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5-union unity wins walkout in Tacoma

Tacoma, Wash.—Unity among five unions has won a two-week strike against the News-Tribune.

Striking members of Mailers Union Local 54 and pressmen's Local 49 of the International Printing & Graphic Communications Union cut back management attempts to decimate their manning clauses.

Their strike was supported by the Pacific Northwest Guild's unit here, Northwest Typographical Local 99 and Teamsters Local 763, all of which had recently reached agreement on new pacts.

No one crossed the IPGCU and mailers picket lines.

The two unions, which had been without contracts since August, 1977, went out early March 10. The paper did not publish.

The pressmen ratified a new contract on March 20 and the mailers on March 24. All employees were back to work March 27.

On Feb. 21, the Guild unit had ratified a new, three-year agreement providing for top minimum increases of up to \$98.75 per week.

Under the new Guild contract, reporters, photographers, display and outside classified sales representatives, artists and librarians receive three \$25.50 increases—a total of \$76.50—to take their top minimum to \$449.60.

The increases are payable retroactive to Oct. 1, 1977, and on Oct. 1, 1978, and 1979.

Among other classifications, top-minimum increases include the following:

Classified telephone salespersons—Up \$25.50 in each increment, a \$76.50 total in an up-grading, to \$339.35.

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Ray Crowell, Washington-Baltimore Guild, Merkle Unit

... at the Washington Post

Post employee's child joins more than 150 members of the Washington Post Guild Unit and their supporters in rally at noon March 31 in front of the newspaper's plant to mark the "unhappy second anniversary" of the expiration of the Washington-Baltimore Guild's contract there. The same day an NLRB law judge held the Post guilty of refusing to bargain on two counts. (More on rally and ruling, Page 7.)

ANPA pushes anti-reform 'editorials'

Reston, Va.—The two predominate U.S. newspaper management organizations have distributed to all 100 U.S. Senators as though it were their own copies of a 704-page volume

titled "The press against labor law 'reform'" which was produced by the National Assn. of Manufacturers' public relations counsel.

In "Dear Senator" letters ac-

companying each of the tomes, the chief executive officers of the American Newspaper Publishers' Assn. and the National Newspaper Assn. proffer them as a "sampling" and "compilation" of "editorials" opposing the bill from throughout the nation.

They are "from newspapers . . . that have studied the bill and concluded, as ANPA has, that S.2467 would help neither employers nor employees," said the letter signed by Jerry W. Friedheim, ANPA executive vice president.

"Nowhere will you find a more

accurate barometer of public opinion," said the letter signed the William G. Mullen, NNA executive vice president.

Actually, a cursory examination of the volume's contents by the AFL-CIO Task Force on Labor Law Reform shows:

✓ More than 40 of the items reproduced are articles, not editorials, that don't even mention the labor law reform bill.

✓ Editorials from 42 papers, all titled "Labor Reform?", are exactly the same down to the same typographical error:

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Avg. top pushes per capita up 36¢

Washington—With the average daily newspaper reporter top minimum being paid under Guild contracts April 1 up \$21.36 a week over that being paid a year earlier, per-capita payments by Guild locals to TNG are sched-

uled to go up 36 cents, to \$5.89 a month, on May 1 under a constitutional formula linking the two.

The per-capita increase does not affect members' dues, applying only to the monthly pay-

ments made by locals to finance TNG's operating costs.

The increase is three cents less than the record 39 cents in both 1975 and 1976 and four cents more than last year's. It is the

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A political system unique among unions

By DAVID J. EISEN

Director, Research and Information

ONE HUNDRED AND TWENTY FIVE years of ITU history have left the union with a political system unique among North American unions—if not among unions anywhere.

Its singularity lies not in its formal organizational structure, topped by a fulltime Executive Council with a president, secretary-treasurer and three vice presidents, all working out of international headquarters.

Rather, it lies in the manner in which it has institutionalized its inter-

Now, about the ITU . . . (6)

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

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

nal democracy. The ITU is the only union with a long-standing, two-party system on a union-wide scale, its parties unrelated to any political or ideological groupings on the outside.

This political system has continued to exist for three-quarters of a century without any official sanction in the union's constitution, which fully spells out all the more conventional aspects

of union structure.

These include biennial election of officers by membership referendum, annual conventions and an officer structure with dual lines of authority flowing from the president and secretary-treasurer.

In addition to working journeymen and apprentices, ITU membership includes retirees, proprietors and members not working at the trade. They belong to locals chartered, by and large, on city lines; working members in shops are organized into units with the hallowed name of chapel.

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TNG, locals pledge help to N.Y. in crises

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job protections in the face of automation and the length of the work week and work day through overtime pay, fair employment practices and sick pay (not until after five days of an illness).

The papers also are demanding that a total of about 800 employees be exempted from Guild contract coverage and have petitioned the National Labor Relations Board to "clarify" them out of Guild jurisdiction. Among the exclusions sought at the Times are "confidential copy boys/girls," programmers, critics and editorial writers.

The Post, in addition, said it wants a one-time exemption from its contract's job-security provisions so it can have a free hand to fire the 25 to 35 percent of its 450 news and commercial department employees Murdoch considers "incompatible with the new management's publishing philosophy," a proposal labelled "the Auschwitz clause" by Guild Executive Vice President Harry Fisdell.

On April 10 the Post an-

nounced it was offering severance pay and six-months' medical and hospitalization insurance to selected Guild members. The paper said there would be no "coercion," that a Guild representative would be present when the offers were made and that the result would be taken into account in deciding any action at its April 14 deadline.

In making offers to about 135 employees in the next three days, the Post asked for responses by 4 p.m. April 17.

An estimated 1,000 persons participated in a rally called by the city's central labor council outside the Post on the eve of the April 13 Guild-Post bargaining.

That same evening the Guild's citywide bargaining co-ordinating committee set aside an April 18 deadline it had established for a strike at the News unless a "reasonable" settlement was made there by then. The committee said it was doing so because of the crisis at the Post.

An earlier strike deadline, by the Newspaper and Mail Deliverers for midnight March 30 at

the News, was set aside when marathon bargaining under a stopped clock produced "an agreement in principle" on a three-year pact calling for raises reported to total \$68. Ten days later, however, there still was no word on resolution of issues left unresolved or on the principle of the agreement having been reduced to mutually acceptable language.

Strike authorization votes by members of the Guild units at each of the papers were completed on March 22 and 23. At the News the tally was 917 yes to 36 against; at the Times, 1,157 to 41, and at the Post, 241 to 4.

Other unions whose members have voted strike authorizations are ITU-Mailers Local 6, the Photoengravers at the Times and the News, the Stereotypers, Machinists and Electrical Workers.

The only two unions with open contracts not to have taken strike authorization votes were the Pressmen and the Paperhandlers.

A year ago, Times president Arthur Ochs Sulzberger told company stockholders that the paper

had told the pressmen that it would not agree to a new contract unless it "significantly" reduces "outdated and onerous manning provisions."

Typographical Union Local 6 printers are in a reopener period in an 11-year contract at the Times and News with six years yet to run. It provides for binding arbitration of issues raised by the union and unresolved by the parties. Earlier in the year, however, the publishers demanded "all kinds of retrogressions" even though only the union may propose changes, according to Bertram A. Powers, Local 6 president.

The New York Guild said its bargaining with each of the papers is radically different this year from past years.

The publishers refused from the outset to meet in the papers' plants as had been the custom, insisting instead on meeting at federal mediation service offices.

They also insisted on meeting only in the evening and confronted each Guild unit's bargaining committee with a joint

committee of representatives of each management, led by Jack Kracke of the New York City Publishers' Assn.

It took a month to get a second set of meetings after three consecutive 20-minute sessions the evening of Feb. 9, at which Guild proposals were made.

At the second meetings, the publishers presented each Guild committee with up to ten pages of practically identical demands for what the Guild termed "give-backs" as conditions for new contracts.

The same day the Post said it was seeking resignations from Guild members, Murdoch's Australian-based News Ltd. conglomerate reported "considerable losses" at the Post since Murdoch took it over at the end of 1976, but gave no amount.

While News Ltd.'s entire profit was up 26 percent to the equivalent of 12.3 million U.S. dollars in the last half of 1977, the contributions of U.S. and British holdings were reported as declining from 47.1 percent to 39.6 percent.

The profits from the U.S. and Britain totalled 4.87 million dollars, up \$280,000 from 1976's last six months.

The New York Times Co.'s 1977 annual report, meanwhile, showed sizeable increases in the paper's overall revenues, ad revenues, lineage and just about everything else, including operating profits, which were up 69 percent to 17.7 million dollars.

And on April 5, the Trib, a nonunion morning daily that started publication in New York three months before, announced that it was closing.

Its founder, publisher and editor, Leonard Saffir, blamed the hard winter and the business community for its financial collapse.

"Specifically, it was Macy's, Gimbels, Bloomingdale's and the like" who failed to buy advertising space, he said.

Many had speculated that the Trib was counting on a strike against the Times, News and Post to enable it to pick up advertising and survive.

5-union solidarity wins 2-week Tacoma strike

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National schedule clerks, retail office representatives—Up \$17.25, \$18 and \$19.25—total, \$54.50—to \$305.85.

Advertising makeup clerks—Up \$17.25, \$59.50 and \$22—total, \$98.75 in an upgrading—to \$350.10.

Voluntary ad takers, display typists—Up \$13.75, \$15.15 and \$15.75 — total, \$44.75 — to \$254.10.

Library assistants, wire room attendants — Up \$15.25, \$16.50 and \$17.25 — total, \$49 — to \$274.35.

Copypersons, junior ad clerks —Up \$12.50, \$13.25 and \$13.75 —total, \$39.50—to \$219.60.

Hospital-medical-surgical insurance is improved, including lengthening the hospital stay from 120 to 365 days and increasing lifetime major medical insurance from \$300,000 to \$500,000.

During the bargaining, each union had at least one representative on the others' bargaining committees.

All the unions co-operated in the strike's prosecution through a unity council.

Crop boycott ended; TNG gets thanks

Washington — The United Farm Workers of America has thanked TNG for its assistance in the UFW's recently concluded boycott of non-UFW grapes, lettuce and Gallo wine.

In a letter to TNG President Charles A. Perlik, Jr., UFW President Cesar E. Chavez said that "without your assistance, the boycott could not have been the powerful weapon for justice that it became."

At UFW headquarters in Keene, Calif., the union's national executive board said the boycott was being called off because of progress in the representation election process and contract negotiations under California's state farm labor law.



Bob Miller, Pacific Northwest Guild

STRIKING MAILERS AND PRESSMEN, AND FRIENDS, ON THE LINE IN TACOMA

From left: Ron Miller, pressman; Lettie Gavin, Guild; John Nielson, pressman; Jerry Shade and Bob Lane, Guild; unidentified; Earl Frederick, mailer

Rise in minimum pushes per caps up 36¢

(Continued from Page 1)

fifth consecutive year the Constitution's formula has produced a per-capita increase of more than 30 cents.

TNG's General Fund will receive 28.8 cents of the 36-cent increase and the International Defense Fund the other 7.2 cents, TNG Secretary-Treasurer Robert M. Crocker said in an April 7 letter to all locals announcing the new per-capita amount.

The General Fund's portion of the new \$5.89 per capita will be \$4.732; the Defense Fund's, \$1.158.

Crocker estimated that the added 28.8 cents going to the General Fund for the last ten months of the fiscal year will increase its income by "about \$80,000" for the year. The General Fund had a cumulative deficit of \$479,906 at the close of fiscal 1978's third quarter, Dec. 31.

TNG's Constitution contains the formula which determines the division of per-capita payments between the two funds, as well as the formula which

provides for annual determination of the amount of the per capita. It also provides that the rate be in effect from May through April unless changed by the International Executive Board or TNG's annual convention.

A third constitutional formula—providing for increasing the top bracket of the full regular dues that go into effect during Defense Fund emergencies—was not activated by contract minima in effect on April 1, however, Crocker reported.

The per-capita formula, adopted by TNG's 1964 Convention, bases payments, like local dues, on members' wages. It ties the per capita to a percentage of the average reporter top minimum in effect each April 1 under Guild contracts at newspapers published at least five days a week.

The new top-minimum average, computed from 132 contracts, was \$350.38 a week, a 6.49 percent increase over 1977's average of \$329.02.

Compilations made in determining the new per-capita rate showed that 63 of the 132 re-

porter top minima in effect April 1 had increased by more than the \$21.36 increase in the average. Thirty-seven were up \$30 or more a week, with 20 of the 37 up more than \$40, three up more than \$50 and one up \$60 a week.

The same compilation showed that there are now five newspaper contracts providing reporter top minima of \$450 or more a week, up one in the last year. There are 30 above \$400 a week, compared to nine such last year.

Seventy-four contracts' minima are between \$300 and \$400 a week, compared to 79 last year. Twenty-eight provide reporter top minima of between \$200 and \$300 a week, 17 fewer than last year, and only one contract provides a reporter top minimum of less than \$200 a week.

The new top-minimum average was multiplied by 0.0165, producing a figure of \$5.78126, rounded off to \$5.79, the next higher cent, under the constitutional formula. A special 10-cent increase voted by the 1969 Con-

vention was added to produce the \$5.89.

In establishing the per-capita formula in 1964, TNG determined that the then-existing per capita of \$2.30 represented 0.01625 percent of the 1964 top-minimum average of \$141.83 a week. The 1967 Convention changed the formula to 0.0165 percent.

The formula is designed to provide TNG with an increasing level of income to meet rising costs, geared to the increase in members' income.

A fourth automatic-increase provision of the Constitution—setting the salaries of TNG's president and secretary-treasurer at 2.16 and 2.02 times the April 1 reporter top-minimum average—was not activated by the results of this year's per-capita computations, however. Their salaries remain at \$770.36 and \$720.43 respectively to which they were raised last year under a companion provision that the secretary-treasurer be paid at least \$20 a week more than senior staffers and that the president's salary be higher by the 2.16-to-2.02 ratio.



Arbitration merits (back) pay

Warren Roll, Hawaii Guild member (center), holds check for \$650 in back pay he received after Guild won arbitration over his merit pay. With him are Stan Souza (left), Guild president, and Phil Mayer, local treasurer. The Star-Bulletin eliminated part of Roll's merit pay

when he left the chief photographer's job. The paper said the extra money was a differential. The Guild said it was merit pay because there's no chief photographer differential in the contract—but there is a no pay-cut clause. The \$650 represents 26 weeks of back pay.

Madison strike in sixth month

Madison, Wis.—As the strike against Madison Newspapers, Inc., entered its sixth month, 500 to 600 volunteers spread across the city in a blitz to boost the circulation of the strikers' daily newspaper.

The Press Connection also has started home delivery to 1,500 downtown subscribers and said it would extend home delivery to other areas as soon as there are sufficient subscribers in each.

Subscribers have been getting paper by mail since it went from weekly to five-days-a-week publication on Feb. 7.

The strike by the Wisconsin State Journal Editorial Assn., against the morning paper, and the International Typographical Union, against Madison Newspapers, Inc., which is the agency publisher for the State Journal and the afternoon Capital Times, was six months old April 1.

Striking in sympathy are the Madison Guild, which represents Capital Times editorial employees, the International Mailers Union and pressroom and district manager units of the Printing &

Graphic Communications Union.

All unions except the Editorial Assn. and Typographical have been told by management that their members have been permanently replaced by strikebreakers.

The National Labor Relations Board is still considering an unfair-labor-practice charge filed by the Guild after the papers made the "permanent replacement" announcement.

In another case, meanwhile, the NLRB reversed a decision by one of its administrative law judges and denied the Capital Times's contention that Diane M. Woodstock, the Guild's president, was a supervisor in her capacity as chief librarian.

Had the judge's decision stood, Woodstock, who also is TNG vice president from the Midwest, would have been carved out of the Guild unit.

In a third NLRB case, the full board in Washington ruled that Dave Wagner, the Guild's second vice president, was properly suspended by the Capital Times when he refused to cross

a picket line to cover an opera in May, 1976.

The board said that Wagner wasn't protected under the law because the picketers were public employees at the University of Wisconsin who themselves were not covered by the National Labor Relations Act.

Therefore, the board held in overturning part of an administrative law judge's decision, Wagner was not engaging in "concerted activities" that are protected by law.

The judge had ruled that Wagner's refusal to cross the line was protected, but that the suspension was justified because he hadn't told the paper about his intentions in time for it to assign someone else.

Jack Weir quits executive position in Cleveland Guild

Cleveland—Jack Weir has resigned as executive secretary of the Cleveland Guild.

Weir, who has held the elective position since 1964 and is only the second person to hold it in the local's 45-year history, said he is moving to Augusta, Ga., to enter the automobile auction business with a brother.

He said he will leave the Guild position by June 1, or earlier if transitional and other business can be wrapped up.

A special meeting of the local's Executive Committee was to be held April 13 to discuss a successor.

The local's bylaws provide that the president may appoint with Executive Committee consent an interim executive secretary to fill out the term, which expires in September, 1979.

Weir joined the Cleveland Guild when he went to work as an advertising sales representative for the Catholic Universe-Bulletin in 1956.

He was local president in 1961 and during the winter of 1962-

CLC will bolster support of NDP

Quebec City, Que.—The Canadian Labour Congress, members of its affiliated unions shackled by wage controls for 2½ years, vowed at its national convention April 3-7 to work for the defeat of the Liberal government that imposed the restraints.

The convention resolved to increase its power by stepping up its drive to organize unorganized workers and by strengthening its ties with the New Democratic Party. A federal election is expected this spring.

TNG Vice President John M. Lowe of the Southern Ontario (Toronto) Guild was TNG's delegate to the convention.

The federal anti-inflation program of mandatory wage and price controls was a flop, costing workers millions of dollars through wage rollbacks while prices rose unchecked, delegates representing 2.3-million union members said in a policy paper denouncing the government's economic policies.

The program was imposed in October, 1975, and beginning April 14 is being gradually dismantled. Controls will stay in effect on most wage settlements until the end of 1978—limiting increases to a maximum of six percent while the inflation rate continues at higher levels.

By the end of 1977 average annual wage settlements in major contracts had declined to 8 percent, from 15 percent the previous year, while the annual inflation rate in 1977 was 9.5 percent—"very close to the pre-controls rate," the convention noted.

"All of a sudden, the government discovered food prices and started talking about the nonfood inflation rate—as if workers didn't have to eat."

Joe Morris, retiring CLC president, charged that the federal government is playing with statistics instead of finding solutions to the country's economic problems.

Statistics Canada, a federal agency, is working on revisions to the Consumer Price Index.

Morris said the labor movement is convinced the new index's format, to come into effect June 1, will not measure the same rate of increase as the current index.

"Affiliates of this Congress have negotiated a great many cost-of-living adjustment clauses to protect workers against inflation," Morris said. "And by our estimate, if the reported rate of increase is reduced by only one percent it will mean approximately one billion dollars less in total annual wages and salaries."

The federal government has appealed to labor to hold down wage demands after mandatory controls are lifted.

The convention said that the controls program has destroyed free collective bargaining and the labor movement will have nothing to do with the proposed monitoring agency that is to look at wage and price increases after the mandatory controls end.

Dennis McDermott, Canadian director of the United Auto Workers, and newly elected CLC president, predicted there will not be a rush of exorbitant wage demands, however, because the economy is too weak to support them.

Other actions by the convention included:

✓ A pledge to seek an increase in the federal minimum wage to \$4.50 an hour, from \$2.90.

✓ A call for workers to remain united whatever the outcome of the planned referendum on the separation of Quebec from the rest of Canada.

✓ A denunciation of a federal bill which would tie public employees' wage increases to those in the private sector and a pledge to work for its defeat.

BNA top rises \$62 in 2 years

Washington—Minimum salaries increase by \$19.80 to \$62.49 over the two years of a new Washington-Baltimore Guild contract with Bureau of National Affairs, the newsletter and labor-relations reports publisher.

The \$19.80 increase takes top minimum for persons in the lowest paid group—collators—to \$196.20, and the \$62.49 takes top minimum for those in the highest-paid group—editors and reporters—to \$521.74.

General increases are four percent on Feb. 27, 3.5 percent Aug. 28, and five percent on Feb. 26, 1979.

There also will be a cost of living adjustment next Feb. 26 equal to the increase in excess of five percent in the Washington area price index.

The total of that five percent general increase and the cost of living adjustments will not exceed eight percent.

March marks 100th day of strike at Oakland Press

Pontiac, Mich.—Members of the Guild and pressmen's union from the Oakland Press marked the 100th day of their strike against the paper by donning red armbands and marching around the paper's plant in downtown Pontiac.

At the same time, strike leaders said during a press conference that the Press's circulation has been cut by at least 27,000 by the boycott being pressed with the aid of other area unions, including the Auto Workers.

A Guild representative said the estimate is based on a current clip of 1,000 cancellations a week, reduced newsprint deliveries and an increase in returns.

The Capital Cities-chain paper had a circulation of 77,000 when the Guild's 30-member, editorial-only unit and ten members of Printing & Graphic Communications Union Local 13 struck Dec. 29 after long and fruitless bargaining for new contracts.

Willard Hatch, the Guild's administrative officer, called it "a tribute to the determination of these 40 people . . . that they will not give up until they have won their jobs back" with "decent contracts guaranteeing fair benefits and job security."

There have been but two bargaining sessions since the strike began.

An AFL-CIO-sponsored rally was planned for April 30.

3 Guild pioneers die in six weeks

I. Kaufman, 86, a founding member and twice chairman of the Guild unit at the old Brooklyn Eagle and editor of the New York Guild's "Frontpage" for 18 years, died Feb. 28.

Justin G. McCarthy, 62, Chicago Guild president in the '40s and one of its founders at the Chicago Daily News, died April 3.

Joseph G. Colangelo, 71, a TNG international representative for 20 years and an organizer of the New York Guild at the old Journal-American, died April 6.

Complete obituaries will appear in the April 28 issue.

A political system that's unique among unions

(Continued from Page 1)

The ITU's party system appears so like a laboratory of civics that it might have been invented by a political scientist. But, like other aspects of ITU organization, it is a product of the peculiar skein of the history of the union.

FOR 32 YEARS following its founding in 1852 the ITU had no fulltime officers or staff. The international was a loose confederation of autonomous locals whose principal functions were co-ordinating mutual aid in strikes and preventing the importation of strike-breakers. Neither task, it was felt, required fulltime officers; successive ITU presidents continued to work at the trade and generally stepped down after a single term in office.

By 1884 the desire for a stronger central organization to help prosecute organizing and strikes more effectively resulted in a halfway step—still no fulltime officer but the creation of a paid national organizer.

That compromise lasted just four years. In 1888 the convention recast the union's organizational structure along substantially its present lines, creating an Executive Council with a fulltime president and secretary-treasurer, two parttime vice presidents, a third, unpaid, vice president and district organizers, an elective office subsequently eliminated.

But if members felt the need to create a structure of officers to direct organizers and administer the union's new International Defense Fund, they felt an equal need to build in some controls. It was a feeling produced by something more substantial than cynical distrust.

The role and the very existence of secret societies within the ITU had been debated bitterly for years. The societies had originated at a time when militant union members risked dismissal if they operated openly, but later the biggest, known as the Brotherhood, came to be regarded as a behind-the-scenes political machine seeking to control the union.

Opponents of the secret society felt that conventions were more subject to the society's control than referenda, and in 1889, a year after the officer structure was created, convention delegates voted to require referenda for all constitutional amendments and for any measure involving membership dues.

That was a minor reform, however, compared with what was to follow. At the 1896 convention, the existence of the Brotherhood as a secret society aiming at control of union policy was exposed beyond all reasonable doubt through publication of its secret ritual, and the backlash wiped the ink right off the pages of the ITU constitution.



Clyde H. East, International Typographical Union
ITU MEMBER MARKS, CASTS '76 ELECTION BALLOT
He's James H. Quinn of New York ITU Local 6 voting at Union Printers Home Chapel

NOW, ABOUT THE ITU . . . (6)

A ban on membership in secret organizations was only the first step. The delegates voted to abolish regular conventions, to elect international officers by referendum and to initiate a system of periodic referenda, every six months, on any question of union policy called for by as few as five locals. Referenda at other times could be held on the petition of 50 locals. Conventions could be called only by referendum, initiated on the request of five locals.

This radical dose of direct democracy was premised on the theory that it would provide an environment hostile to the domination of secret societies and caucuses. And well it might have, except that it quickly succumbed to sheer membership fatigue.

As put by Seymour M. Lipset, Martin Trow and James Coleman in *Union Democracy*, their massive 1956 study of the ITU's internal politics:

"The system of direct self-government broke down within three years under the pressure of frequent referenda. Many members became tired of being polled on referenda every few weeks, and in 1898 the membership voted by an overwhelming majority to re-establish annual conventions and to do away with the necessity for frequent referenda."

But direct election of officers was retained, as was the earlier requirement that all constitutional amendments and dues measures be submitted to referendum. Both are a part of ITU statutes to this day, and virtually any change of importance in the union's programs, policies or operations—and some of no importance at all—must be approved by a membership referendum.

OUTLAWING THE SECRET societies was one thing; ending them was quite another. A new society emerged (more or less) under the name of the Wahnetas and became the nucleus of the first of the ITU's political parties.

Wahnetas-supported candidates, headed by James M. Lynch, captured international office in 1900 and held it for 20 years. Although the Wahnetas remained as a secret organization until the late 1920s, by 1912 they had organized above ground as the Administration Party.

Anti-Wahnetas, who had fought several losing elections with loose coalitions, themselves coalesced, in 1911, into the Progressive Party, the direct forebears of today's majority party in the union. But the party did not win an electoral office for eight years, and it was more than three decades before it became firmly installed in the union's leadership.

At the time of its formation the Progressive Party represented the ITU's militant wing, while the Administration Party was avowedly conservative. Indeed, when the Administration Party broke up under the impact of total defeat in 1928, its dominant wing took the name of Conservative Party.

For a brief time there were three parties, with the third, known as the Unionists, consisting of oppositionists from the other two. But third parties proved no more viable on the ITU political scene than on the broader American one, and in the early '30s opponents of the Progressives combined to form the Independent Party, still the opposition today.

The Independents captured the presidency in 1938 but the Progressives retained two posts on the Executive Council, including the secretary-

treasurer's, and there was a divided administration until 1944. From then until the election of Thomas Kopeck as secretary-treasurer two years ago, the Progressives held a monopoly on top international office. Even Kopeck's election did not put an Independent in office; although he ran with Independent endorsement, he was a lower-case, not an upper-case, Independent.

Although the ITU's political dichotomy continued to carry traces of its origins through the 1930s and into the 1940s, with the Progressives as the more militant party and the Independents as the more conservative, there are few vestiges of that divergence today. What differences there are in the party programs have no ideological hue, and the tone of ITU political campaigns is dictated principally by the Progressives' habitual role as the party in office and the Independents' posture as perpetual oppositionists.

ALTHOUGH THE POLITICAL parties are nowhere mentioned in the ITU Constitution, they are the motor force of the union's political system. Largely dormant in off years unless there is a controversial referendum, they spring to life in alternate years, when all ITU offices are contested.

The ITU ballot is not a short one. In addition to voting for president, secretary-treasurer and three vice presidents, ITU members elect the union's board of auditors, trustees of the Union Printers Home, agent to the Union Printers Home, and delegates to the AFL-CIO and Canadian Labour Congress conventions.

And the ITU political year is as lengthy as the ballot. Candidates usually declare their intentions before or during the mid-summer convention, although an official declaration is not required until October. Independent candidates are selected at a party caucus during the convention, following recommendations by the party's nominating committee. Progressive candidates are chosen in a mail ballot by the party campaign committee in September and October.

Party support, while of critical importance, does not formally assure a candidate a place on the ballot, however. To win that, he or she must receive the nomination of at least 50 of the union's 552 locals at meetings held in January; up to five may be nominated under ITU By-laws, but there are seldom more than two for Executive Council posts.

Ballot position is in the order of the candidates' number of local nominations.

The Typographical Journal is thrown open to statements by all candidates in March and April, and the union aims for a high-level, if not Utopian, campaign. The By-laws provide:

"No untrue statements may be made in political literature, nor shall any conclusions be published which impugn the motives of candidates."

Balloting is on the third Wednesday in May. All members in good standing are eligible to vote. Shops with ten or more members must set up their own ballot boxes; members of smaller chapels vote at a central local polling place, and there are mail ballots for absentees.

An ITU canvassing board tabulates the returns from locals two weeks after the election and declares the winners—unless a rare race between three or more candidates for one of the top offices fails to produce a majority. In that case, it's back to the ballot box again in July for the top two.

Even without a runoff election, the new officers aren't sworn in until July 1, almost a full year from announcement for office to entering it. ITU politics is not for the short-distance runner.

THE ITU'S ORGANIZATIONAL structure, rooted in the constitution, is marked by dual lines of authority, extending from the offices of president and secretary-treasurer. That's a matter of little but functional significance under ordinary circumstances; but it can produce certain stresses when the two offices are not occupied by representatives of the same political party.

The classic example was in the 1938-44 period, when Independent President Claude M. Baker and Progressive Secretary-Treasurer Woodruff Randolph battled each other for six years from their respective offices. The strains are considerably lesser in the present unusual situation, in which Secretary-Treasurer Kopeck is a nonparty minority of one in a Progressive administration, but their effects are occasionally observable.

The bulk of the ITU's operations, of course, are under the authority of the president—including the activities of the three vice presidents. The vice presidents—one statutorily required to be a mailer although voted for by the entire membership—are all constitutionally charged with assisting the president. Each generally is assigned an individual area of responsibility.

The president, in addition, directs activities of the union's 26 representatives and three organizers. (Representatives, while devoting most of their time to bargaining, also do organizing work; organizers devote their time exclusively to organizing.)

Other operations under the president's authority include the ITU's Bureau of Contracts, with a staff of five; Bureau of Education, with two; the ITU Training Center, with 15, and the Union Label and Public Relations Bureau, with four.

The secretary-treasurer's authority is largely internal, although with the ITU's elaborate headquarters operation, that domain is a large one, whether appraised functionally or in terms of the number of employees it embraces—60. It includes accounting and record-keeping, electronic data processing and the ITU mailing lists. The secretary-treasurer is publisher of the Typographical Journal by virtue of a long-standing provision of the union's By-laws and its editor by appointment of the Executive Council under an authority granted it, after some controversy, by the union's 1976 convention.

The divided authority is symbolized by the layout of ITU headquarters, in which the president and secretary-treasurer occupy separate wings. That arrangement is faithfully reflected at conventions, where the two officers hold forth in individually staffed, widely separated office suites.

ITU officers are constitutional prisoners of Colorado Springs, where the union's governing document requires they reside. That requirement makes the Executive Council a week-to-week and sometimes almost a day-to-day governing body of the union.

Meetings are convened on the call of the president. Three of the council's five members are enough for a quorum, as long as two of the three are the president and the secretary-treasurer, but three votes one way or the other are needed to decide any question, no matter how many are present.

In recent years apprenticeship on the Executive Council has come to be the path to the ITU presidency, with members moving from second vice president to first vice president to president in a rung-by-rung ascension of the ladder. John J. Pilch moved

Conventions: proceedings 'by the book'

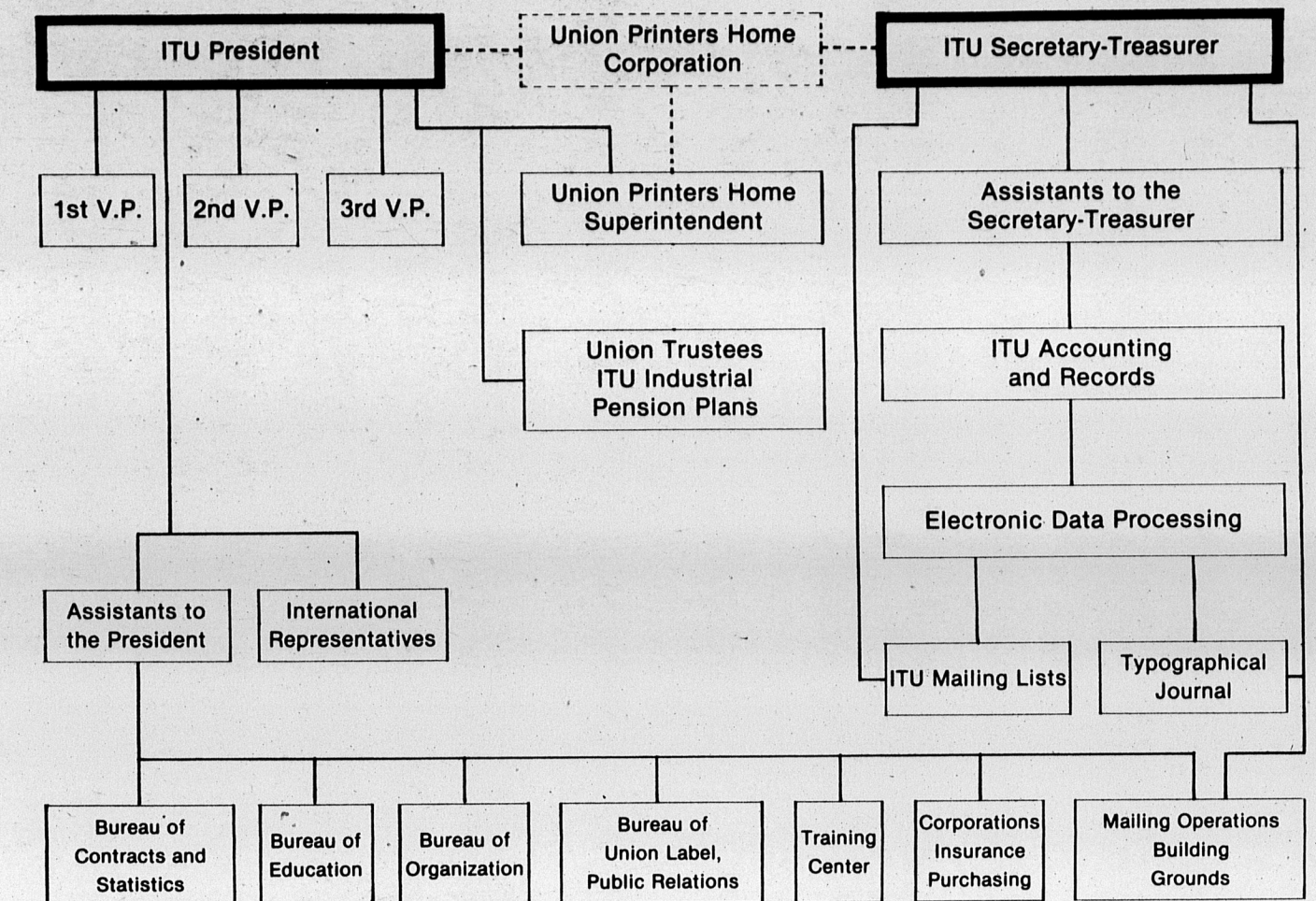
ITU delegates take their conventions seriously as the highest deliberative body of a democratic union.

How seriously?

In 1861, with the fledgling union being torn asunder like the rest of the country by the start of the Civil War, the secretary-treasurer called off the annual convention. The next year delegates to the 1862 gathering upbraided him for calling off the convention "for such a minor reason as a war between the states."

No one has had the temerity to cancel a convention since, and except for a short-lived provision under which they had to be called by referendum and brief periods in which they were biennial, they have been held regularly and annually ever since.

Conventions, like most other ITU



ORGANIZATIONAL CHART OF ITU OPERATIONS
It's adapted from the union's booklet of "Facts" about itself

activities, are governed by a set of laws that, unlike other ITU statutes, require a two-thirds vote, in convention, to amend. They set forth, in meticulous detail, how the convention is to operate, and they are followed to the letter.

Convention representation is stipulated in the ITU Constitution, and it is basically unchanged from the formula adopted in 1869: one delegate for locals with up to 100 members; two delegates for locals with 100 to 500; three for locals with 500 to 1,000 and four for locals with more than 1,000. The only change is one giving large locals one additional delegate for each 2,000 members.

It's not a formula calculated to win the hearts or minds of the union's big locals, which have been trying for years to change it to something more proportional. But since, as matters now stand, that would require the votes of the small locals whose voting power would be diminished, the proposal has gone nowhere.

Delegates can cast only their own votes, and a local must elect its full complement of delegates if it wants to exercise its full voting strength. On the other hand, two or more small locals can combine to send a single delegate.

Abstention is not recognized at an ITU convention. The laws require every delegate present to vote on every question unless specially excused by the body as a whole.

The keystone of an ITU convention is the Committee on Laws, which is appointed by the President before the convention and convenes in the convention city at least five days before the convention begins. To that committee go all proposals for amending the union's Constitution, By-laws and

General Laws—meaning the bulk of the convention's business.

It's enough to keep the committee busy night and day before the convention starts and much of the time afterward. Its seven members occupy a platform of honor on the convention floor and are among the few who have leave, under the laws, to exit for deliberations while the convention is in session. Other committees must meet after hours.

All propositions submitted to the committee are placed before the delegates in printed form with the committee's recommendation and are debated and voted on, regardless of whether the recommendation is favorable. But the committee is held in high esteem; its recommendations are rarely overturned.

Other committees, with less exhausting tasks, are appointed by the president at the start of the convention, except, in some cases, the Appeals Committee, which the convention may either permit the president to appoint or may elect itself.

Minority reports from committee are extremely rare, and reports cannot

be amended from the floor. A delegate seeking to amend must move to refer the entire report back to committee.

The laws require the convention to remain in session at least six hours a day or "until such time as the business has been completed." The proceedings are tape-recorded, transcribed and sent to nearby print shops in relays; each morning a complete printed record of the previous day's proceedings, along with committee reports, is on each delegate's desk.

Decorum is the rule at ITU conventions. Speakers do not rise until recognized by the presiding officer, communicate with each other only in writing, through sergeants at arms, and generally reflect the seriousness with which they regard their mission.

A convention law provides that "to impugn the motives of officers, delegates, or committees, or to use reviling or degrading language toward them or the union, shall be considered a breach of order, and punishable by such discipline as the convention may see fit to impose."

It hardly seems necessary.

'Mr. Proposition' succumbs at 87

Washington—The Columbia Typographical Union leader who earned himself the unofficial title of "Mr. Proposition" at International Typographical Union conventions over the last 30-plus years died here March 29.

Jesse B. Manbeck, 87, vice president and former eight-term president of the local printers' union, regularly submitted three dozen and more propositions to the convention, most of them to the Laws Committee, local and ITU representatives said. He submitted 40 to the 1977 Convention alone, the most recent of the 15 since 1936 to which he was elected a delegate. He attended 21 other ITU conventions as an observer.

Manbeck joined the ITU 61 years ago in Philadelphia. He also worked as a sports writer for six years in New York City prior to 1934.



A GENERAL SESSION DURING ITU'S 119th CONVENTION IN 1977—IN CINCINNATI
Union's laws forbid a delegate's abstention on a vote unless specifically excused

Perlik lists objections to criminal code bill

Washington—Proposed criminal code revision legislation before the U.S. House "contains too many pitfalls to warrant passage," even as amended before passage by the Senate, TNG has told the chairman of a House subcommittee.

If major dangers can't be eliminated, "it would be better to reject" the legislation and "start again with another criminal code reform bill," TNG President Charles A. Perlik, Jr., wrote Feb. 21 to Rep. James R. Mann (D-S.C.), chairman of the Judiciary criminal justice subcommittee.

The subcommittee has before it House bill 6869 and the Senate-passed S. 1437. They are successors to the old S. 1, which raised a storm when it was introduced in earlier sessions of Congress because of infringements on civil liberties.

Perlik's letter to Mann contained itemized comments on sec-

tions of the amended Senate bill and the unamended House bill that "we believe to be particularly dangerous in two primary areas of our activity—the press and labor."

Press Provisions

Sec. 1301 was amended by the Senate to limit what constitutes "fraud" when a government document is published without permission. It also made it a defense that the document was published to inform the public. Perlik urged a similar House amendment.

Sec. 1311 would enable prosecution of a newsperson for refusing to disclose the identity of a source if the source was a criminal suspect. The Senate amended it to make prosecution somewhat less likely. A specific amendment making it clear that the section isn't aimed at newspersons was urged by Perlik.

Sec. 1324(a)(2) and 1358(a)(2) would make it a crime to print news stories "improperly" disparaging a witness or informant resulting in economic loss, and the same for a public official. The first was unchanged and the second eliminated in the Senate. Perlik urged elimination of both in the House.

Sec. 1331 would make it a crime to publish in violation of even an invalid court order. The Senate added a defense that the order was invalid and constituted prior restraint. Perlik urged the House to adopt a similar amendment plus another to cover newspersons who refuse to obey an invalid order to disclose a source's identity by making a defense that the newsperson took reasonable and quick steps to obtain court review of the order's validity.

Sec. 1333 would leave a newsperson open to punishment for at first refusing to obey a court order to disclose a source's identity even if, after losing an appeal, the newsperson then agreed to comply with the order. The Senate let this stand. Perlik asked the House to amend it along the lines of the amendment recommended for Sec. 1331.

Sec. 1334 would make it a crime for a newsperson to possess an original government document and perhaps even a photocopy, or to publish it. The Senate added the defense that possession without permission was for disseminating information. Similar House language was asked.

Sec. 1521(a)(2) and 1524(a)(2) would make it a crime to

write a story based on intercepted correspondence that had fallen into the writer's possession. The Senate made no changes. Perlik asked a House amendment to punish only those who intercept such communications, not those who later may write stories based upon the materials.

Sec. 1525 would make it a crime for a past or present government employee to give reporters information from reports made confidential by law, even if the information concerned government crimes. The Senate amended it to provide that it would not preclude distribution of information required by the Freedom of Information or Privacy acts. Perlik asked further House amendment to make it a defense that the disclosure revealed crimes, government deception or some other information of overriding public concern.

Sec. 1733 would make it a crime to publish a stolen government report if the newsperson or organization derived anything of value from publication. The Senate amended it to provide that it be a defense that the organization possessed the report to provide information to the public. Similar House language was asked.

Labor Provisions

Sec. 1111, unchanged in the Senate, could be used against unionists taking part in a demonstration in which damage to or obstruction of a wide range of government property occurred. Perlik asked the House for "careful amendment at the very least."

Sec. 1302 could be seen as outlawing numerous forms of union

activity, including picketing in the face of an invalid injunction. The Senate reduced the penalty somewhat, but Perlik said that was inadequate and that a more sweeping amendment is necessary to eliminate the "chilling effect" on the right of assembly.

Sec. 1722, under which union members participating in a strike marked by violence or the fear of violence could be guilty of extortion, was amended by the Senate to provide that violence in a labor dispute wouldn't be prima facie evidence of extortion. Perlik urged further House of abuse which would arise when amendment to prevent the kind violence occurs on both sides but only one side faces prosecution.

Sec. 1723, which could be used against union members who subject an employer to economic loss through a strike or picketing, was unchanged by the Senate. Perlik asked House amendment to exempt legitimate union activity.

Sec. 1861 would create a new crime of "failing to obey a public-safety order" and threaten with prosecution anyone who doesn't obey a government employee's order to disperse or stop picketing or leafleting. The Senate narrowed its scope to certain law-enforcement officers or government employees assigned to public safety. "We see no reason why this provision should be retained in any form," Perlik wrote Mann.

Perlik's letter brought up-to-date reservations about the bill expressed last October by TNG's International Executive Board.

Publishers pushing tome of 'editorials'

(Continued from Page 1)
"NERB" instead of NLRB.

✓ Editorials from 14 other papers take no stand, are neutral.

✓ At least four editorials from the same paper on the same day are reproduced more than once, on facing pages in a couple of instances.

✓ Twenty six of the items are letters to the editor.

✓ Twenty five are reproductions of the same column by the same columnist—John Chamberlain—that appeared in different papers.

Only at the bottom of the inside back cover, in 12-point light-face type is there any inkling that someone else may have had a hand in producing it: the name, address and telephone number of the National Action Committee on Labor Law Reform, an umbrella group that includes the NAM.

"Really it was the work of the NAM's PR firm," Fraser Associates, a representative of one of the publisher organizations said.

"We only served as the conduit" to the Senate.

A copy of a five-page "Weekly Summary" on "Labor Law Reform—Priorities" dated March 17 and on a Fraser Associates letterhead carries the following item:

"Press Book. 704-page document to printers . . . promised for March 23 . . . Letters from press associations ready to go. . . . Mullen's letter is dated the 23rd. Friedheim's is undated.

"Press associations" also are mentioned in a "coal ads" item "asking that they place them in the grassroots."

TNG President Charles A. Perlik, Jr., said he trusts that the vast majority of U.S. Senators are "intelligent enough to recognize that there would be nothing surprising" in the 704-page volume "even if it were, as the ANPA and the NNA apparently would have them believe, full of

original, thoughtful editorials on the bill."

"After all publishers have been opposing legislation of benefits to working people since before the child labor laws. They're employers, businessmen. What would you expect?" he said.

More newsworthy, he added, are the contents of the AFL-CIO's 32-page booklet carrying a sampling of more than 350 newspapers' editorials endorsing the bill. "If news is a departure from the norm, that's the news," Perlik said.

Meanwhile, Senate Majority Leader Robert Byrd, told reporters early this month that consideration of the bill may be pushed still further back than mid-May on the Senate's calendar because he fears its supporters do not have enough votes to override a "sure filibuster." Sixty votes are needed. Byrd said he counted 54 or 55 at most.

The AFL-CIO disputed his figures, however, saying it counted 63 votes for cutting off debate on a second cloture vote.

Late in March, the National Right-To-Work Committee said opponents of the bill were confident they were within one or two votes at most of having persuaded enough senators to be able to kill the bill in a filibuster.

The open-shop committee also distributed on March 22 camera ready ads displaying headlines of stories about violence in construction and coal strikes and featuring a "column" calling on President Carter to withdraw his support of the bill.

A cover letter called upon editors to run the ad "as a public service . . . alerting your readers to S.1883's compulsory unionism dangers."

TNG meanwhile continued to urge locals and members to contact their senators and their senators' staffs. And locals continued to respond, with Greensboro and Bay City forwarding a couple hundred postcards supporting the measure and Albany, 75.

\$10 raises for all at Alco-Gravure

Hoboken, N.J.—A one-year New York Guild contract with Alco-Gravure provides a \$10 across-the-board raise, bringing production job operators' top minimum to \$279.75 a week.

In other classifications, new

top minima include:

General accountant, \$199.75; accounting, production and general clerks, \$154.75; secretaries and telephone operators, \$169.75; porters, \$189.75, and maintenance mechanics, \$229.75.

IT



SEEMS TO US

Wire Service's president liked March 10 GR issue

NEW YORK, N.Y.

Editor:

Absolutely fabulous March 10th edition of Guild Reporter.

Congratulations to you and Bob Dudnick and all others concerned.

It was a beautiful job.

PAT SHERLOCK
President
Wire Service Guild

Time member objects to 'expensive production'

NEW YORK, N.Y.

Editor:

Please remove my name from your subscriber list.

I don't consider this kind of expensive production effort an appropriate use of my dues, and if you all do I don't want to know about it.

In fact it makes me consider whether I even want my name on the membership list.

ANN HENGSTENBERG
Time Inc. Unit
New York Guild

Editors note: Hengstenberg's copy of the March 10 issue accompanied her letter. TNG spent about \$1,100 less on the issue than on a usual issue.

Buffalo member prefers his GRs on 'newsprint'

EAST AURORA, N.Y.

Editor:

The March 10 Guild Reporter, printed on expensive stock with four-color photography, conveys the message—unintentionally, I'm

sure—that the ITU is a union that enjoys indulging its headquarters staff in luxury at members' expense. As a Guild member, I find it difficult to get enthusiastic about the prospect of helping pay for the operation of the palatial, overbuilt ITU center in Colorado Springs. You neglected to tell us how much it cost to switch from the newsprint on which the Guild Reporter is usually printed. It would be preferable, I think, to belong to a union that is sensitive to the fact that it is kept going by the not-so-lavish earnings of its members. Newsprint will do just fine for union publications. The March 10 edition was a tribute to the fatness of ITU officialdom. Frankly, I'd rather have the money in my paycheck.

PHILLIP A. LANGDON,
Evening News Unit
Buffalo Guild

ITU members comment on March 10 GR, too

Editor's note: International Typographical Union members, who along with Guild members received the March 10 Guild Reporter, also wrote with their reac-

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.

tions to the issue. A sampling:

"Enjoyed The Guild Reporter. It was full of information and well written," said **F. J. Graham** of Baton Rouge, La.

"I don't want any more of your Guild Reporter. My union and yours may be on the verge of merging, but I don't have to read any of your tripe . . .," wrote **Andrew Rebello** of Fall River, Mass.

"That the Guild and the ITU are contemplating a 'marriage' (merger) of convenience I know—and a good thing it will be, if and when the 'wrinkles' ever get 'ironed' out. But what do I (a retired, but not tired, discarded, dilapidated has-been printer) have in common with the craftsmen covered by the Guild? Where do I 'fit' into the overall picture? . . ." asked **Peter Paul Meze** of Roscommon, Mich.

"Thank you for sending the March 10 issue . . . you should have also mentioned the trust, pride and dedication which the entire membership has towards the ITU. These virtues have kept the ITU going for 125 years, and [I] hope it will keep going ad infinitum. . . . Your article on the merger [committees' meeting] . . . gave me an idea of what is involved, and the parallels and comparisons between our two unions," said **Irving Shanker** of Woodside, N.Y., a member of Typographical Union No. 6.

An envelope postmarked Sranon, Pa., meanwhile, contained only the masthead box from Page 8 with "chairperson" circled and the comment "Is he a no-gender? Stupid? Eh?" written in the margin.

Editors pledge to boost minorities on staffs

Washington — The American Society of Newspaper Editors' directors have committed ASNE to increasing the number of black and other minority-group newsgatherers to equal their proportion of the U.S. population as quickly as possible before the turn of the century.

The action was taken April 8 and announced to the closing session of a three-day National Conference on Minorities and the News, sponsored by the Institute for Journalism Education, to recommend ways to increase the demand for and supply of minority-group reporters, photographers—and editors. TNG Human Rights Co-ordinator Hannah Jo Rayl was an observer.

Robert C. Maynard, IJE chairman and a former Washington Post reporter and Nieman Fellow, told the conference's opening session that it was being held on the eve of the ASNE's annual convention here in an effort to stimulate industry-wide adoption

of a goal of total desegregation by the year 2000.

He and other speakers noted that the industry's enthusiasm for more minorities on news staffs and for reporting more about minority communities has waned in the ten years since Dr. Martin Luther King's assassination and the Kerner Commission's report on racism.

A study by Jay T. Harris of Northwestern University's Medill School of Journalism, released during the conference, shows that while in 1965 there were fewer than 100 minority reporters on dailies, today there are about 1,700, but they still make up only about four percent of the total.

But, the study shows, more than two-thirds of the dailies still employ no minority newsgatherers and 80 percent are concentrated at about 20 percent of the papers.

And the number in "top decision-making positions is negligible," the report says, pointing out that only five percent are as high

as assistant city editor.

Participants in the same panel agreed that industry economics are not a barrier to hiring more minorities, that budgets can be made to do what managements "really want to do."

The panelists also agreed that turnover rates are not a barrier to increasing minority employ-

ment, nor are Guild contracts.

Harris's report also showed that about 3,000 of the 64,000 journalism school students are from minority groups, that the number of schools offering scholarships has increased, but that the number of scholarships has decreased about 30 percent, to 148, and the amount of scholarship

funds is down about 54 percent, to \$118,000.

(The American Newspaper Publishers Assn. last year announced it is closing out a special scholarship program it had for minority-group journalism students, explaining it was fearful of reverse discrimination charges.)

New arrest in Mtimkulu case

Washington — South African police have arrested another black journalist in the Mtimkulu-Mayet case, TNG has learned.

Taken away by two Security Police officers was Edmund Thami Mazwai, who had just finished giving state's evidence March 28 against Phillip Mtimkulu and Zubeida Mayet.

They are on trial in Johannesburg for withdrawing most funds from the bank account of the Union of Black Journalists after the regime banned the organiza-

tion during a crackdown on several black organizations and individuals last October.

Mtimkulu, who addressed TNG's Convention last summer, was the UBJ's secretary. San Jose Guild Administrative Officer Gene Bryant was an observer at the first day of his and Mayet's hearing [GR, March 10].

Mazwai, a reporter for the Post—which succeeded the banned World and Weekend World as a paper for blacks—apparently was arrested because his state's evidence wasn't good enough.

Mazwai was charged with perjury or, alternatively, defeating the ends of justice. He was released on 200 rand bail. Mazwai said he was secretary of the new Writers Assn. of South Africa.

He told the trial in Johannesburg Regional Court that he was detained last December and was pressured to turn state's evidence.

He said he was threatened with indefinite detention if what he told the trial wasn't satisfactory.

"They did not want me to answer questions but merely pres-

surized [cq] me to confirm particular allegations," he said.

The Mtimkulu-Mayet hearing was again adjourned after Mazwai's testimony—this time to April 24.

Meanwhile, Robert M. Crocker, TNG's secretary-treasurer, reported that TNG's Phillip Mtimkulu Defense Fund had grown to \$1,920 by April 7.

Since those totalling \$1,200 reported March 10, contributions have been received from two dozen individuals and Guild locals, including: Providence, Cincinnati, Los Angeles and Albany (\$25 each), Buffalo, Cleveland, San Jose and Victoria (\$100 each), and San Diego, Toronto, Denver and Ottawa (\$50 each), Crocker reported.

He said \$1,558 of the total had already been dispatched to South Africa to help pay Mtimkulu's and Mayet's legal costs.

Contributions have been solicited from Guild locals and individual members. They may be sent to the fund c/o Crocker at TNG headquarters.

New York strikes Medical Journals group

New York — The New York Guild has struck Medical Journals, publisher of Medical Tribune and affiliated magazines.

The 17 members of the Guild editorial, circulation and production unit walked out March 28 after eight of them were fired as part of a management effort to eliminate full-time employees in favor of free lances.

The Guild contract expired Dec. 31.

A Guild representative said the company's bargaining demands also included elimination of the jurisdiction clause, institution of unlimited numbers of part-timers and "quality and quantity standards" of a certain number of lines of type per page per week per writer.

Medical Journals on April 7 also cut off the strikers' insurance, the first time in the local's memory this has happened here,

the representative said.

The magazines—owned by a wealthy doctor—are attempting to publish but have missed at least one deadline. United Parcel Service drivers are refusing to cross the picket line.

At the same time, many free lances around the country are refusing to write for the magazines and the publisher reportedly is "scrounging" for reprint copy, a Guild representative said.

Rally marks Post members' 2nd year without pact

Washington—Washington Post Guild members marked their second year without a new contract with a noon-hour demonstration in front of the paper March 31.

The same day an NLRB law judge was finding the Post guilty on two counts of unfairly refusing to bargain for the previous 19 months.

Eugene Meyer, a reporter and chairperson of the unit, pointed out to demonstrators that it had been only the week before, at their 50th meeting, that the Post had advanced "its first nearly complete" contract proposal.

Robert Cohn, the National Labor Relations Board judge, said

the Post should be ordered to cancel independent contracts it signed putting new ad salespeople on a commission-only basis without bargaining on it. The work belongs to Guild-covered employees. More should be hired, he said.

The Post's contract proposals are inadequate in many respects, Meyer said, pointing to wages, benefits and language that would "severely limit our ability to stand up for our rights against the giant corporation."

Cohn said the Post also should be ordered to give the Guild all the payroll information it has sought so it can properly bargain. He dismissed a contention by the Post that the Guild hadn't shown a precise need for the information by pointing out that case law shows that "no such precise linkage is required."

The Post said it is appealing Cohn's decision to the full NLRB. The Guild asked the NLRB's regional director for an injunc-

tion to make the Post honor Cohn's decision pending outcome of the appeal "so that the two years of appeals . . . will not render this merely a 'paper' award."

Rally participants heard pledges of support from leaders of other units of the Washington-Baltimore Guild, from TNG President Charles A. Perlik, Jr., from Bob Stevenson, Typographical Union chapel chairman at the paper, and from departmental Guild leaders at the Post.

There were telegrams—from 13 large Guild locals spread from New York to San Francisco-Oakland to Memphis to Toronto and Puerto Rico.

And from AFL-CIO President George Meany, the International Assn. of Machinists, the United Auto Workers, the American Federation of State, County & Municipal Employees and from Ed Asner, TV's Lou Grant. He said that since "we try to emulate you people in every way,

please, please settle this before we go back into production."

Meany said he thought the Post's editorial opposition to labor law reform becomes "more understandable in light of Post management's unwillingness to bargain fairly."

Morton Mintz, a Post reporter and former local Guild president, pointed to the Post's contract proposal and noted that it says it is standing up for its rights.

"The right the offer seems to proclaim is this," he said: "When the corporation earns more, it has a right to pay its employees less."

He compared the proposal with paying its immediate past president \$225,000 plus a \$35,500 bonus in 1976, then "ridance pay" totalling \$650,000.

And before, after and in between the speeches and telegrams, demonstrators sang along and listened to "The Contractual Agreement," a six-piece bluegrass group of five Post Unit

members and one from the Washington Star. A sample:

Ode To The Washington Post

(To: "Hang Down Your Head Tom Dooley")

*We demanded better health care
And a decent pension plan,
You've given much more money
To executives you've canned.*

(Chorus)

What have you done to our contract?

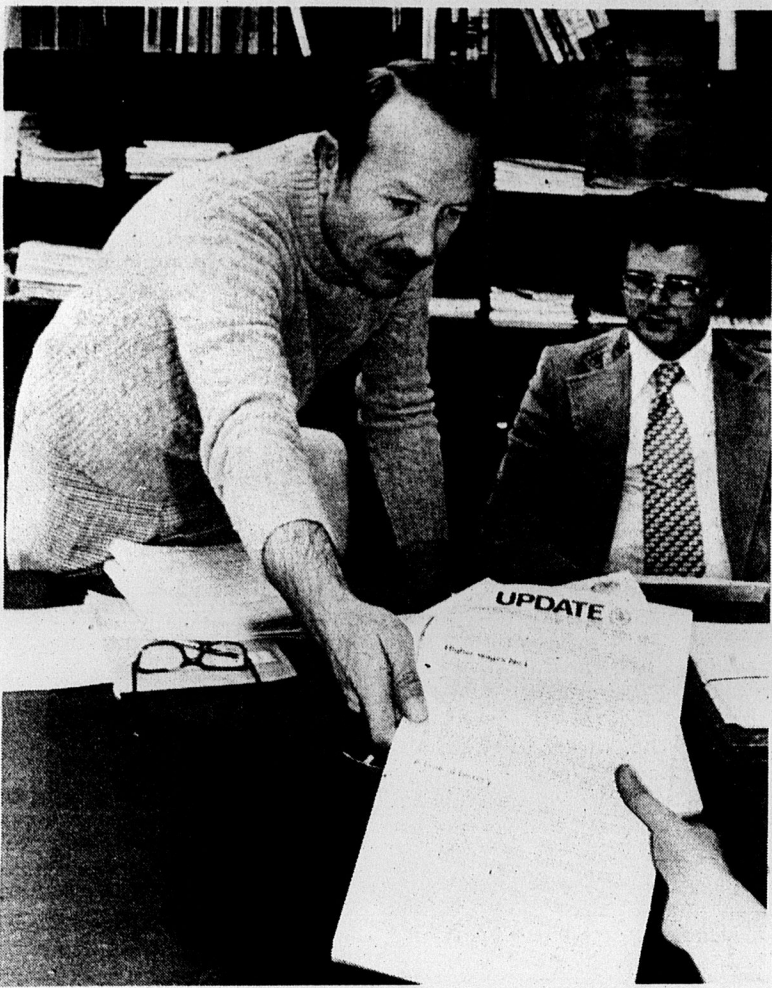
*Why do you play this game?
The way you deal with unions,
Is a blot on your famous name.*



SOME OF THE PARTICIPANTS IN POST UNIT'S 'ANNIVERSARY'
On pickup truck at left, background: 'The Contractual Agreement'



Linda Wheeler, Washington-Baltimore Guild, Post Unit



Ray Crowell, Washington-Baltimore Guild, Merkle Unit

'UPDATE' from Phoenix

TNG International Representative G. Richard Pattison passes around samples of new Phoenix Guild's newsletter, 'Update,' to other members of TNG staff during meeting of inside and field staff at TNG headquarters Feb. 27-March 3. New local established newsletter while organizing editorial employees of Arizona Republic and Phoenix Gazette. NLRB has set Guild election among 338 others at the papers for May 12. Seated, background, is International Representative James H. Orcutt.

\$127 boost at Standard & Poor's

New York—Top minima rise as much as \$127 a week in a three-year New York Guild contract with Standard & Poor's Corp., the financial publisher and rating service.

The \$127 increase applies to associate managers, taking them to \$663.25 over the contract's term in three steps—\$43 retroactive to Jan. 1, 1977, \$40.50 Jan. 1, 1978, and \$43.50 Jan. 1, 1979.

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

Associate editors—Up \$33, \$31.25 and \$33.50, to \$510.75, a total increase of \$97.75.

Analysts—Up \$31, \$29.95 and

\$31.50, to \$480, a \$91.75 increase.

Rewrite reporters—Up \$25, \$21.50 and \$27.25, to \$385, a total increase of \$73.75.

Statistical clerks—Up \$15.75, \$14.75 and \$15.75, to \$242.25, a total increase of \$46.25.

Messengers—Up \$11.50, \$10.75 and \$11.50, to \$177.25, a total increase of \$33.75.

Secretary-stenographers at the top get an increase of \$43, to \$225, over the three years. Top for clerks and file clerks goes up \$41.25, to \$215.25.

Several new jobs are added to the Guild's contract covering per-

sons formerly represented by the Standard & Poor's Independent Assn., which voted to merge into the Guild.

Overtime premiums in addition to time-and-a-half are increased by \$1, to \$3.50, for working two or more hours, and by \$2, to \$6, for four or more hours.

Vacation is improved to three weeks after three years, instead of four years; four after eight, instead of nine; and five after 20, instead of 25.

Hospitalization payments and surgical schedules are improved.

Paid paternity leave is increased one day, to three.

Guild aids miners' families

Washington—TNG's International Executive Board late in March authorized contributions from TNG's Defense Fund of \$1,000 to a committee battling efforts to write a compulsory open-shop proviso into Missouri's constitution and \$25,000 to an AFL-CIO campaign to assist striking coal miners' families.

The Mineworkers' campaign was kicked off by reports that U.S. Agriculture Sec. Bob Berglund was going to cut off the families' food stamps after the

miners disregarded a Taft-Hartley injunction to return to work. Before the contribution could be sent, however, the injunction expired and the strike was settled.

The \$1,000 went to the St. Louis Right-to-Truth Committee. Contributions to similar defense efforts against so-called right-to-work legislation had been voted from the Defense Fund in 1959 and 1976.

Both actions were taken by mail ballots, 11 to 0 for the Missouri effort and 11 to 0 for the Mineworkers.

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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.

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

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