

Kitchen table to the 'Mecca of Typography'

By DAVID J. EISEN

Director of Research & Information

THE PHRASE pantry to palace, aside from its inappropriateness for a trade union, overstates the International Typographical Union's material situation at both ends of its 125-year history. But like all exaggerations, it is faithful to the truth, in its fashion.

For 35 years after its founding the ITU's headquarters was on its president's kitchen table. Today the union is housed in a multimillion-dollar complex with a half-million-dollar computer, an elaborately

equipped training center and its own printing facilities (where this Guild Reporter was produced, see Page 5).

The striking increase this symbolizes in the union's net worth—to some six million dollars—would gladden the heart of a corporate accountant, but that is not the point. What is compelling is what that difference has meant to the ITU's operations as a union.

Penury in the ITU's early days meant a day-to-day international operation that was, to say the least, ragged. Former ITU President James M. Lynch conveys some of its flavor in his *Epochal History of the International Typographical Union*:

"The authority of the National [as it was then constituted] to enforce its decrees rested upon a shaky foundation. Inadequate facilities for transacting

business and keeping records resulted in loss of strength, and many local unions, lacking confidence in the National or knowledge of its program, continued to function independently. We find Lewis Graham of New Orleans, president of the National in 1855, communicating by letter his inability to attend the convention at Memphis and regretting that he was also without facility for reporting on conditions of the trade in various localities."

Today the ITU calls its Colorado
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Arbiter: VDTs okay, but . . .

New York—The "vast majority" of employees may work at the New York Times's VDTs with no hazard to their eyes from "radiant energy" according to "reasonable standards of industrial safety," an arbitrator has ruled.

Although the VDTs apparently "do not pose any ocular radiant energy hazard," the Times nonetheless must take certain precautions, including regular monitoring of the devices, Maurice C. Benewitz said in a ruling issued in mid-February.

Individuals, however, Benewitz cautioned, must decide in consultation with their own doctors whether they may have a problem working in an environment which does contain "low-level emissions," with "biologic susceptibilities" and "exposure elsewhere" among the factors they should weigh.

"The award confirms the correctness of the Guild collective bargaining position that periodic eye examinations and machine monitoring are necessary," said Robert Dudnick, TNG's associate research director, who is coordinating VDT health studies.

"What we have with VDTs is a system comprising two machines—the video display terminal and the human eye. To evaluate the system, both components must be examined," he said.

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Daily News closed, bias is charged

Chicago—A last-ditch attempt to keep the Chicago Daily News in publication failed March 3 when a U. S. District Court judge denied a Chicago Guild request for an injunction to maintain the status quo.

The same day, the Guild moved to arbitration its charge that the Daily News and its companion Chicago Sun-Times engaged in age, race and sex discrimination in picking which Guild-covered employees would be retained for the Sun-Times's enlarged staff.

The 103-year-old evening Daily News was folded the next day, its last issue a "collector's edition" reviewing its prestigious history and carrying a Page One streamer

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Carmie A. Thompson, Madison Guild

'Press Connection' on daily (video) display

Madison Typographical Union member Art Sullivan, seated, enters copy through video display terminal into new Compugraphic typesetting system used in publishing the Madison Press Connection since the strike paper went to five-days-a-week publication on Feb. 7. Looking on are Madison Guild vice president and Press

Connection editor Ron McCrea, right, and Everett Montanye, another ITU striker working on the paper. At another VDT in the background is Carol Holen, also of the ITU. Press Connection's initial circulation totalled nearly 12,000, with about 3,000 in street sales. McCrea is holding the first daily edition of the paper.

SOUTH AFRICA: Nine will be 'gone'

By GENE BRYANT

San Jose Guild

I had expected it to be hot—it's summer there now—but it was surprisingly cool, and wet, the Saturday night I landed in Johannesburg to end a 16-hour flight from New York.

I called my two main contacts, but both were out so I left word.

In the morning I was awakened by a piercing whistle—the phone. It was one of my contacts, an Indian. We would meet in my room at noon. He was prompt and, after exchanging a few pleasantries, quickly indicated that we should do our serious talking elsewhere.

We went to his car around the corner and hadn't driven far when he asked if I would object to going

Bryant, San Jose Guild administrative officer, was in South Africa Feb. 18 to 24 for discussions with leaders of the Southern African Society of Journalists and to be TNG's observer at the trial of Phillip Mtinkulu and Zubeida (Juby) Mayet, former officials of the Union of Black Journalists. Mtinkulu spoke to TNG's convention and visited several Guild locals and U.S. papers last summer.

The pair are charged with "theft" or "alternatively . . . hindering the liquidation of an unlawful organization without the consent of the liquidator" for withdrawing 2,460 Rand (about \$2,800) from a UBJ account when the UBJ was banned.

Bryant's mission was funded by the AFL-CIO's African-American Labor Center.

with him to Soweto, the huge township where all Johannesburg blacks must live. I was apprehensive, but said "no," I didn't object. (Whites are prohibited from visiting Soweto without a special pass. I didn't have one.)

On the way, my contact—I must call him "A"—gave me a quick lesson on our destination:

✓ Soweto is not an African name, although it sounds like one, but an abbreviation of Southwest-
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Few people in the Guild or
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Bill's foes' line called 'Baloney!'

Washington—Senators' concerns over the Labor-Law Reform Bill's timetable for expediting union representation elections are based on "false premises" TNG President Charles A. Perlik, Jr., told U. S. Guild locals in a "facts-vs.-fiction" memo March 6.

And the bill's opponents may be successful in further weakening those provisions in the Senate unless members of the Guild and other unions "set the record straight" in calls upon their senators or their home-state staffs before the bill comes to the floor, now expected to be after the end of March, he said.

Perlik's memo followed visits by TNG field staffers to 15 senators or
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SOUTH AFRICA: They may just 'disappear'

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ern Townships, the official non-name for this sprawling city-within-a-city.

Its population is somewhere between 1.5 and 1.8 million—no one knows exactly—so it is at least as large as Johannesburg proper.

The "lucky" blacks live there. "The others have to live in the bush, where it is almost impossible to make a living."

The drive, through an industrial area and into mostly open, rolling countryside, took about 25 minutes.

Soweto was depressing, but not as depressing as I had imagined it would be. It appeared that only the main roads were paved. The houses were tiny—little more than one- or two-room cottages—but many were brick, which surprised me. The streets were aswarm with black children.

Two or three miles into Soweto we stopped outside a fairly large building, apparently some kind of community center. We walked to the second floor, down a hall and into a small room.

I found myself in the middle of a meeting of black journalists deciding their position on an upcoming trial of 27 black journalists arrested for staging a demonstration in protest of the detention of Joe Thlolo, the president of the banned Union of Black Journalists. It was the first I had heard of those arrests and that pending trial.

My presence didn't seem to be resented. As I watched and listened, everyone got a chance to speak and, finally, in a close, secret ballot, they decided that no plea should be entered.

Back in Johannesburg we arranged to meet my other contact, a white journalist and official of the Southern African Society of Journalists I'll call "B."

We had a long, informative talk in one of the city's restaurants. I left with "B" one of several copies of a press release on a TNG protest to the South African government of the charges against Phil Mtinkulu and Juby Mayet.

From my hotel room I called the other English-language papers, the major (and pro-government) Afrikaans-language paper and the South African Press Assn., a news agency, about the release. A messenger for the Afrikaans paper was there to pick me up within minutes, SAPA said it wasn't interested and the Johannesburg Star sent a reporter to get one the next morning. The Afrikaans paper printed no story. I'm sure the release went straight to the government.

Monday I confirmed a suspicion that had been to grow—that I was being watched. I had been warned to expect this, but you can't be absolutely sure if you're under surveillance or paranoid, or both.

While meeting with several journalists, I left my briefcase in my hotel room with the contents arranged so that I would be able to tell if it had been searched.

When I returned, I could tell that



JUBY MAYET, LEFT, PHILLIP MTINKULU, RIGHT, LEAVE COURTHOUSE

Between them: Ernest Wentzel and Shun Chetty, attorneys; behind them, TNG observer Eugene Bryant of San Jose

it had been. But nothing was missing.

On the 21st, "A" drove me to Johannesburg Magistrate's Court, a huge, forbidding complex, where we met Mtinkulu, Mayet and a white attorney in the hall outside the courtroom. I was introduced to the prosecutor, then the magistrate. They were fairly cordial.

As the trial began, several technical flaws appeared to develop in the prosecution's case and, after about two hours, it unexpectedly was recessed until March 28. "A" said he now thought the defense actually had a shot at winning.

Back at the hotel late that night after another round of meetings a message was waiting from the U. S. Embassy in Pretoria. It asked that I contact Richard L. Baltimore immediately.

I figured my time in South Africa was about to end ahead of schedule. Pretoria must be raising hell about the press release, I thought.

Baltimore, a political attache, was at home. He explained that the embassy had been notified in advance of my visit and asked if I was interested in attending a major "terrorist" trial on Thursday, the 23rd. Relieved, I told him I was.

The trial of the 27 black-journalist protesters on the 22nd did not go well.

The magistrate appeared singularly uninterested in the defense. If looks could kill, I would not have lived through the day. When the defense rested, he recessed the proceedings until Friday morning.

At dinner that night "B" and two other white journalists were uniformly pessimistic in their evaluation of the future of South Africa. They consider it only a matter of time before a bloody civil war engulfs the nation. They are

eloquent. For the fourth night in a row I failed to get much sleep.

Baltimore and I left for the terrorist trial early in the morning. It involves the Pan African Congress, one of two major black liberation groups in the country, and was being held in Bethal, a small town about 200 kilometers from Johannesburg in the heartland of the Afrikaaner. One gets the feeling of being very much alone out there.

During the 2½-hour drive, Baltimore told me he has attended many trials in South Africa. He did not draw a happy picture.

Inside the courthouse, we asked a white policeman for directions to the trial's courtroom. He pointed to a door down the hall and I took a step in that direction. Baltimore, one of two blacks on the embassy staff, didn't budge. He told the policeman he was from the U. S. embassy. The policeman pointed to a different door. The first, it seems, opened to the black half of the spectators' area.

We had a few minutes to talk to the defense attorneys—two white advocates, who argued the case, and two black solicitors, who helped prepare it.

The 18 defendants entered the courtroom intoning an African chant, a form of final protest. It was moving. This day's session of the trial lasted only two hours, largely taken with technical arguments. Overall the trial is expected to last at least another year.

During a long lunch with one of the white advocates I asked why one of the defendants had to use canes to walk. The answer: He is the only black known to have lived long enough to stand trial after being pushed off the Johannesburg police building.

During the depressing drive back to the city, the only bright spot I could recall in the day was when one of the defendants had recognized Baltimore from another trial. Word that there were American observers spread quickly. Several defendants broke out in smiles, others whispered a word of greeting as they filed from the courtroom.

During dinner that night with "A" and his wife we mostly avoided serious topics.

The next morning, the judge

found the 27 black journalists guilty as charged and said they could each pay fines of 100 Rand (about \$120) or serve 100 days in jail.

One of the group attempted to read a statement explaining reasonably and moderately why the group had staged their protest. The magistrate cut him off. The defense protested that the defendants had no other way of voicing their feelings:

"They have no political representation; all they have is the parliament of the streets."

The magistrate was unmoved. The defense served notice it will appeal.

As my plane lifted from the runway that night, I remembered the chilling forecast by one of the journalists I had come to know in Johannesburg.

Matter of factly, he had told me that at least 20 percent of the 45 or so people I had met there, most of whom were black journalists, would be "gone" before the end of the year.

I asked him to amplify. He said: "They will either be dead or will have disappeared."

Howard asks IEB to call convention

Washington—TNG's secretary-treasurer has declined to call a special meeting of the International Executive Board to consider calling a special TNG Convention to hear a challenge to the certified outcome of the special, rerun election on Jan. 2-7 for TNG vice president from Region 2.

Robert M. Crocker also declined a simultaneous request that, as an alternative, he poll the members of the IEB on the request by Warren E. Howard of Washington-Baltimore for the special convention.

Crocker said he would only call a special meeting if requested to do so under TNG's constitution, which requires one if formally sought by three IEB members.

Faye McCracken of Memphis was certified by the International Election & Referendum Committee as victor over Howard by a vote of 1,259 to 956. In doing so, the IERC rejected challenges by Howard to its conduct of the election [Guild Reporter, Jan. 27].

Howard asked the IEB at its winter meeting either to overturn the result or to call a special convention to hear his appeal. The IEB said it had no authority to do the former and asked Howard for more "specific factual detail of the IERC's alleged improprieties" so it could better consider the latter.

Howard's request for the special IEB meeting came in a 2¼-page reply to the request for more information.

Allegations made or repeated included charges that no more voters should have been eligible than were in the first election in September, that the Jan. 2-7 voting period was improperly "held over religious holidays," that the IERC improperly discounted his discovery of McCracken campaign material in a room at TNG headquarters and that it "ignored" TNG's "failure" to maintain a list of names and addresses of Puerto Rico members.

Crocker said he circulated copies of Howard's letter to the full IEB and expected that consideration of the request for the special convention would be taken up at its regular spring meeting. TNG's regular annual convention is scheduled for June 26-30.

Canada's price elevator

The table below records the ascent of Canada's Consumer Price Index over a 24-month period following a 0.6-point rise in the index in January to 167.8, up 13.8 points from January, 1977. 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 January, 1976.

	Index*	Percentage over	
		Same month prior year	January 1976†
February, 1977	155.4	6.7	7.1
March	157.0	7.4	8.2
April	157.9	7.6	8.8
May	159.2	7.6	9.7
June	160.3	7.8	10.5
July	161.8	8.4	11.5
August	162.5	8.3	12.0
September	163.4	8.4	12.6
October	165.0	8.8	13.7
November	166.1	9.1	14.5
December	167.2	9.5	15.2
January, 1978	167.8	9.0	15.7

*1971 = 100

†Index = 145.1

Mtinkulu Fund tops \$1,200

Washington—The Phillip Mtinkulu Defense Fund set up by TNG in mid-February received more than \$1,200 in contributions from Guild locals, members, staffers, officers and the general public in its first three weeks of existence, the fund's custodian, TNG Secretary-Treasurer Robert M. Crocker, reports.

First local contributions were received from the Wire Service Guild (\$75), Philadelphia (\$50), St. Louis (\$300), San Francisco-Oakland (\$100) and New York (\$250). The Middle-Atlantic District Council (\$50) and the Federation of Guild Representatives (\$100) also contributed.

LOCAL ELECTIONS

Canadian Wire Service

Neil Stevens, president; Paul Barr, CBC vice president; Harvey Enchin, Reuters vice president; David Gersovitz, CP vice president; Bill Johnson, secretary; Mary Somers, treasurer.

Columbus

William Gautier, president; David B. Whitmer, vice president; Stephen C. Hedges, secretary; James Segbers, treasurer.

Eugene

John Fluett, president (Fluett, 35; Don Nelson, 20); Neil Cawood, vice president (Cawood, 36; Patricia Smith, 18); Celia Wheeler, secretary (Wheeler, 30; Keith Smith 23); Paul Harvey III, treasurer.

Kenosha

Barbara Henkel, president; Michele Thompson, vice president; Steven Lund, treasurer (Lund, 8; Jim Casper, 5); Barbara Colicci, secretary.

Madison

Diane Woodstock, president (Woodstock, 13; George Vukelich, 4); Ronald McCrea, 1st vice president (McCrea, 12; Ann Beckman, 5); David Wagner, 2nd vice president (Wagner, 10; Beckman, 6); Ed Bork, secretary; Kathy Foster, treasurer.

Memphis

Orville Hancock, president (Hancock, 176; Bill Gibson, 111; Fred Baty, 42); Barbara Booth, 1st vice president; Faye McCracken, 2nd vice president (McCracken, 182; Willie Brwider, 153); James Reid, 3rd vice president (Reid, 244; Willie Collins, 86); Edith Kuchenmeister, secretary-treasurer (Kuchenmeister, 190; Van Lamar, 108); Joan Elmore, recording secretary (Elmore, 196; Neil Cockrell, 118).

Montreal

George Light, president; Noel Wright, 1st vice president; Sterling Taylor, 2nd vice president; Fred Dunham, secretary-treasurer.

Pacific Northwest

Anne Padia, president (Padia, 318; Emmett Murray, 311, in a run-off election after Murray, 273; Padia, 209, and Wayne Cahill, 103, in initial balloting); Mike Hughes, vice president (Hughes, 335; Jean LaRue, 234); Craig Stevens, secretary (Stevens, 316; Lisa Dodge, 251); Judi Hunt, treasurer.

Pueblo

Phil Ruess, president; Judy Hildner, vice president; Jocene Talmadge, secretary; Betty Carner, treasurer.

Rockford

Terry Koper, president; Eileen Lucas, vice president; Dean Todd, secretary; Dwight Conrad, treasurer.

Salem

Peter Homan, president; Fred Berry, vice president; Nelson Benson, secretary; Henry Collins, treasurer.

Utica

John Pitarresi, president; Kim Landon and Fran Crumb, vice presidents; Lisa Steward, secretary-treasurer.

Vancouver-New Westminster

Phil Needham, president; Lois Kapp, 1st vice president; George Thew, 2nd vice president; Reg Pinniger, treasurer; Barbara Brown, recording secretary.

Victoria

John Hutchinson, president; (Hutchinson, 92; Joe Ravick, 12); George Gibson, 1st vice president (Gibson, 92; Ravick, 7); Roger Stonebanks, 2nd vice president (Stonebanks, 82; Ravick 12); Mike Hughes, secretary; Ada Yeo, treasurer.

Wilkes-Barre

John J. Wallace, president; Patrick J. Rushton, vice president; Neil F. Corbett, secretary; Carl Schwab, treasurer.

Woonsocket

Richard Dupre, president; Gloria Fontaine, secretary; Raymond Hurler, treasurer.



James Reid, Memphis Guild

View from 'other side' in new WREG-TV talks

Memphis Guild bargaining committee at initial meeting with WREG-TV following members' rejection of a decertification effort includes Harry Fisdell, New York Guild executive vice president, Robert A. Steinke, St. Louis Guild executive secretary, and TNG President Charles A. Perlik, Jr., second, third and fourth from left. Memphis Guild President Orville Hancock, right, said more progress toward initial contract was made in Feb. 15 and 16 sessions

than in previous two years. Others at table are Ken Wilshire, WREG-TV Unit chairperson, left, Barbara Booth, Memphis's first vice president, third from right, and Faye McCracken, TNG vice president and Memphis second vice president. Employees of the New York Times Co. station voted to keep Guild in mid-January. They first voted for Guild representation in October, 1975. More bargaining was set for early March.

Phoenix Guild files for 350 more at 2 papers

Phoenix—Fresh from its election victory in the editorial departments, the new Phoenix Guild on Feb. 24 petitioned for bargaining rights for commercial-department employees of Pulliam's Arizona Republic and Phoenix Gazette.

Covered in the petition to the National Labor Relations Board

are about 350 employees in inside and outside classified, display, dispatch, business office, accounting and computer services.

"The Guild has a substantial showing of interest and it is growing," a TNG representative said.

In an NLRB-conducted election on Feb. 3, employees in the papers

editorial departments selected the Guild as their bargaining agent by a vote of 146-115, with four challenged ballots.

The first bargaining session on an editorial contract will be March 13, a Guild representative said.

In preparation for that and other business of establishing a new

Guild local, a general membership meeting Feb. 26 appointed contracts, bargaining, bylaws, finance, organizing fundraising and social committees.

The organizing group is a committee of the whole.

In suburban Chicago, members of the independent Suburban Printers Assn. voted 47 to 24 to become part of the Chicago Guild. Association members work for Time Inc.'s Pioneer Press chain of community papers, where the Guild is bargaining an initial editorial department contract. The Guild won an editorial election by 37 to 16 in December.

The association is the 15th group to choose Guild representation in the fiscal year that started last April.

The 15 groups contain 995 employees, the third-largest number to have chosen Guild representation in the last 20 years and the most since 1,369 chose the Guild in 1974.

In Saskatoon, Sask., the Guild was decertified by a 34-16 vote Feb. 9-10 by editorial employees of the Star-Phoenix.

The Guild was certified as collective bargaining agent in August, 1975, and bargained a contract which expired Dec. 31, 1977. Two previous decertification efforts during the interim were unsuccessful.

Toronto pact ends 'hell' week

Toronto — New, two-year Southern Ontario Guild contracts with the Globe & Mail increase top minima for the paper's circulation, delivery and maintenance and editorial employees by as much as \$50 a week, ending more than six months of bargaining past expiration of the old contracts.

The settlements also ended a series of demonstrations of rank-and-file frustration at management bargaining positions that included failure to make any wage-increase offer and insistence that there would be no retroactivity when they did make one.

The rank-and-file counter moves include a by-line strike, a poster "war" and a button "battle."

Most of the \$50-increases go to top and flat editorial-department minima, taking the reporter and photographer top to \$397 a week, editorial writers to \$432, copy

editors and takers' top to \$407, and the electrician-machinist classification to \$381 a week. Fully retroactive to July 1 was \$28; with another \$22 due this July 1.

Increases in other classifications' minima include:

Dark-room technicians and assistant librarians — Top up 41.87, to \$332.32, with \$23.25 fully retroactive.

Highway truck drivers — Flat up \$35.42, to \$281.11, with \$19.83 fully retroactive.

Garage mechanics — Flat up \$36.29, to \$288.04, with \$20.32 retroactive.

Stenographers — Top up \$20.49, to \$215.81, with \$15.22 retroactive.

Mileage rates were increased by three cents, retroactive to Oct. 10, taking the rate for casual drivers to 19 cents and for those required to use their cars regularly to 20 cents.

The quarterly payment to photographers authorized to use their own equipment is increased by \$20, to \$120.

A guarantee that the publisher will continue to replace broken, worn or stolen tools is added to the maintenance and delivery contract.

During the last two days of bargaining there was not a single by-line on the paper's front page and less than a handful in the entire front section.

The poster "war" developed when the Guild adapted the round, smiling face management had used on posters urging employees to "Keep smiling, it'll be fixed" when they moved to a new, automated plant.

Management began taking down Guild bargaining posters featuring a round, scowling face and the slogan "We're not smiling." Three times Guild leaders put them back up. Three times they were taken down. On the day before the settlement, newsroom staffers "plastered the place with them," a representative reported.

The Guild issued the same "We're-not-smiling" face on buttons. Management broke out "Keep-smiling . . ." buttons. One counter reported ten scowlers to one smiler.

The Guild said more than a dozen free riders joined up during the week.

The settlement was reached in 2½-days of intensive bargaining, the last day 'round the clock.

Contract won in Rockford

Rockford, Ill.—A two-year Rockford Guild contract raises top minimum for reporters, photographers and copy readers \$36.50, to \$337, at the Morning Star and Register-Republic.

The new minimum is achieved in two steps—\$18.50 retroactive to May 1, 1977, and \$18 this May 1.

Librarians and photo lab technicians get an increase of \$25.55 in their top, in steps of \$12.95 and \$12.60, to \$235.90.

A \$35.10 increase takes copy assistants' top minimum to \$185.35 in increments of \$25.20 and \$9.90.

Top for assistant sports editor, wire editor, chief photographer and city editor rises \$40.50, to \$374.07.

Protection against disclosure of source identities and notes is included in the settlement. The publisher also is to indemnify employees for any fines, damages or loss of pay resulting from "privilege" cases.

Retirement benefits also are improved.

IEB studies Mountaineer request to switch regions

Washington—The International Executive Board has deferred immediate action on a request from the Mountaineer Guild to transfer from TNG's Region 3 to Region 2.

Movement of the Morgantown W.Va., local into the Southern from the Midwestern region ultimately would have to be approved by convention action.

The IEB at its winter meeting adopted a recommendation of its Constitution Committee that Vice President Louis M. Calvert of San Jose, the committee's chairperson, solicit opinions of other Region 3 locals.

Mountaineer's request will be taken up again at its spring meeting in April, the board decided.

The board also agreed with the Constitution Committee that Washington-Baltimore member Barry Gross's challenge to the membership eligibility of local

treasurer Patricia Wert wasn't properly before it because Gross had not exhausted local appeals remedies.

Wert has been an at-large member of the local since resigning from the Washington Post after the pressmen's strike and going to work for the firm that administers the local's health and welfare funds.

Tops raised \$74 in Lowell

Lowell, Mass.—Key classifications receive a \$74.80 increase at the top minimum in a 33-month Boston Guild contract with the Lowell Sun.

The increase takes reporters, photographers, outside display and classified solicitors to \$326 a week in four steps.

A \$12 increase is retroactive to Nov. 1, 1976, and \$17 is retroactive

to Oct. 31, 1977. Seventeen dollars is payable this March 13 and \$28.80 on Nov. 6.

For advertising phone solicitors, circulation, dispatch and classified clerks and switchboard operators, the top minimum goes up \$46.11, to \$200.92, in increments of \$7.40. \$10.48, \$10.48 and \$17.75.

Boycott J.P. STEVENS PRODUCTS

TNG's International Executive Board and the U.S. labor movement are calling on all consumers to stop buying J. P. Stevens Company products.

In addition to Stevens' own name, you'll find them hiding under these brand names, among others:

SHEETS & PILLOWCASES
Beauti-Blend
Beauticale
Fino Arts
Peanuts (comic-strip figures)
Tastemaker
Utica
Utica & Mohawk
Designer labels:
Yves St. Laurent
Angelo Donghia

CARPETS
Contender
Gullistan
Merryweather
Tastemaker

HOSIERY
Finesse
Hip-Lets
Spirit

TABLE LINEN
Simtex

BLANKETS
Forstmann
Utica

TOWELS
Fine Arts
Utica
Tastemaker

'Hardest' barrier to unity tackled

(Continued from Page 1)
ITU—not even all those on the committees—had realized the extent of differences in the unions' methods and extent of operations and the way they are financed, the committee reported.

They pointed to "some of the differences on the cost side of the ledger."

✓The ITU's 155 full-time staff members are exactly five times the number on TNG's payroll. Twenty-six ITU representatives work mainly at service to locals, at no charge to the locals. TNG's field staffers are mainly organizers for whose services locals are charged, at cost, when they use them.

✓The ITU has more than 500 locals, TNG 81.

✓The ITU's three-million-dollar strike fund is accumulated from regular dues, while TNG's two-million-dollar Defense Fund is supported in part from minimum dues and in part by extra "full regular" dues.

✓ITU strike benefits are 50 percent of scale, to a maximum of \$150 a week; TNG's range from \$45 to \$85 a week, "tops."

✓The ITU has a home for aged printers and a mortuary fund for death benefits; the Guild has nothing comparable.

At "first hard look," the unions' dues and per-capita structures seemed "even more disparate," TNG's committee reported.

✓TNG's Constitution sets minimum dues at five percent of one week's pay per month. Some, by local decision, have higher dues, like six percent; the five percent is the minimum.

When TNG's Defense Fund drops below 1.5 million dollars, an additional amount—"full regular" dues—averaging 3.2 percent of one week's pay per month is levied. This has occurred in three months in the past two years.

From these amounts, locals pay TNG \$5.53 per member per month from minimum dues and all the additional proceeds from "full regular" dues. All of the latter goes to the Defense Fund. Locals pay the \$5.53 per capita for all regularly employed members working under contracts and liable for dues of at least \$6 a month.

✓The ITU's laws provide that all members working at the trade pay the international one percent of earnings as ITU dues, plus a per capita of a dollar a month.

In addition, locals levy their own dues, which range from less than a dollar a month to as much as one-and-one-half percent of earnings.

Thus, the committee reported, while a Guild member averaging \$345 a week would pay \$17.25 a month, a printer in a large ITU local might pay 2½ percent of all earnings, or \$37.35, on the same wage.

And while TNG would get \$5.53 of the \$17.25, the ITU would receive one percent plus a dollar, or nearly \$16, of the \$37.35.

During periods of "full regular" dues the Guild member would pay \$10.25 more a month, all going to TNG, tending to "even things up somewhat, but not entirely and customarily not very often," the committee noted.

The ad-hoc subcommittee's "fact finding," however, showed that the two unions' practices are "not so far apart as they seemed," the committee continued.

It noted that about a dollar per member per month of the ITU's

income goes to pay death benefits. "TNG has no counterpart."

In addition about 50 cents per member per month goes to support the ITU Union Printers' Home, a separate enterprise financed from its own resources and from payments only from those eligible to become residents.

Examining ITU accounting methods and practices, the subcommittee pointed out that the ITU does not depend on any special financing for its defense or strike fund, "so that a large part of its dues go eventually into its strike fund and can be disregarded when considering the costs and support of general operations."

It also noted that some expenditures the ITU regards as "general fund" would under TNG practice be paid from the Defense Fund, further reducing apparent disparities. It pointed to the expenses of international representatives assigned to strikes or lockouts and some special, strike-caused legal costs.

The committee pointed out that its report "purposely avoids the use of specific numbers" since some, like last year's income and expense, are well known, while others, like the average pay of Guild members, are not.

It also pointed out that the formula in TNG's Constitution will produce a new per-capita rate in May, so that instead of \$4.444 per member per month going to TNG's General Fund there will "probably be about \$4.68 to \$4.70."

Noting that the formula "operates only once a year," the committee reported that the subcommittees are "looking at the possible substitution of an equivalent percentage formula that would keep the union's income abreast of members' rising income as well as the effect of inflation on the cost of running the union."

The committee's report emphasized that "as yet the merger committees have been exploring only concepts without attaching great importance to the figures used as examples."

"There are various ways to go in union financing," the committee pointed out, adding that "it is much too early to know whether the ideas generated during the past weeks will show the right way."

But, it said, it believes it is "developing a method that has promise."

Matters tied to finances and still to be worked out include strike/lockout benefit policies and financing, a budget for the new union, decisions on policy for employment and deployment of staff, location of headquarters and offices and "many other details, not the least of which will be a fair and adequate dues-per capita structure."

Members of the ad-hoc, finance fact-finding subcommittee were Secretary-Treasurer Robert M. Crocker, Field Operations Director J. William Blatz, Canadian Director William H. McLeman and Robert A. Steinke of St. Louis, for TNG; Secretary-Treasurer Thomas W. Kopeck, International Representative Earl Jepperson, Leon Olson of San Francisco and Robert M. Russell of Buffalo-Niagara, for the ITU.

TNG's Special Merger Committee will meet next separately on April 10 in Washington, and the ITU and TNG committees will meet there jointly for the fourth time on April 11, 12 and 13.

(Continued from Page 1)

Springs headquarters complex, with its training center the gemstone, "The Mecca of Modern Typography" and catalogues an array of services there that would have exceeded Graham's wildest imaginings.

AND NOT ONLY Graham's. When the ITU finally authorized the establishment of an international headquarters with salaried officers in 1888, it was in a one-room office in what was even then a musty building in Indianapolis.

Expansion came rapidly but not exactly explosively. Headquarters was soon moved into a two-room suite a few blocks away, and when the old American Federation of Labor established its national headquarters in Indianapolis in 1895, the ITU moved in across the hall.

"The offices were not elaborate," noted Lynch in a statement not likely to be challenged. "Each organization had two rooms, almost bare of furniture, and correspondence was carried on in longhand."

The union continued to molt as it grew, casting off successive offices as too constricting until it occupied an entire floor of a bank building and, finally, in 1925, bought its own headquarters building, a castle-like mansion on a tract that became known as Typographical Terrace.

But Typographical Terrace, too, soon became overcrowded, particularly after the union crammed its new training center into the old stables and servants' quarters in 1955; employees were working in the basement, the attic and even in closets. Colorado Springs beckoned.

Indiana, once the headquarters site for a dozen international unions because of its central location, now had only three as the development of air travel made location less important and an increasingly anti-labor climate, climaxed by the adoption of a so-called right-to-work law (since repealed), made unions feel less welcome.

A 200-acre tract owned by the ITU's Union Printers Home was available for a headquarters site in Colorado Springs, and in 1959 the convention and a subsequent vote by the membership authorized the union to build on it.

THE ADMINISTRATION building that went up in 1962 is a crisply modern two-story structure marked by angular lines, a generous amount of glass and table-top canopies.

NOW, ABOUT THE ITU . . . (5)

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, its physical and financial resources? What kind of union is it?

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

The ITU owns the building, as it does the Training Center, although the land they stand on is still owned by the Printers Home. The buildings are valued at more than two million dollars.

The adjoining Pension Fund Building, of matching architectural design, is owned by the fund itself. The three buildings are linked by underground tunnels.

The 240-acre tract also contains an office building, garden apartments, a motel, a movie house and a restaurant, all except the office building independently owned on land leased from the Printers Home; the Home itself owns the office building, on which it had to foreclose. But much of the land remains vacant and available for additional development.

A staff of 155, including 29 representatives and organizers, operates in and out of headquarters. That total does not include 122 working at the Printers Home and 60 in the Pension Fund building.

Of the headquarters staff, 79 are ITU members, including six working in mailer-related jobs. The rest are clerical employees.

The headquarters' most glamorous—and versatile—feature is a Univac 9400 computer, whose needs are attended to by a staff of 17, including three programmers. (When the computer was undergoing basic training, there were six programmers.)

The computer processes dues payments to the international, keeps track of membership employment (and unemployment) and earnings, processes payrolls and mailing lists, handles strike-benefit and mortuary checks. It can produce an ITU membership profile, with age distributions nationally or by areas. Time is rented to the Pension Fund and the Printers Home for their payrolls and the Pension Fund's contributions and benefit checks.

This seeming frenzy of activity keeps it busy for only two shifts five days a week, however, and since computers know no leisure, Secretary-Treasurer Thomas W.

Kopeck is seeking to rent out its spare time.

ALMOST AS IMPRESSIVE, if not nearly so heavily utilized, is the building's auditorium, with an audio-visual system built to the specifications of Jim Bates, director of the ITU's extensive film-production and distribution program.

Down front where the piano player would sit if it were a silent movie house, is a console that Bates can finger with the virtuosity of an electronic Rubinstein to produce an impressive audio-visual repertory as well as accomplish the more prosaic sound and recording tastes involved in meetings and seminars.

"Elmer Brown [former ITU president] told me that if the auditorium didn't have everything I wanted, it would be my own fault," Bates says.

But Bates's virtuosity is not reserved for those who visit ITU headquarters. Adjoining the auditorium he holds sway over a laboratory suite from which he dispatches union films, slide shows, posters and charts to ITU locals and representatives throughout the United States and Canada.

Bates, a prize-winning film producer, currently has a library of six ITU motion pictures from four to eight years old, ranging from 17 to 50 minutes in length and all in color. Three deal with automation and one each with the Training Center, the Printers Home and the Pension Fund. Two earlier automation films are currently being revised.

Bates's armory of union slide shows is even more popular in the ITU, since even inexperienced projectionists can screen them and the productions can be readily revised. Each show consists of a slide tray with a co-ordinated cassette sound track. Revisions can be made simply by substituting new slides and splicing new tape sections.

Current subjects include organizing, public relations, automation, and "What

Is a Union?" (after the title of an ITU pamphlet). In production is "How to Conduct a Union Meeting."

ITU locals are not Bates's only customers. Schools and colleges frequently ask to show the films; the Guild showed one at its 1975 Convention.

THE ITU TRAINING CENTER, which started modestly with 12 students and four instructors, suffered more acutely from growing pains back in Indianapolis than the ITU itself. So severe was the cramp that the new Training Center received building priority, going up in Colorado Springs two years before the headquarters building itself. The ITU calls it "the most advanced graphic-arts educational facility in the world."

With 50,000 square feet of space, it was built to accommodate as many as 100 students—a number it seems doubtful it will ever now reach. It presently has a capacity of 30, and training has passed its peak, with more than 6,000 ITU members having taken courses in the past two decades.

Today classes run from 12 to 20, a quarter of the number that once attended, and the faculty, once at 28, is down to five. But First Vice President Joe Bingel, within whose purview the center falls, says the decline is not a result of job losses from automation but a reflection of the fact that most of those who are logical candidates for training have already passed through.

The center doesn't seek to train every ITU member in new processes, only key members who will return to their locals and teach others. That process has largely been completed, Bingel says.

But the Center still offers 14 courses in such subjects as paste makeup, color separation, platemaking, photocomposition and video display terminals. All are three-week courses except one in basic electronics, which runs for six.

Much of its equipment is donated or loaned to the center by manufacturers and dealers. It is an impressive array that includes equipment for computer typesetting and a four-color web offset press. Several devices have been invented at the Center; foremost is the ITU Ruling Machine, which produces intricate ruled forms.

The equipment is not allowed to lie fallow. With it the ITU churns out an extensive and elaborate program of printing, including its two regular publications and a



ITU HEADQUARTERS BUILDING IN COLORADO SPRINGS
"Wing" behind it houses the ITU Training Center

cornucopia of pamphlets, brochures and bulletins.

Primary among them is the Typographical Journal, a monthly magazine distributed to every member. The union's journal of record, it contains all of its official reports, convention actions, referendum notices and financial statements, the latter in acute detail in tables that go back as far as 1891. ITU Laws require the Journal to publish, among other things, the name of all deceased members.

The Journal was established at about the same time as international headquarters, in 1889, after a series of unsuccessful attempts to use privately owned trade publications to communicate with the membership. The secretary-treasurer is editor and publisher under authorization of the Executive Council.

The ITU's other regular publication, the Review, is a latecomer, established in 1958 to fill a gap in the union's information system. A tabloid, usually running four pages, it is published every other week and produced by the union's Public Relations Department. It goes to all international staff members, local officers and chapels, and to any other member who asks for it. Special issues, containing referendum notices and pension-plan information that must go to all members, are mailed to the entire union. But even the regular mailing

list, swollen by complementary copies, produces a press run of 35,000, equivalent to a third of the union's membership.

The Training Center press is too small to print the Journal, although type is set there and material is sent camera-ready to a print shop in Milwaukee. But the Review, photocomposed, is printed on the offset equipment, which can turn out full color art work as well as spot color.

And that's only the beginning of the printing list.

The presses grind out monthly bulletins listing wage-scale changes, ITU Executive Council decisions and official U.S. and Canadian Consumer Price Indexes. An official union directory and an 80-page listing of local wage scales and conditions are printed semiannually. Pension Fund publications are printed at the Center.

And there are pamphlets by the score, from eight-page, pocket-size organizing pieces an employee can tuck inconspicuously into his jacket to a thick and slick magazine-size booklet designed to showcase the technical versatility of the Training Center's printing facilities in the course of describing them.

The Training Center may be a teaching institution, but no one can say it's academic.

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

Staff of ITU center printed this paper

Colorado Springs—This issue of the Guild Reporter was printed on the automated, offset facilities of the International Typographical Union's Training Center here by the center's staff.

And it is being distributed to all ITU members, as well as to TNG's membership, giving the paper a one-time circulation of about 130,000, nearly four times its usual 34,000-plus.

It is the first time in the paper's more than 44 years of publication that it has been produced by photocomposition and only the second time it has carried four-color photographs (The first time was 21 years ago, on Feb. 22, 1957, when the paper was still printed on letterpresses.)

Content of the paper, as always, was gathered and processed by the Guild Reporter staff from TNG headquarters in Washington. GR editor James M. Cesnik closed out the paper at the ITU's facilities here.

Normally, Guild Reporter copy is set by ITU members operating linecasting machines at a typehouse in Washington; reproduction proofs of each page form are photographed; art is stripped in, and the paper run on 32-pound newsprint on offset presses located just outside Washington.

Body-type for straight-matter is nine-point Times Roman. Heads are Tempo, medium and bold, occasionally a three-line, one-column head is 30-point Franklin Gothic Condensed. Most heads are cast on a Ludlow machine.

Body type for this issue was set on a Mergenthaler V-I-P (Variable Input Typesetter) from unjustified punched tape, at a rate of 80 lines per minute. Corrections were handled with a Mergenthaler MVP video terminal.

Pages were composed by pasteup. The whole operation was directed by Alex Coleman, director of the Training Center. Color separations were done by Jimmy Doolittle of the Training Center staff.

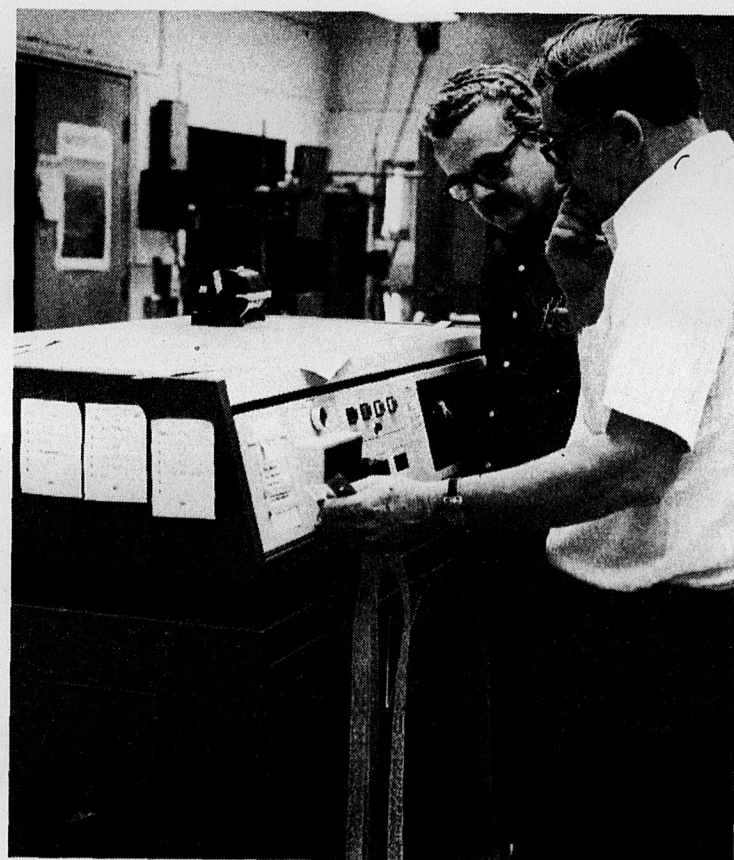
The paper was run on the Training Center's four-unit Color King offset press on 50-pound offset stock. Mailing was done by Training Center employees.

Straight-matter body-type for this issue is ten-point Times Roman. Heads are Helvetica, bold, black and black condensed, with the condensed face used fairly extensively since Helvetica is more extended than Tempo. The heads also were set on the V-I-P.

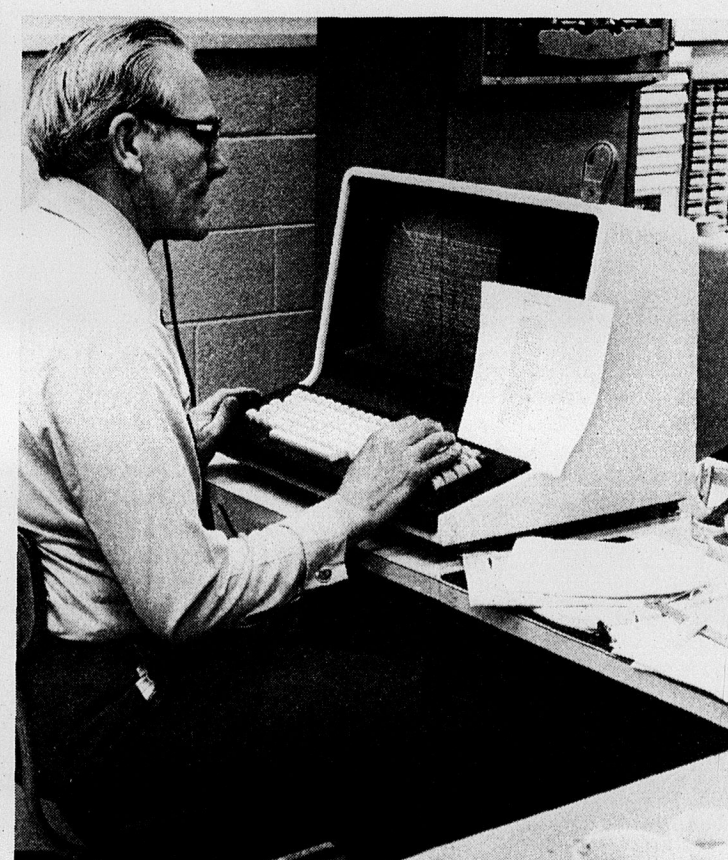
The ITU Executive Council approved a TNG request for production of this issue on the ITU's facilities soon after the Guild Reporter began running its series of articles on the ITU.

"We wanted to try to demonstrate the kind of publication that might be possible if TNG and the ITU do merge and the new union retains the ITU's printing facilities," Cesnik said.

"The issue carrying the installment on the ITU's headquarters facilities, including the printing operation, seemed like a logical choice."



PROGRAM TAPES ARE FED INTO PHOTOTYPE-SETTER
Center's Charles Robertson, right; GR's Jim Cesnik



VDT IS USED TO CORRECT GR COPY
At the console, Center staff's Noble Bairrington



TYPE, ART READIED FOR PAGE PASTEUR
Center's William Meininger, foreground; Alex Coleman

Reform bill's foes' 'line' called 'Baloney!'

(Continued from Page 1)

their aides during a week-long staff conference here, Perlik's own visits with a half-dozen senators and a continuing flow of reports of increasing activity for the bill from U. S. locals.

The Great Lakes, Midwest, New England and Middle Atlantic District Councils also heard reports on the bill's prospects at their winter meetings and delegates signed "vote-yes" cards for transmittal to their senators.

The Toledo Guild delivered to Perlik at the Great Lakes council's meeting nearly 1,000 letters signed by Toledo members to their senators—from both Ohio and Michigan—to President Carter and to Senate Human Resources Chairman Harrison A. Williams urging their support for the measure.

In his memo to locals, Perlik said senators otherwise amenable to the bill may still be having difficulties with its expedited-elections proposals because they "may be confusing union representation elections and campaigns with their own campaigns and elections."

"Filing of a petition only in the rarest cases kicks off a campaign by either union or management," Perlik pointed out. "Most often, at least in the newspaper business, managements know of organizing activity well in advance of a petition for recognition and launch

major efforts of their own to seek to counter it."

Noting that the National Labor Relations Act "requires" that a union have a "showing of interest" from at least 30 percent in an employee group before filing, Perlik pointed out that most unions, including the Guild, only rarely petition before having cards from a "substantial majority."

"In reality, an NLRB representation election is most often a test of a majority already established by the union at the time the petition is filed. It is not a test to determine whether a majority exists," he added.

The bill's opponents also claim the bill's timetable wouldn't give managements enough time to put their case to all their employees, creating the impression of huge numbers working two and even three shifts, Perlik continued.

That "line" is "baloney," he said.

Actually, nationwide, the median size of employee groups taking part in representation elections conducted by the NLRB is 22, Perlik pointed out. Eighty percent of

all such elections are conducted in units containing fewer than 50 employees.

"How long can it take to 'communicate' with 22 employees—even 50—when you have them in your plant or office seven hours or more a day, five days a week?"

In the newspaper industry, the average size of the 17 groups that have chosen Guild representation so far in fiscal '78 was 58.5 persons, he added, with the largest group numbering about 270, the editorial staffs of the Arizona Republic and Phoenix Gazette.

During the last four years the average size of the 60 groups to have chosen the Guild was 47.6

persons, with the largest 300, at the Detroit News.

"Besides," said Perlik, "why should managements be so concerned? No employer's name appears on any NLRB representation—or decertification—ballot; the question is 'yes' or 'no' on representation by the union, which is named."

The bill reported to the senate by its Human Resources Committee 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 a petition is filed. The bill passed by the House earlier provides for these kinds of elec-

tions within 25 days. As introduced in both houses, the bill would have mandated them within 15 to 21 days in most instances.

The senate committee's 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. The House passed 50- and 75-day limits.

Perlik emphasized that "constant and continuing communication with your senators—by your locals and your members—is mandatory if the bill is to get past a filibuster and be enacted."

ITU help asked in Pontiac

Akron, Ohio—Declaring the situation "harmful to the merger effort and contrary to the goals of a merged union," the Guild's Great Lakes District Council has called upon the ITU and other ITU locals to get ITU to honor Guild and pressmen's picket lines at the struck Oakland Press in Pontiac.

Acting at its winter meeting here March 4-5, council delegates by a decisive majority voted to urge council locals "to request their sister Typographical Union locals to appeal to [ITU] Local 512 [in Pontiac] to act like a union and honor the picket lines."

The council also called upon

TNG "to again appeal to the ITU Executive Council to direct Local 512 to immediately respect the picket lines."

The resolution substituted for one moved by Detroit delegates that would have called on TNG President Charles A. Perlik, Jr., and the International Executive Board to suspend merger talks with the ITU until the Pontiac printers stop working behind the picket lines, as does a resolution passed by Detroit's membership on Feb. 1.

The 45-member Pontiac Guild Unit and the 12-member unit of pressmen struck the Pontiac paper, owned by the Capital Cities chain, on Dec. 29.

The council also voted contributions of \$100 each to Guild strikers in Pontiac and Madison.

Delegates also re-elected William Buchanan of Erie, council president; Gloria LaRue of Pittsburgh, 1st vice president; William R. Lee of Toledo, treasurer; Raymond Voit of Columbus, secretary, and elected Jeanne Towar of Detroit, 2nd vice president.

They also set the council's spring meeting as a joint one with the Midwest Council, in Madison on May 6-7.

Bias charged to Field papers

(Continued from Page 1)

bidding, "So long, Chicago," in Boxcar type.

Approximately 700 employees, including 149 Guild members, lost their jobs in Field Enterprises' closure of the Daily News. The Guild represents editorial employees of both papers.

Gerald J. Minkinen, Chicago Guild executive director, said 90 Daily News staffers went over to the Sun-Times, with 30 Sun-Times employees in Guild jurisdiction dismissed in the process.

Minkinen added that so far as the Guild knew on March 3, only four Daily News staffers and one Sun-Times employee had found other jobs.

Field Enterprises, Inc., agreed to pick up the cost of medical insurance for six months for dismissed employees.

It also will pay full pension to dismissed employees 60 years of age or older.

Field offered a sliding scale of two to eight weeks of severance pay in addition to contractual amounts, but the Guild hasn't accepted the proposal, Minkinen said.

In rejecting the Guild's petition for an injunction, the federal court held that any damages Guild members sustain can be remedied through arbitration.

When Field announced in February that it was "contemplating" closing the Daily News, it said it would ask the unions for their ideas on how to keep the paper going past March 4.

The Guild had some ideas, but management didn't respond to them, the Guild said.

Management also told the Guild that no "monetary sacrifices" its members might make would be enough "to turn the budget around," the Chicago Guild Memo reported.

"The company refused to give the Guild a firm answer on how much advertising or circulation increase is necessary to save the Daily News," the Memo said.

In addition, the company wouldn't open its books fully to Guild examination.

When the Guild asked to see Field's Newspaper Division books, "what it saw was a list of expenses and revenues that had been costed out for the Daily News. In past

negotiations the company had always insisted that the Sun-Times and the Daily News shared a budget and that the costs could not be separated" the Memo said.

"The budget information was spotty and no help in determining whether the Newspaper Division was solvent. The Guild asked to see the books for both papers. The request was denied," the bulletin said.

The Sun-Times planned to start an afternoon edition on March and the Guild grieved that, too.

Minkinen said the Guild's position is that an afternoon edition would be in violation of the contract's clause requiring bargaining before introduction of new, auto-

mated processes or equipment.

The Daily News had used video display terminals but the Sun-Times had not, he explained. It appeared as though the new Sun-Times edition would be produced with VDTs, he said.

Field said it was closing the Daily News after a decade-long circulation slide (to 329,000) and losses it said totalled 11 million dollars last year.

Absence of the Daily News leaves Chicago without a separate downtown afternoon daily. The Chicago Tribune folded its afternoon paper, Chicago Today (the old Chicago American), in 1974 and started its own p.m. edition. But it recently halted that, too.

IT	SEEMS TO US
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Aid sought in researching newsboys of 1800s, priest

SOUTH PLAINFIELD, N.J.

Editor:

I am seeking the help of Newspaper Guild members who may be able to add information or material regarding the homeless [New York City] newsboys of the late 1800s. I am seeking copies of photographs, paintings, books and any other research material regarding Father Drumgoole and the New York homeless newsboys of the late 1800s.

This has been a labor of love for over ten years and will eventually become a permanent display dedicated to those homeless children who roamed the streets of New York selling papers in order to survive and their benefactor, Father John Drumgoole.

I am hopeful that you will make this matter known to your membership.

Many thanks and kindest regards.

PETER J. ECKEL

Editor's note: More than 150 photographs of New York's newsboys of the late 1880s were put together by Eckel and exhibited during December at the U. S. Custom House in New York's World

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.

Trade Center. Eckel, a staff photographer for the Port Authority of New York and New Jersey became interested in Drumgoole and his work with the newsboys while taking his children to visit Mount Loretto on Staten Island, one of the largest child-care facilities in the country, which was founded by Drumgoole in 1883. Eckel can be reached at 1335 Grant Ave., South Plainfield, N.J. 07080.

Headline was misleading, Post ex-employee writes

WASHINGTON, D.C.

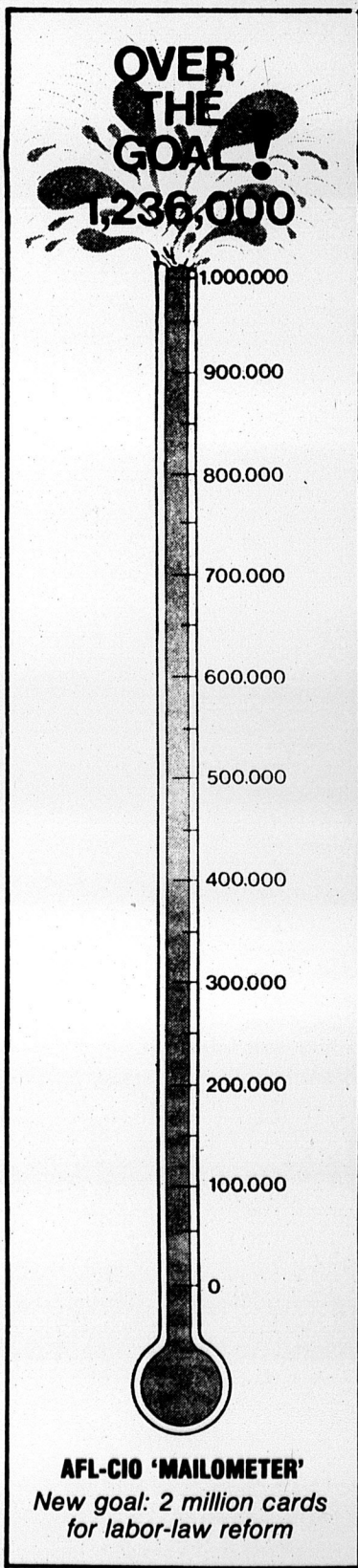
Editor: Guild Reporter errs again. Your Jan. 27 headline, "Post ex-employee writes again on training program," is inaccurate, misleading. In that letter I specifically referred to two, not one, training programs being systematically abused by the Washington Post, despite contracts.

First is the two-year minority reporter training program, established in 1972, targeted at "socially and culturally disadvantaged" Post employees as means of upward mobility and affirmative action.

Second is the elitist summer intern program, for generations racist and sexist, which offers external and internal applicants a two-month reporter, editor, photographer stint, then some are promoted to permanent jobs. Not a single black newsroom employee, male or female, entered this program between June, 1970, and August, 1976, I observed. Applied often and know other blacks who had. All white selection process at time governed who would, not enter racist, classist summer program. Complete lack of meritocracy in judging tenured blacks. Than face my allegations and investigate, Guild keeps head in hole.

By limiting your headline to only one program, you clearly misrepresent the scope and breadth of my letter, by design or accident, subtly mislead readership into thinking I referred to just one, not two programs. Thank you.

MARIO B. SCHOWERS
Washington-Baltimore Guild





Bill Brown, TNG

Signs of support in Pontiac

Array of picket signs announce support for Guild and pressmen's strike against Oakland Press by other area unions, including the Auto Workers, Machinists, Communications Workers, the Coalition of Labor Union Women and the AFL-CIO council. Feb. 11 rally of about 300 was addressed by TNG President Charles A. Perlik, Jr., in baseball cap, center above, and Willard Hatch,

Detroit Guild administrative officer, beside Perlik. State Rep. Charley Harrison, Jr., UAW Region 1B Director Larry Hartman, Detroit Metro AFL-CIO President Tom Turner and Art Connelly of the Pontiac Citizens' Coalition were among other speakers. Pontiac Guild Unit and pressmen struck the paper Dec. 29 after 18 months of fruitless bargaining for new contracts.

Contract is signed at Ottawa Journal

Ottawa—The Ottawa Journal's 16-month look-out of its Guild-represented outside-circulation employees ended when the paper signed a new Guild contract two days before a hearing scheduled for Feb. 17 on charges that it was illegally refusing to sign the document, agreed to in December.

The Ottawa Guild subsequently withdrew the bad-faith bargaining charge and 22 of the 46 Guild members locked out along with members of four other unions on Oct. 25, 1976, began returning to their jobs March 1.

The F. P.-chain paper earlier had said it was refusing to sign the contract pending disposition of a petition to decertify the Guild filed in October, 1977, and signed by nearly all 49 persons hired to replace locked-out Guild members. The petition was not withdrawn. It was unclear whether any of the 49 would be displaced by Guild mem-

bers returning to their jobs.

Members of the IMU-mailers and the pressmen's and stereotypers' unions returned to work in September after signing new contracts.

Only remaining locked-out Journal employees are some 40 members of the Ottawa Typographical Union. A representative of the local accompanied Guild leaders to the meeting with the Journal at which the new Guild contract was signed.

The company has persisted in offering the Typographical union a new contract which would preserve only 18 of its members' jobs. Provincial mediator Ray Illing said he will continue to seek avenues for a Typographical Union settlement.

A guild proposal, through Illing earlier, that the "extra" printers be given jobs in the circulation department still stands, a Guild representative said.

All five unions expect to again bargain jointly as a council this spring when their contracts with the Ottawa Citizen are up for renegotiation, the representative said.

The new Guild contract with the Journal increases the top minimum for district managers by \$29 a week, to \$330. Several benefits formerly provided have been deleted, however, including severance pay and night differential.

"We got the model contract—theirs," said a Guild representative.

The Ottawa Guild, meanwhile, reported \$7,866 in additional contributions to its Journal lock-out fund through March 2, bringing the total over the 16 months to \$38,273.

GR skipping two months' 2nd issues

Washington—TNG has adjusted the Guild Reporter's publication schedule by eliminating the paper's second February and second March issues as part of its overall effort to pare as much General Fund spending as possible as soon as possible.

The action means that this is the only issue of the paper that will be published in March and the Feb. 10 issue was the only one for that month. The next issue will be published April 14.

All locals were notified by letter Feb. 16 of the publication-schedule change, decided upon after the Feb. 10 issue was closed out.

A series of strenuous economies aimed at reversing TNG General Fund deficits was set in motion during the IEB's January meeting; others including changing the Guild Reporter's publication schedule, were taken under study. [Guild Reporter, Feb. 10].

TNG President Charles A. Perlik, Jr., later reported that dropping the two issues of the Guild Reporter, together with other economies, was expected to make achievement of the IEB's immediate objectives possible without more drastic actions, such as reducing TNG staff, either inside or in the field, or both. That conclusion is subject to change as results in the fiscal quarter ending March 31 emerge, however, he cautioned.

Arbiter: Times VDTs okay for most

(Continued from Page 1)

Benewitz ruled in a case brought by the New York Guild and the Times after two copy editors developed cataracts while working on VDTs.

Dr. Milton M. Zaret of Scarsdale, N.Y., a leading ophthalmologist retained as the Guild's consultant, diagnosed the cataracts as consistent with those he says are caused by radiation.

After the cataract cases became known more than a year ago, the federal National Institute for Occupational Safety and Health (NIOSH) tested the Times's VDTs at the Guild's behest.

It said the machines were clean of radiation emissions.

But the Guild challenged the validity of the NIOSH test and a subsequent examination by the paper's safety engineer.

After a Guild suit was dismissed in U.S. District Court here, the Guild and the Times turned to Benewitz to decide whether the VDTs pose any radiation-caused ocular hazard, what to do if there is such a hazard, and what to do about the two copy editors.

Because of the controversy surrounding the previous tests, Benewitz—with the agreement of the Guild and Times—appointed two sets of consultants to assist him.

One performed the test and the other evaluated the results from a medical standpoint.

The engineering consultant was Don White Consultants, of Ger-

mantown, Md., which provided the services of R&B Enterprises, of Plymouth Meeting, Pa.

The three ophthalmologists on the medical panel were Drs. David G. Cogan, consultant to the National Eye Institute of the National Institutes of Health, near Washington; Paul Henkind, chairman of the ophthalmology department at Albert Einstein School of Medicine, and chairman of the ophthalmology department at Montefiore Hospital in New York, and Marvin Sears, chairman of the ophthalmology department at the Yale University School of Medicine in New Haven, Conn.

The Guild agreed to drop its proposal to test for X rays, visible light, ultraviolet and infrared rays after the Times objected that NIOSH already had tested for them with similar equipment elsewhere and found no hazard.

The new Times test, therefore, boiled down to radiofrequency, one form of non-ionizing radiation. (None of the tests has attempted to measure any possible undue fatigue, eyestrain or associated hazards that may be connected with working with VDTs.)

Benewitz said the Times test was done to specifications set out by Zaret, the Guild's consultant, with some modifications which had been discussed with Zaret and his engineering consultant, Prof. Leo Birenbaum of the Polytechnic Institute of New York.

Significant emissions weren't found by the engineers. One of

them wore a personal radiofrequency hazard detector during the tests. Its alarm did not go off.

Benewitz said that "no test of such complexity and of such cost" as that at the Times "is elsewhere reported."

Noting that there are "areas in which total certainty is not possible in the present state of medical knowledge," Benewitz said that "the medical panel could not find in the resulting emission levels an ocular cataract hazard."

Two of the ophthalmologists told Benewitz that radiation can cause certain kinds of cataracts, but that they may also appear "for reasons which are not apparent."

One of the doctors said that he would hesitate to conclude that microwave radiation caused the cataracts, but that he could not rule out the possibility of electromagnetic radiation as a "precipitating factor."

His over-all conclusion, he said, was that the VDTs were not a "proximate cause" of cataracts in the two men.

Benewitz concluded that "the vast majority of all employees may work in safety upon the VDT machines at the Times."

"When all the worst emission settings for density, brightness and keyboard depressions were combined . . . nevertheless, the medical panel could not find in the resulting emission levels an ocular cataract hazard," he continued.

But, he added:

"It is suggested that the publisher should monitor the VDTs to

may aggravate the fatigue, they noted.

They recommended changes in the devices as well as in office lighting, Agence France Presse reported.

"Frequent relaxation breaks seem to be necessary, if only in the interest of . . . efficiency," the doctors said in their report.

Job-health doctors favor VDT breaks

Geneva, Switzerland—A group of 100 occupational health doctors here has recommended frequent "relaxation breaks," changes in office lighting and frequent eye examinations to combat possible hazards to employees working on VDTs.

A full day of steady work at the devices causes "excessive

fatigue," especially if there is rapid turnover of the information called up on the screen, they said.

And employees whose use of the screen is interrupted by consultation of written documents may be just as fatigued by having to adjust their vision each time they switch from one to the other, they added.

Even a slight visual impairment

Minneapolis editor boosts 'voice'

Minneapolis — The Minneapolis Tribune's newsroom management "fully endorses . . . worker participation" in the direction of the newsroom and selection of supervisors under the Twin Cities Guild's contract, the paper's managing editor told delegates to the Midwest District Council's winter meeting Feb. 25.

Frank W. Wright told the council that management will soon seek the Guild worker participation committee's "advice and counsel" in assessing the deployment of the reporting staff, whether they're covering the "right things," what is the "best way?"

While noting that that "doesn't mean we've turned over the operation . . . to the Guild committee," Wright pointed out that there are "some very smart people" on the staff—"a lot of people we should listen to in improving the quality of the newspaper."

The worker participation committee "provides the mechanism for their voices to be heard," he said.

Wright, a former Twin Cities Guild vice president, was on a panel on "worker participation" at the Minneapolis and St. Paul dailies along with Jack Coffman of the Guild's Star and Tribune Unit and Bruce Nelson of its Pioneer-Press and Dispatch Unit.

The Guild's Minneapolis contract has provided for worker participation committees since 1972 to take up matters that "do not normally come up in regular contract grievance machinery." It also provides that the Guild will be consulted before appointment of supervisors. A provision similar to the former has been introduced more recently into the St. Paul contract.

Wright said he hopes to see the



Robert C. Holt, Jr., St. Louis Guild

'77 Broun winners honored

TNG's 1977 Heywood Broun Award is presented officially to cowinners David Phelps, right, and Frederic N. Tulsy, center, by TNG President Charles A. Perlik, Jr., at opening session of Midwest District Council's winter meeting Feb. 25 in Minneapolis. Announcement of the pair's selection from among 135 entries in the annual contest for outstanding individual journalistic achieve-

ment in the spirit of TNG's founding president was made a month before. Their entry, a series for the Jackson (Miss.) Clarion-Ledger exposing police brutality and maladministration of justice in Jackson's court system, brought them checks totalling \$1,000. Phelps now is on the Minneapolis Tribune's staff. The Clarion-Ledger sent Tulsy to Minneapolis for the presentation.

Minneapolis committee's operation "expanded."

Delegates also approved a resolution declaring that the council

will hold no meetings in any state that has not ratified the Equal Rights Amendment to the U. S. Constitution.

And they authorized council officers to decide whether to accept an invitation from the Great Lakes Council that the two hold a joint spring meeting. They will meet May 5-6, in Madison.

Norma Roth of Rockford was elected council president, John Mitchell of Gary was elected vice president, Barbara Henkel of Kenosha was elected treasurer, and Nancy Burkhardt of Denver was re-elected secretary.

Councils warn of 'code' traps

Warnings against dangers to press and union members' rights in bills passed by the Senate and under consideration in the House to recodify federal criminal law were voiced by delegates to the winter meetings of the Guild's Middle-

Atlantic and New England District Councils.

Even as amended before passage by the Senate, the measure contains dangerous provisions, the delegates said in similar resolutions passed at meetings a week apart.

They pointed to potentially adverse effects on investigative reporting and on workers' right to assemble during strikes.

Both councils also discussed the status of talks on possible merger of TNG and the International Typographical Union with members of TNG's Special Merger Committee, and both elected new officers.

The Middle-Atlantic council, at its Feb. 18-19 meeting in Philadelphia, re-elected Francis Fanucci of Harrisburg, president; Jack Wallace of Wilkes-Barre, treasurer, and Thomas P. Murphy of New York, secretary. Victor J. Alfano

of Scranton was elected vice president, succeeding Vincent Iezzi of Philadelphia who did not run.

Contributions of \$50 each were voted to the Pontiac and Ottawa strikes and to the Phillip Mtimkulu Defense Fund set up by TNG.

The New England council, meeting Feb. 25-26 in Wakefield, Mass., elected its first-ever woman president, Diane Martino of Manchester. She succeeds Elwood B. Bigelow of Portland, who had held the office five years. Bigelow was elected secretary-treasurer. Donald Waterman of Brockton was re-elected vice president.

NEDC delegates were guests Feb. 26 at the midwinter meeting of the New England Conference of Typographical and Mailer Unions.

The Middle-Atlantic council's spring meeting will be May 20-21 in Albany; the New England council's in Wakefield again, probably in May.

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DAY BOOK

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

TNG Special Merger Committee meeting, April 10, TNG headquarters, Washington.

TNG Special Merger Committee and ITU Merger Negotiating Committee, 4th joint meeting, April 11, 12 and 13, TNG headquarters, Washington.

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

Western District Council, spring meeting, April 29-30, Edgewater Hyatt House, Long Beach.

Middle-Atlantic District Council, spring meeting, May 20-21, Albany.

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

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

International Executive Board, fall meeting, Oct. 16-19, TNG headquarters, Washington.

U.S. calls hearing on Cincinnati

Washington—A Justice Dept. hearing has been ordered on plans by the Cincinnati papers to merge their non-editorial departments.

It will be the first such hearing under the Newspaper Preservation Act of 1971.

Atty. Gen. Griffin B. Bell appointed Donald R. Moore, a retired Federal Trade Commission hearing officer and former newspaperman, to conduct the hearing.

Combined Communications Corp.'s morning and Sunday Enquirer and Scripps-Howard's evening Post want to enter into a joint operating agreement.

The Post claims it can't survive otherwise.

More than 200 Cincinnati Guild members on the Post would lose their jobs if the deal goes through. The Guild does not represent Enquirer employees.

TNG and the International Typographical Union have filed petitions and comments with the Justice Dept. opposing the deal.

In joint comments, the two unions also said they opposed a hearing, arguing that the Post's rationale is so weak that the application should be rejected immediately without one. [Guild Reporter, Feb. 10].

TNG members set 4th record

Washington—Guild membership has climbed to another record—33,356 active dues-payers as of Jan. 1—TNG's accounting of per capita payments shows.

It was the fourth month in the last five that membership has set a record.

January membership was up 98 over that of November, 1977.

The total does not include retirees nor members of new groups without contracts.

The Guild Reporter

JAMES M. CESNIK
Editor

ROBERT DUDNICK, Associate Editor

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The Newspaper Guild

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Area Code 202-296-2990

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