co. on Jan. 30.

Purchase of the morning-evening-Sunday papers gives Gannett control of 75 dailies in 29 states and Guam.

DuPont acquired the papers in October with the merger of Christiana Securities Corp. into DuPont and said repeatedly it would sell them.

Gannett outbid, in descending order of the amounts offered: the Hearst Corp., Washington Post Co., Mansfield (Ohio) Journal Co. and Associated Newspapers Group, Ltd., of London.

The New York Times reported the Wilmington papers had profits of about two million dollars last year and that Gannett expects them to increase.

The Philadelphia Guild represents the papers' circulation employees.



Ron Unternahrer, Detroit Guild, Pontiac Unit

Many happy returns in Pontiac

One of several trucks returns loaded with unsold Oakland Press papers in Pontiac, Mich., Jan. 31. An everyday occurrence, leaders of unions striking the Capital Cities-chain paper report as they press boycott of paper's circulation and advertisers with the aid of other area unions. Subscription cancellations totalled 25,000 in first month, unions report.

IEB defers 'streamlining' to spring

Washington — TNG's International Executive Board has deferred until its spring meeting a series of recommendations its Collective Bargaining Committee said were aimed at streamlining TNG's Collective Bargaining Program and Convention Recommendations on Bargaining.

The Guild's 1977 Convention directed the IEB to "undertake a careful examination" of the program "with a view to streamlining the mandatory proposals and clarifying and updating the recommendations" and report to the 1979 Convention.

The committee's recommendations cover all 45 sections of the program and 41 sections of the recommendations.

In many cases sections would be shifted from the program to the recommendations and vice versa. Others would be kept where they are.

Ultimately, convention action

would be required to enact any changes.

Taken into account, the committee said, were the different definitions given "streamlining" by convention delegates during debate on the proposal. Delegates saw the word as meaning variously "reviewing, reducing, transferring or rewriting the program and recommendations," the IEB committee said.

The committee said its recommendations also would separate bargaining procedures from bargaining goals in both the program and the recommendations.

TNG President Charles A. Perlik, Jr., suggested that the matter be held over to the April meeting because it contained too much for the full IEB to digest immediately.

The recommendations were brought to the full board at the start of its session on Wednesday, Jan. 24. The board ended its winter meeting before noon the next day.

Vice President Roger L. Stonebanks of Victoria, chairperson of the Collective Bargaining Committee, urged immediate consideration, saying it would be necessary to redraft language in April in advance of the summer convention.

The concept should be discussed now, he said, suggesting a deferral until Thursday morning, which was then moved by Vice President John M. Lowe of Southern Ontario.

Vice President David M. Mul-

cahy of New York moved to amend Lowe's motion, to defer to April.

Stonebanks objected, pointing out that the committee had come in a day early to do the job and that it would only be more difficult in April.

The amendment passed on a 9-to-7 show-of-hands.

Later in the day, Stonebanks read into the record a statement by all six members of the Collective Bargaining Committee expressing their regret at the deferral.

Stating that the committee had "set about its work diligently, conscientiously and expeditiously," the statement said that the "preliminary report was seeking the board's guidance on the direction the project is going before the larger project of rewriting was commenced."

"The committee disagrees with the reasons for postponing consideration and believes ample time existed at the winter meeting to handle the work," they said.

Perlik, responding for the record, said: "I appreciate the grace with which the majority of the committee accepted the decision of the majority of the IEB."

Besides Stonebanks, members of the IEB's Collective Bargaining Committee are: Vice Presidents Louis M. Calvert of San Jose, Faye McCracken of Memphis, Floyd Tucker of San Francisco-Oakland, Betsy Wade of New York and Diane M. Woodstock of Madison.

Washington — The Cincinnati Post's application to establish a joint operation with the Cincinnati Enquirer should be rejected without a hearing, TNG and the International Typographical Union say.

Counsel for both international unions urged this course on U.S. Atty. Gen. Griffin Bell in Jan. 30 comments that berated E. W. Scripps Co. for failure to consider alternatives to a joint operation of its Post and Combined Communication chain's Enquirer.

Both companies last September asked the Justice Dept. for permission to merge all but their editorial departments under provisions of the Newspaper Preservation Act.

The act grants exemptions from federal anti-trust laws if a newspaper can show that it would fail without a joint operation.

More than 200 Cincinnati Guild members would lose their jobs under the proposed consolidation.

David S. Barr, TNG's counsel,

Reject Cincinnati merger immediately, Bell urged

Joint operation his aim since early '75

Cincinnati—The publisher of the Cincinnati Enquirer set his sights on a joint newspaper operating agreement with the Cincinnati Post nearly three years ago, according to a report in the Post at the time.

Carl Lindner told the 1975 annual meeting of American Financial Corp. stockholders that the Post's building had been purchased in anticipation of a possible combination of the two newspapers.

"The putting together of newspaper (printing facilities) is the coming thing. The idea in the back of our mind is that we might do some of that," the Post reported on May 28, 1975.

and Ronald Rosenberg and Jeffrey Freund, ITU counsel, said a recommendation by Asst. Atty. Gen. John H. Shenefield that a hearing be held was inconsistent with Shenefield's findings.

Because Scripps has refused to consider selling the paper, "a hearing would be a superfluous invitation to perjury," they wrote in comments supplementing their original brief [Guild Reporter, Dec. 16].

Shenefield's own report, analyzed correctly, "mandates immediate denial of the application," TNG and the ITU said.

Shenefield had concluded that Scripps must "reliably establish" that alternatives to joint operation are unavailable—and it has not done so, the unions said.

Moreover, its refusal to consider purchase offers demonstrates the Post isn't a failing newspaper, the unions contended.

Scripps's position, they added, is that it doesn't have to consider alternatives or demonstrate that there are any.

"The . . . act was never intended to grant such license, even in economically weak markets," which Cincinnati isn't, the supplemental comments continued.

The Post has said that it has lost 11 million dollars since 1970 and 1.1 million dollars in 1977.

The paper, in its own brief to the Justice Dept., claimed that Shenefield is trying "to undermine the purposes of the Newspaper Preservation Act" with "incredible" recommendations that are "quibbles."

Cincinnati unions had taken longer contract terms and deferred increases in an earlier attempt to keep the paper going. This time, the paper has said, even that wouldn't work.

McLeman, Lowe CLC delegates

Washington — TNG Canadian Director William McLeman and International Vice President John M. Lowe of Southern Ontario (Toronto) have been named TNG's delegates to the Canadian Labour Congress' convention.

The action was taken by the International Executive Board at its winter meeting here. International Vice President Roger L. Stonebanks of Victoria was named alternate.

The convention will be held in Quebec City in April.

The Guild Reporter

JAMES M. CESNIK

Editor

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The Newspaper Guild

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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.

Great Lakes District Council, winter meeting, March 4-5, Akron (postponed from Feb. 4-5).

David S. Schick Memorial Award for local publications, entries deadline, April 1 at TNG headquarters.

International Executive Board, spring meeting, April 24-26, TNG headquarters, Washington.