IEB: *Be fair with reform ads, letters*

Washington — TNG's International Executive Board has called upon U.S. newspapers and magazines to "make certain that equal access" to their advertising and letters columns is provided proponents as is provided opponents of the Labor Law Reform Bill now before the Senate.

"Fair treatment of letters and ads is an elementary press obligation," the IEB said in a resolution passed as a special order of business early in its spring meeting April 24-28.

As the board was meeting it appeared increasingly likely that the full Senate could well begin formal consideration of the bill, S. 2467, before the middle of May. And proponents and opponents stepped up lobbying campaigns that have been widely described as the most extensive, and heated, in decades. A companion measure passed the House by a wide margin, 257 to 163, on Oct. 6.

The IEB pointed out that the AFL-CIO Task Force on Labor Law Reform has been having difficulty getting some publications that editorially oppose the bill to accept ads supporting it.

The task force reports that "at least two general circulation publications, U.S. News & World Report and the Woonsocket Call, have refused, the IEB said.

The IEB also noted reports to the task force from union members that many newspapers editorially opposed to the bill "are running few or none of the letters that are being written in support of it."

"Whether they intend to or not, newspapers and magazines that fail to give an airing to supporters as well as opponents . . . help to spread the impression of widespread lack of support and, indeed, of opopsition to labor-law reform that management and right-wing groups are working so hard to foster," the IEB said.

"If the Labor Law Reform Bill is to receive fair treatment in the Senate, it must receive fair treatment in the nation's press in the closing days of the bitter campaign that has engulfed it," the IEB said.

Pointing to a request by AFL-CIO President George Meany for "balance and fairness" in editorials, the IEB said newspapers should "demonstrate the same qualities in their advertising and letters columns."

The board was referring to an AFL-CIO ad signed by Meany in the April 15 issue of Editor & Publisher magazine in which he appealed to the nation's editors for "coolness and considered judgment in your expression of editorial viewpoints" on the bill.

(Continued on Page 2)

THE GUILD REPORTER

OFFICIAL PUBLICATION OF THE NEWSPAPER GUILD (AFL-CIO, CLC)

Vol. XLV, No. 6 **Washington, D.C.** **April 28, 1978**

N.Y. talks continue, shift to D.C.

New York—Bargaining by the New York Guild with the Post, News and Times remained at or near the crisis stage despite passage without incident of a midnight-April 14 deadline set by the Post for a settlement.

Talks were resumed April 17 at Federal Mediation & Conciliation Service headquarters in Washington in response to an "urgent" request from the agency's director that "any precipitous activity" by either be postponed.

No substantive progress was reported, however, after four days' sessions in Washington, two in New York and two more in Washington. The seventh day of meetings in Washington was scheduled to begin at 9:30 a.m. April 28.

In meetings with the News and Times April 18 and 20 the News asked for more frequent sessions, announcing it wanted a settlement by mid-May. Like the Post when it announced its deadline, however, the News did not indicate what it might do if its goals were not met.

All three papers are demanding what the Guild has labelled "givebacks" from dozens of provisions of the Guild's contracts which expired at all three March 30 [Guild Reporter, April 14].

All three also have demanded exemption of a total of about 800 employes from Guild contract coverage and the Post has demanded a free hand to fire about 140 of its news and commercial-department employes without regard to the job security provisions of the Guild contract.

Representatives of each of the papers, plus the city's publishers'

(Continued on Page 2)



Dan Miller, New York Guild *Frontpage*

ABOUT 1,000 FROM CENTRAL LABOR AND ALLIED PRINTING TRADES COUNCILS RALLY FOR GUILD AT N.Y. POST

Among the placards' slogans: 'Stand tall, don't do the Australian crawl,' referring to Post owner Rupert Murdoch

Job bias is seen at two wire services

Associated Press

New York—There is "reasonable cause to believe" that the Associated Press is guilty of four violations of civil rights law, the district director of the U.S. Equal Employment Opportunity Commission has held in his "determination" in a case brought in 1973 by the Wire Service Guild.

Arthus W. Stern said the AP violated Title VII of the 1964 Civil Rights Act by failing to adequately recruit and hire female newspersons, hire blacks as newspersons, recruit and hire Hispanics as newspersons, and promote females to correspondent, bureau chief and assistant bureau chief jobs.

Stern, however, rejected Guild charges that the AP also discriminated against blacks by failing to recruit them and against

(Continued on Page 6)

Reuters

New York—A reporter on the Reuters North American news desk has won a $5,434 settlement in a sex discrimination case against the news service in which she was joined by the New York Guild.

Reuters agreed to the settlement after a hearing began before the State Division of Human Rights. In announcing the settlement late in March, the agency termed it a "landmark" under the state's human rights law.

Marsha Dubrow, the reporter, had charged in March, 1976, that in the six-and-a-half years she had been with the news agency she had never received a merit increase.

Meanwhile, she charged, six male employes with less experi-

(Continued on Page 6)

Here is a union to be 'bullish' about

By DAVID J. EISEN
Director, Research & Information

NOW, ABOUT THE ITU . . . (7)

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

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

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

DUN & BRADSTREET doesn't give financial ratings to unions, whose most important assets, after all, aren't measurable in dollars and cents.

But a little more than two years ago few in the ITU would have wanted to see such a rating for their union had there been one. The union's once-prosperous Fraternal Pension Fund was hurtling toward ground-zero and the rest of its funds were melting away under the heat of the Washington Post strike and the $475,000 a month it was evaporating in strike benefits.

At the same time, the average ITU member was paying dues under a schedule that came close to 20 percent of a week's salary per month—$55, for example, on a salary of $300 a week.

But yesterday's auditor wouldn't recognize today's ITU. The union has emerged into the financial sunlight, with a net worth of almost three million dollars achieved in the face of a dues level more than halved and a steadily shrinking membership.

This financial somersault required an adaptability to the changes wrought in the ITU by changes in the industry, and a readiness to rearrange income, funds and expenditures to meet those changes. But it also required some hard decisions—decisions that are still being made. One was to permit depletion of the Fraternal Pension Fund, which was being overwhelmed by a

(Continued on Page 4)

N.Y. bargaining continues as Post talks move to D.C.

(Continued from Page 1)

association, had been sitting on the bargaining committees of the others for the nine meetings held before the Post talks moved to Washington. Times, News and association representatives were not seen at the Washington sessions after the first day, however.

Before April 14 the Post had offered 135 Guild-represented employes—including 33 of 69 reporters, photographers and artists—severance, two weeks, notice pay and up to six months, hospitalization and medical insurance for their resignations. The Guild said about 25 had accepted by April 21. There had been a net reduction of 27 Guild jobs through attrition in the previous six months, a local representative said.

Less than an hour after its deadline for an agreement the Post announced that while it would continue bargaining, it no longer considered the expired contract's terms and conditions in effect despite a contract provision that they remain so "until or unless negotiations are treminated in writing by either party."

"Negotiations will no longer be conducted under" that provision, the Post said.

On April 24 the Post told the Guild it would no longer honor the contract's union-security, grievance and arbitration provisions.

New York Guild Executive Vice President Harry Fisdell said, however, that the contract's provisions do remain in effect since bargaining was continuing.

The same day the Post removed from bargaining its demand that about 100 persons be exempt from Guild coverage. It will pursue the matter through a unit-clarification petition it, like the Times and News, has filed with the National Labor Relations Board. The Times seeks about 400 exemptions, the News about 200.

Meanwhile, the New York Times Co.'s annual stockholders' meeting in Lakeland, Fla., was told that the company's first-quarter profits were a record 7.1 million dollars, up 32 percent, on revenues of 138.3 million dollars, up 19 percent.

The Times newspaper's before-tax profits were up 12 percent, to 3.7 million dollars, said Arthur Ochs Schulzburger, company president and chairman.

At the same time, Schulzburger emphasized for the second consecutive year that he considers it "essential" to increase operating efficiency at the paper, adding: "And that means changing our manning agreements with the unions."

The paper's before tax profits for 1977 were up 69 percent, to 17.7 million dollars.

'nuff said about UPI talks?



Wire Service Guild members responded to United Press International demands that the Guild sign a new contract devoid of first-year raises with yellow, 2½-inch diameter buttons like that pictured at right. Contract with UPI expired March 15. First meeting seeking new pact with the service was Feb. 13. Early in April UPI Guild membership, by a vote of 534 to 106, authorized Guild leadership to call a strike against the service if necessary.

Access asked for reform ads

(Continued from Page 1)

The ad, which ran during the American Society of Newspaper Editors convention, stated that opposition to the bill "has been so vociferous, so emotional, so sweeping in its statements . . . that unwary observers may conclude that there is actually a fire under this intense smokescreen."

"Look behind the slogans . . . at the actual language and purposes" of the bill, Meany urged.

"If having done so, you oppose the bill, we will be disappointed but understanding. If, having analyzed the proposals . . . you support them . . . we will of course be gratified."

His appeal that editors look at the bill's language and purposes was in reaction to a 704-page volume distributed to all 100 U.S. Senators by the American Newspaper Publishers' Assn. as demonstrating that "newspapers . . . that have studied the bill" are against it [Guild Reporter, April 14].

A thorough examination of the volume by AFL-CIO staff showed that "more than half" its 704 pages, under the title "The press against labor law 'reform,'" do not carry newspapers' positions at all but rather columns, "repeats" of material elsewhere in the work, "or new stories about labor, but not about labor law reform."

"Of 239 actual editorials, well more than 200, or 70 percent, are canned and were fed to papers by three principal sources," an AFL-CIO staffer reported, naming:

✓ About 50 from the National Federation of Independent Business.

✓ 50 from the National Small Business Assn.

✓ About 40 from the U.S. Chamber of Commerce.

Only one or two attributed the canned works to their source.

"The book is hardly a test of hometown sentiment," the AFL-CIO staffer observed.

The editor of one Hoiles chain paper, when asked for the source of the editorial against the bill his paper had run, said he was uncertain but volunteered that "we get a lot of our stuff from Santa Ana," location of the chain's headquarters.

Meanwhile, TNG sent all U.S. locals a booklet of editorials supporting the bill compiled by the AFL-CIO task force.

And TNG President Charles A. Perlik, Jr., sent each member of the Senate a copy of his testimony before the Senate Human Resources Committee in October.

He did so, he wrote in a covering letter, in the belief that it demonstrates that the problems the bill seeks to correct "are not problems of just one or two large corporate law-breakers but of employers large and small with little regard for the law, not just of blue-collar workers but of white-collar workers, not just of the south, but of all sections of the country."

Labor law reforms pushed by CLC before Parliament

Ottawa—The Canadian Labour Congress has called upon Parliament to approve several amendments to the Canada Labour Code, particularly one stemming from the Ottawa Guild's loss of certification at radio station CKOY in August.

In a presentation to the Commons Standing Committee on Labour, Manpower and Immigration, the CLC said in March that the amendment "we must have over and above all others" is one to make the date of a union's application for certification the effective date in determining majority status.

In the CKOY case the Federal Court of Appeals held that the union had to demonstrate a majority at the time of certification rather than on the date of application. A subsequent representation election, 15 months after the application, went against the Guild.

"There have been too many maneuvers by employers aiming at the elimination of some employes, by persuasion, pressures, transfers or other means, from the majority of those who determine the bargaining agent," the CLC said. "An end has to be put to the unfair practices in this domain if the right to organize is to retain a practical meaning."

Other CLC supported amendments include one that would allow the Canada Labour Relations Board to settle the terms of a first contract if the parties are unable to reach a settlement.

It also is calling for antistrike-breaking provisions, the establishment of procedures for reinstating employes after strikes and lock-outs, improved health-and-safety provisions and limitations on court appeals of labor board decisions.

Employers are seeking to have the certification change killed in committee or to delay the entire bill in committee until Parliament is dissolved for the next federal elections, expected later this year.

Justin G. McCarthy, led Chicago

Arlington, Va.—Justin G. McCarthy, president of the Chicago Guild in 1944, 1945 and 1946, a Nieman Fellow in 1947 and publicist, writer and editor with the United Mineworkers from 1948 until 1973, died here April 3. He was 62.

At the time of his death he was an editor with Press Associates, Inc., a news and features service for labor publications.

McCarthy joined the Guild in 1937, two years after joining the staff of the Chicago Daily News.

"For a while the Guild unit" at the paper consisted of "one other guy and me," McCarthy wrote in an unsolicited reminiscence for the Guild Reporter after the paper closed March 4.

He went to the Chicago Sun's staff in 1943, a month before the first Guild contract was signed with that paper and three years later helped negotiate, and signed, the Guild's first contract with the Daily News.

In the interim he helped bargain contracts with the Chicago Times and Sun (before they were merged in 1947).

He won a Chicago Guild Page One Award for labor reporting in 1945. He was a Guild convention delegate in 1938, 1945, 1946 and 1947.

He was treasurer of the Chicago Guild during the 19-month strike against Hearst's Herald & Examiner and Evening American from Dec., 1938, through April, 1940.

After studying economics and labor relations under his Nieman grant, McCarthy came to Washington in 1948 where he worked closely with John L. Lewis until Lewis retired from the Mineworkers' presidency in 1960. He edited the Mineworkers' Journal until 1973.

Hatch named to executive post by Cleveland board



J. STEPHEN HATCH

Cleveland—J. Stephen Hatch, immediate past president of the Cleveland Guild, has been named by the local's executive committee to fill out Jack Weir's term as the local's executive secretary.

Hatch's appointment came on a 26-to-12 vote of the executive committee on April 13. There were two abstentions. Subsequently petitions began circulating in the local seeking to overturn the appointment on grounds that there had been no effort to solicit other candidates.

Weir, whose term expires in September, 1979, is resigning after 14 years in the office to move to Georgia [Guild Reporter, April 14].

Hatch, a reporter with the Plain Dealer since 1967, has been a member of the local since coming to the paper as a copy aide the year before, after working five years as a meatcutter.

He was fired in 1973 for urging Guild members to leave work at the paper to participate in a meeting to discuss the reassignment of a reporter-columnist to desk work after the local bar association complained about a column. In 1975 an arbitrator ruled the discharge "wholly inconsistent with the principles of just cause" and ordered him restored to his job.

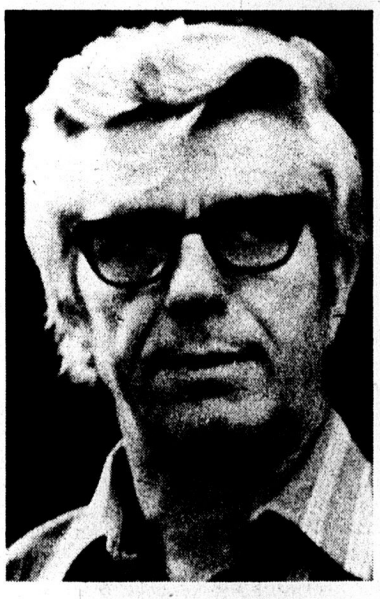
While awaiting the arbitrator's decision, Hatch again worked as a meatcutter and for a time as a Guild organizer in the Cleveland area, with TNG and the local sharing the cost.

The petitions call for a local referendum by May 15 both on the question of the appointment and on the local's paying severance to Weir. They also seek a membership vote on filling the position.

Leaders of the petition effort by the "Committee For Rank-and-File Action" state that they are not opposed to the severance payment, but point to the local's by-laws which authorize it only in the case of an incumbent executive secretary being defeated for re-election.

Weir made his resignation conditional upon receiving severance.

The local's by-laws require signatures of 20 percent of the membership, with representation from at least three of its units, for a petition for a referendum to be effective.



JACK WEIR

Printed in U.S.A. 2nd-class postage paid in Washington, D.C. and additional mailing offices. Issued semimonthly, except monthly in July, Dec., at 1125 15th St. N.W., Wash., D.C. 20005. $10.00 a year.

Winners listed in 2nd Schick competition

Washington — Publications of the Portland, San Jose and Memphis Guilds have won David S. Schick Memorial Awards as best in their classes in the second year of the contest.

The awards were announced at the International Executive Board's spring meeting.

There were 13 entries—including one from Canada for the first time—three fewer than in last year's inaugural competition.

Judges were Louis M. Calvert of San Jose and Richard V. Sabatini of Philadelphia, both international vice presidents, and David J. Eisen, TNG's research and information director.

They said they were "impressed by the technical effort and skill exerted to give an attractive presentation to publications operating with limited resources."

Publications were judged on scope of coverage, news balance, readability and appearance.

The Portland Guild's *Backgrounder*, winner in the mimeograph-multilith classification, contains a good balance of bread and butter news "attractively presented with drawings, cartoons and even photographs despite the limitations imposed" by its reproduction process, the judges said.

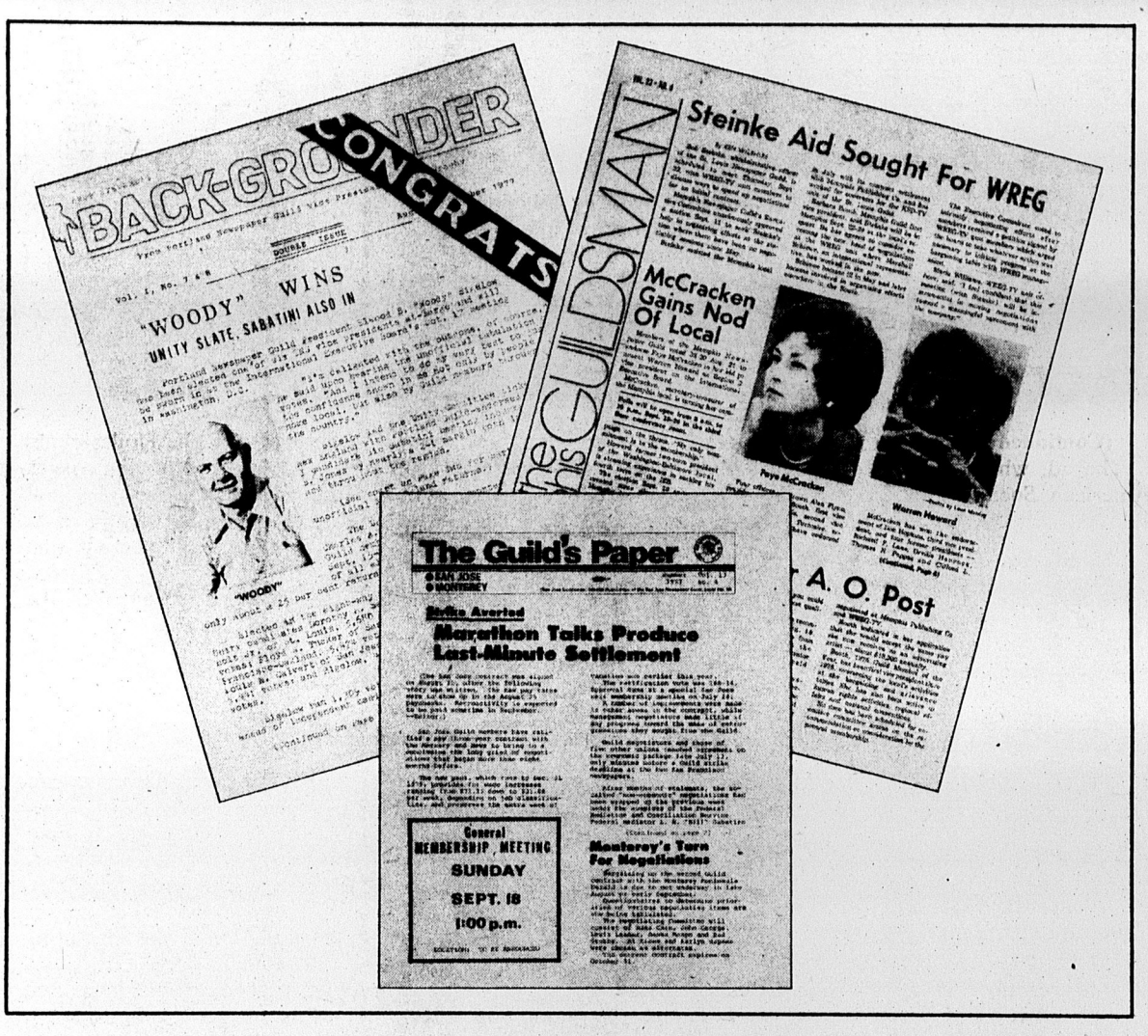
The Guild's Paper, published by the San Jose Guild, was "a solid performer" with "a fine mix of bargaining, organizing and grievance stories" in the camera-ready division, the judges said.

Winning for a second time in the linecast classification was the *Memphis Guildsman* for "its blend of solid coverage and bright makeup," including spot color and a question and answer column, according to the judges.

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

Winning locals and editors will receive citations at this summer's TNG Convention in Detroit.

Editors of the winning entries are Gerald Maraghy, Portland; Frank Sweeney and David Neilson, San Jose, and Leon Munday and Richard Powelson, Memphis.



Direct computer feed okayed for news wires

Vancouver — Newspaper Publishers here and in Victoria can wire their news services directly into their typesetting computers, bypassing the composing rooms, an arbitrator has ruled.

The Jan. 19 decision by Paul C. Weiler completes a three-round arbitration to sort out jurisdictional and contractual issues surrounding technological change in the cities.

In two earlier decisions, Weiler awarded entry of most newsroom material to the Vancouver-New Westminster and Victoria Guilds and some "over the transom" material to Vancouver Typographical Union Local 226 [Guild Reporter, Oct. 28 and Sept. 23].

Local 226 represents the composing room staffs at the Sun and Province here and the Times and Colonist in Victoria.

Weiler said that the current case wasn't a jurisdictional dispute between unions—as were the other two—but a question of contract interpretation between the Typographical Union and the publishers.

"When the wire service terminals are plugged into the computer, that does have the effect of eliminating certain work being done in the composing room," Weiler said. "But that work is not assigned anywhere else. . . ." It has vanished, he implied.

The printers claimed that under their contracts the publishers had no right to introduce direct-input processes.

Weiler, however, quoted contract provision that "the company has the right to introduce technological change."

The Typographical Union also had relied on contract language limiting direct-input of punched paper tape to some Canadian Press stories.

But Weiler held that the tape section as a whole "reflected the traditional newspaper operation.

He also denied the printers' argument that direct-input by electronic means is a functional evolution of tape perforation.

Forced retirement before 70 outlawed

Washington—Five more years of work for those who want them are assured in legislation signed by President Carter April 6.

The bill raises from 65 to 70 the age at which an employe can be forced to retire and its author, Rep. Claude Pepper (D-Fla.), says he will introduce further legislation to take the top off entirely.

The Guild's Collective Bargaining Program long has had strictures against mandatory retirement and TNG was among the first unions to support the Pepper bill.

Employes of firms with at least 20 workers will be covered by the new law next Jan. 1, along with most state and local government employes. Federal employes will be covered Sept. 30.

But employes working under union contracts with age-65 mandatory retirement will not be covered until the contract expires or Jan. 1, 1980, whichever is sooner.

U.S. officials stressed that nothing in the bill prevents employers from getting rid of workers who can't perform.

"You can always fire someone for cause," one said.

The Pepper bill provides that the U.S. Labor Dept. write implementing rules which are expected to be complex and controversial.

One of the troublesome areas is the new law's failure to prevent employers from stopping contributions to pension plans for workers between ages 65 and 70.

Any benefits increase for such a worker, therefore, would come from pension fund investments, rather than new employer money.

Another problem is that years of service beyond age 65 needn't be counted to determine benefits.

And it is yet to be determined to what extent employers might be able to cut life and health insurance benefits to reflect the higher cost of providing them to older employes.

Any benefit differentials must be justified by legitimate cost factors, however, officials said.

Moreover, they said, employers can't cite higher costs as a reason for refusing to hire older workers.

N.Y. pioneer I. Kaufman dead at 86

New York—A memorial service was held at New York Guild headquarters March 16 for I. Kaufman, one of the Guild's founding members, twice chairman of its unit at the old Brooklyn Eagle and retired editor of the New York Guild's publication, *Frontpage*.

Kaufman, who retired in 1973, died Feb. 28 following a lengthy illness. He was 86.

A Phi Beta Kappa graduate of Princeton in 1915, he joined the Eagle's staff in 1919 and under the byline "William Weer" covered many of the major stories of the '20s and '30s for the paper. He was the paper's sole World War II correspondent.

He led the 15-week strike for Guild recognition at the Eagle in 1937 and was chairman of the unit in 1955 when the Guild again struck the paper. It never reopened.

Besides editing *Frontpage* during the next 18 years, Kaufman also bargained contracts, co-ordinated the local's Page One awards competitions and ran journalism classes for members.

Survivors include three brothers and three sisters.

Child care available at convention

Detroit—A model child-care program called "Summer in the City" will be available for 20 grade-school-age children of delegates to TNG's 1978 Convention here June 26-30, the Detroit Guild has announced.

In addition, ten preschool children of delegates can be accommodated in a contemporary nursery program.

Both programs will be conducted by the Merrill-Palmer Institute in Detroit's cultural center. Cost, including breakfast and lunch, is $60 per child.

The older group will take part in daily, supervised outings to such places as the Detroit Science Center and Space Theatre, Children's Museum and Planetarium, Historical Museum, Institute of Arts, the Great Lakes Museum and a children's zoo.

The program will run from 8 a.m. to 4 p.m. daily except Wednesday, the day of the convention outing, when it will run until noon.

Interested delegates should contact: Lucille deView, The Detroit News, Detroit 48231, for applications which must be returned by June 1 and will be accepted first-come, first-served.

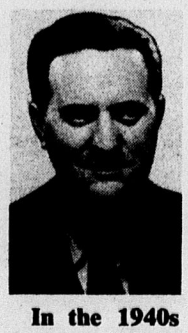
Tops up $17, to $319, at Jersey Journal

Jersey City, N.J.—Reporters' top minimum rises $17.70, to $319.85, in a one-year Hudson County Guild contract with the Jersey Journal.

Flat minimum for **copyreaders** goes up $18.51, to $334.53. The flat for **rewrite** increases $18.17, to $328.34.

Joe Colangelo dies, TNG staffer 20 years

Boulder City, Nev.—Joseph G. Colangelo, a Guild international representative from 1943 until 1963, died here April 6, two-and-a-half weeks before his 72nd birthday.



In the 1940s he had retired here from the New York City area with his wife, Angela, in 1975.

One of the organizers of the New York Guild's commercial - department unit at the old Journal-American, he had retired here from the New York City area with his wife, Angela, in 1975.

After leaving the Guild staff he initially returned to the Journal-American's advertising department, then worked for the New York City Family Court as a liaison officer. He also maintained a private law practice, utilizing the degree he had earned from New York University Law School in the 1940s while working nights at the paper.

He had been a Guild member since the union extended its jurisdiction beyond editorial departments in 1937. Previously he was a charter member of the old Newspaper Office Guild. He was an officer of the Guild unit at the Journal-American continuously from 1937 until he joined the staff of the then-American Newspaper Guild in November, 1943.

For his first nine years on the Guild staff his primary assignment was wire service organizing and servicing. He later undertook a variety of assignments for many locals.

Services and burial were here on April 10.

In addition to his wife, survivors include two daughters, Sister Ellen, principal of the Annunciation school in Washington, D.C., and Ann Marie Buchanan of Arlington, Tex., a son, William of Harrison, N.Y., and nine grandchildren.

SETTLEMENT ROUNDUP

Winnipeg top upped $45 in year

Winnipeg, Man. — Reporters, photographers and artists receive a $45 increase in their top minimum, to $346 a week, in a one-year Winnipeg Guild contract with the Tribune.

Top for **display salesmen** goes up $36, to $276. **Outside classified salesmen's** top rises $34, to $262.

Classified phone solicitors get a $21 increase at the top, to $162. **Senior dispatch clerks** at the top minimum get a $26 increase, to $204.

Top for **copy editors** goes up $49, to $379. Flat rate for **slotmen** goes up $52, to $405. The flat for **assistant news editor** and **assistant city editor** rises $57, to $440. **Library assistants** at the top get a $27 increase, to $212.

Telegraphic Agency tops increase $29

New York—A two-year New York Guild contract with the Jewish Telegraphic Agency raises newsmen's top minimum $29.56, to $350.81.

Top minimum for **bookkeepers** and **librarians** is up $26.50, to $314.58. The top for **library assistants, mimeograph operators, stenographers** and **telephone operators** rises $15.69, to $186.24.

Employes will be eligible for five weeks' vacation after 15 years, instead of 25. Accrued vacation money will be paid to an employe's beneficiary.

Great Falls group gets raise of $67

Great Falls, Mont.—Reporters, photographers and display and outside classified salespersons get raises totalling $67 in their top minimum in a three-year Great Falls Guild contract with the Tribune.

Their new minimum will go to $362 a week over the term.

The increase comes in steps of $19 retroactive to Jan. 1, 1977, $22 on Jan. 1, 1978, and $24 on Jan. 1, 1979.

The contract succeeds one which expired on Nov. 30, 1973, after which the Tribune instituted unilateral increases in minima.

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

Circulation district managers—Up $19, $21 and $22, to $337, a total increase of $62.

Classified phone salespersons—Up $13, $14 and $15, to $231, a total increase of $42.

Stenographers, bookkeepers, circulation clerks—Up $13, $14 and $15, to $226, a total increase of $42.

Peoria top rises $62 in 3-year contract

Peoria, Ill.—Top minimum for reporters, photographers and copy readers rises $62, to $358, in a three-year Peoria Guild contract with the Journal-Star.

The new top comes in three steps—$18 retroactive to Dec. 1, 1977, $21 Dec. 14, 1978, and $23 on Dec. 14, 1979.

Also rising $62 is the top minimum for **circulation district managers,** which will go to $353 a week in $18, $21 and $23 steps.

Stenographers' top goes up $10, $12 and $13, to $205, a total increase of $35.

The publisher's payment for health and welfare rises $13.86, to $67.11 per employe per month for family coverage, and $5.80, to $23.23, for single coverage.

If the cost of benefits increases, the publisher will increase his payment to a maximum of $80.53 for family coverage and $27.88 for single coverage.

If there are even further increases in benefit costs, they will be diverted from minima.

Vacation is improved to four weeks after 16 years, 19 days after 15 years, 18 days after 14 years, 17 days after 13 years and 16 days after 12 years—all down a year.

Bargaining was co-ordinated with the International Mailers Union.

Luis Montanez, a TNG international representative, was chief spokesperson for the Guild and the mailers.

The Mailers' settlement follows the Guild pattern.

Policy Assn. editors' 2nd raise due June 1

New York—Associate editors in the Foreign Policy Assn.'s program materials department have received a $9.50 raise in their top minimum, bringing them to $269.50 a week.

The increase came in the first part of a three-year New York Guild contract.

The first increase took the assistant public information director, assistant program materials editors, and headline service associate editors up $9, to $242.

Another increase, next June 1, will be reckoned on the same basis as the first—five percent of the first $100 of salary, four percent of the next $50, three percent of the following $50, and two percent on salary above $200.

A 14th holiday, a personal one, also was added in the settlement, and the four-day summertime work week was reduced two hours, to 28.

Top will reach $369 in Wilkes-Barre pact

Wilkes-Barre, Pa.—Top minimum for display salespersons and reporters rises $38, to $369.75, in a two-year Wilkes-Barre Guild contract with the Times-Leader-News Record.

The new minimum arrives in eight increments, the first one retroactive to Oct. 3, 1976.

In effect now is the Jan. 1, 1978, top minimum of $359.76.

Among other classifications, the increases over the term of the contract and resulting top minima include:

Outside classified sales—$38, to $343; **classified telephone sales**—$31.75, to $250.55.

Circulation district managers—$38, to $364.75; **bookkeepers**—$31.75, to $253.90.

Meanwhile, the local was preparing to begin bargaining on a new contract with the Sunday Independent following the December expiration of the previous, one-year agreement.

That agreement brought a $15 increase in the reporter-display sales top minimum, to $344.75.

Reporter top raised by $43 in Allentown

Allentown, Pa.—The reporter top minimum goes up $43.92, to $346.48, in a two-year Lehigh Valley Guild contract with the Allentown Call and Chronicle.

Photographers' top increases $41.40, to $326.60.

Top for **telegraph editor** rises $49.68, to $391.92, over the term of the contract. Also over the term, top for **deskperson, assistant sports editor** and **magazine editor** goes up $44.64, to $352.16.

Employes entitled to two or more weeks of vaction will get an additional day's pay during their first vacation week.

$53 over three years won at York Record

York, Pa.—Display sales representatives, reporters and photoengravers, among others, receive a $53 increase in their top minimum in a new, three-year York Guild contract with the Daily Record.

This takes them and **photographers** and **librarians** to a top of $330.50 in steps of $16 retroactive to July 1, 1977, $16 this July 1 and $21 next July 1.

The flat minimum for **circulation district managers** rises $40.50, to $205, in steps of $9.50, $10 and $21.

Top minimum for **circulation clerks** goes up $42.50, to $223.50, in steps of $10.50, $11 and $21.

Flat minimum for **wire editor** goes up $56, to $359.25 and that for **deskpersons** and **senior photoengravers** $54, to $341.50.

At the urging of the International Executive Board's Contracts Committee and after assignment of an international representative, improvements were made in fair employment practices language, mileage rates, second-year money for those below the key top minimum, and protection of night differential against retrogressive management proposals.

News top raised $20 in a year at Oshawa

Oshawa, Ont.—Top minimum for reporters, photographers and deskmen rises $20—to $290.88—in a one-year Southern Ontario (Toronto) Guild contract with Thomson's Oshawa Times.

Two increments are provided—$12 retroactive to Sept. 3, 1977, and $8 on Jan. 18.

Display salespersons' top is up $11.58 and $7.72, to $280.64, a total increase of $19.30.

Circulation representatives' top is up $8.62 and $5.75, to $209.05, a total increase of $14.37.

Senior, payroll, bookkeeping-machine-operator and **senior-circulation clerks'** top is up $7.78 and $5.19, to $188.67, a total increase of $12.97.

Maintenance and **janitorial** top is up $8.09 and $5.39, to $196.19, a total increase of $13.48.

Circulators up $22 in Wilmington pact

Wilmington, Del.—Circulation country representatives receive a $22.50 increase in their top minimum in a one-year Philadelphia Guild contract with the Wilmington News and Journal.

This takes them to $350.75 in two steps — $20 retroactive to June 1, 1977, and $2.50 on March 1, 1978. **City representatives** also get a $22.50 increase, to $345.75.

Bookkeepers and **secretaries** get a top-minimum increase of $14.84 ($13.19 and $1.65) to $228.01.

Video news editors get $75 increase

New York — News editors at WPIX get a $75 increase, to $445, in a new, three-year New York Guild contract with the Daily News's television station.

News writers at the top minimum go up $60, to $390.

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:

FREEDOM AND JUSTICE FOR J.P. STEVENS WORKERS

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

CARPETS
Contender
Guilstan
Merryweather
Tastemaker

TABLE LINEN
Simtex

BLANKETS
Forstmann
Utica

HOSIERY
Finesse
Hip-Lets
Spirit

TOWELS
Fine Arts
Utica
Tastemaker

Pregnancy bill is backed

Washington — It is "crucial" that officers and human rights chairpersons immediately contact their members of the House of Representatives and urge them to vote to expand the definition of federally banned sex discrimination to include pregnant workers, the local leaders have been advised in a TNG communique.

The representatives should also be urged to vote against an amendment that would exclude abortions from any health insurance or sick leave rights coordinator, Hannah Jo Rayl, wrote April 17.

The bill, H.R. 6075, would overcome Supreme Court rulings holding that the Civil Rights Act of 1964's ban on sex discrimination in employment does not apply to pregnancy benefits. The bill was expected to be before the full House by the end of April.

A companion measure was passed by the Senate Sept. 16 by a 75-to-11 vote.

Locals alerted to CBTU convention

Washington — TNG has encouraged all U.S. locals to send representatives to the 7th Annual Convention of the Coalition of Black Trade Unionists, May 26-29 in Memphis.

In doing so, Hannah Jo Rayl, human rights co-ordinator, reminded locals of a 1977 TNG Convention call for locals and members to associate with union organizations like the CBTU in order to further the Guild's human rights and affirmative opportunity objectives at every opportunity.

A union to be 'bullish' about

(Continued from Page 1)

growing tide of retirees requiring its support with only a shrinking corps of printers left to support it. That decision eliminated more than half of the membership's dues obligation, ended benefits to almost 25,000 pensioners and generated continuing bitterness.

A second decision was to put a ceiling on strike benefits, which, at 50 percent of scale were threatening to empty the union's treasury any time a strike idled a large number of its members for any long period of time. Last year's convention, in an action upheld in a subsequent referendum, put a $150-a-week cap on benefit payments.

UNDER THE ITU Constitution, the Strike Fund can be used only to pay benefits for strikes, lockouts and "members deprived of their usual opportunities for work by shutdown of a plant caused by strike of another union." It has been interpreted, under the letter of ITU law, as not allowing the payment of benefits to members simply observing the picket lines of another union, although the Executive Council frequently votes "special assistance" from other funds to pay benefits in such circumstances.

There also were other, less traumatic but still painful decisions. One was to gradually reduce the union staff; it has fallen from 180 to 155 in the past two years.

Leaving aside the union's fixed assets—its headquarters building and other property—its liquid assets totalled $2,898,027.76 at the end of 1977, up more than a million dollars from a year earlier and a far cry from the rock-bottom $94,306.50 hit in February, 1976.

That $2,898,027.76 at year's end consisted of $936,085.09, in General Fund reserves, $961,942.67 in the Strike Fund and one million dollars in the Mortuary Fund, from which burial benefits for members have traditionally been paid.

That division is no more, however. Since the first of the year, all surplus ITU money has been pooled in the Strike Fund, into which all funds are deposited after payment of current General Fund expenses and mortuary benefits. That melding of moneys was authorized by last year's convention and approved by referendum as another step to build up the Strike Fund. Not until that fund reaches five million dollars will surplus moneys again go into a General Fund reserve.

Thus, as of Jan. 1 the General General Fund and Mortuary Fund reserves vanished into the Strike Fund, bringing that fund to almost three million dollars. But the level of ITU benefits makes that a figure none too high. The Washington Post strike, in which ITU members stayed out for some four months, cost the fund more than two million dollars, for example.

The financial strains precipitated by that outflow and the accompanying final crisis of the Fraternal Pension Fund led ITU officers to waive salary increases that are normally automatic under the constitution. The statute sets the salaries for president and secretary-treasurer at three times the average fulltime weekly wage of the membership and the salaries of the three vice presidents at 2½ times that average.

With ITU finances back to normal, so are officers' salaries. At three times average members' pay of $296.24, the president and secretary-treasurer receive $888.72 a week, the vice presidents $740.60.

WHERE DOES OTHER ITU money go?

The ITU spent $6,152,580.37 from its General Fund last year. General administrative costs, including $1,152,644 in administrative and clerical salaries, amounted to more than a third of that figure—$2,395,554.81. Among other major items were $575,309.37 for the ITU Training Center, $431,496.80 for "special assistance" to locals, $1,439,134.64 for ITU representatives, $280,182.33 for the Bureau of Organization, $261,937.96 for the Typographical Journal, $145,988.49 for the Bureau of Public Relations and Union Label and $103,526.63 for the Bureau of Contracts and Statistics.

Elimination of dues to support the Fraternal Pension Plan in 1976 relieved members of a payment that amounted, at the end, to two percent of salary and had been a short time earlier, 2½ percent.

With that gone, members now pay the international a dollar a month plus one percent of total earnings. Or, put another way, 4⅓ percent of weekly earnings per month (plus the dollar). Fifty cents of that amount is earmarked for the Union Printers Home; the balance goes for General Fund expenses, with any remaining surplus spilling over into the Strike Fund.

In addition, members are currently paying a $2-a-month assessment, voted by convention and referendum action, to finance an expanded organizing program.

Members also pay local dues, usually ½ to two percent of total earnings—at the higher end in large locals that have fulltime paid officers. And chapels sometimes assess monthly dues of 50 cents or a dollar to finance social events, flowers for ill or deceased members or a stipend for the chapel chairman.

Members of New York's "Big Six" local are still paying two percent pension dues in addition to 1½ percent regular local dues. The New York members voted to continue the payment on a local basis when the Fraternal Pension Plan was closed out in order to continue paying benefits to local pensioners. The plan has a phase-out mechanism that reduces the rate by a half percent whenever dues income exceeds benefit outgo by 25 percent for three consecutive months, but as yet it has failed to exceed it by more than 21 percent.

WHAT KIND OF DUES payment does all this mean for the average ITU member? In a local charging one-percent local dues, a member earning the current average of about $300 a week would be paying $26.98 a month—$12.99 to the local and $12.99 in percentage dues, plus a dollar, to the International.

In addition to local initiation fees, there is an international initiation fee—or registration fee, as it is officially designated—of $30. The fee is generally waived in organizing campaigns.

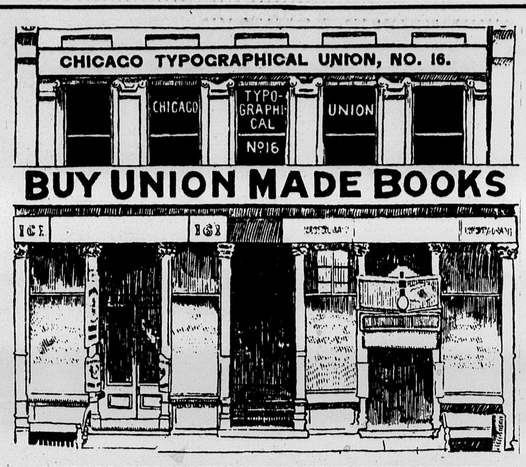
A number of the ITU's varied membership categories — including retirees, proprietors, members out of work and those sick and disabled —have reduced dues obligations, but none are entirely exempt with two exceptions: retirees with 60 years' continuous membership and residents of the Union Printers Home, to whom, until recently, all things came without price.

Only the largest locals generally can afford to employ fulltime officers, but the ITU's sample local constitution provides salaries for officers down to the sergeant-at-arms. Where there is only a single paid officer, it is more than likely to be the president.

In smaller locals, some offices are filled on a parttime if not a fulltime basis without compensation by retired members.

A number of ITU locals own their own headquarters buildings. They're one of the things you tend to accumulate when you've been around for 125 years.

Next: How the ITU strikes its bargain.



CHICAGO TYPOGRAPHICAL UNION'S 1901 HEADQUARTERS
A number of ITU locals own their own office buildings

ITU's locals are basic, chapels important

As in most unions, the local is the basic building block in the ITU. But the chapel holds a place of honor and importance.

The origin of the name is obscured in printing antiquity, although it is firmly established that the term originally applied to the print shop itself. It may have derived from the fact that printing in England was first done in a chapel near Westminster Abbey.

ITU By-Laws require that a chapel be formed in any shop employing three or more members and that a chapel chairman be elected. The chairman functions as a combination unit officer and shop steward, holding responsibility for enforcement of the contract and the union's laws in the shop. In the larger shops, the job is a parttime or fulltime one.

And while the chairman is elected by the chapel, he or she is considered the representative of the local in performing those enforcement duties; the chapel membership, as such, cannot officially intervene.

But the chapels, many of them, have a lively internal life. They can adopt chapel rules, and locals can delegate some of their authority to them.

ITU locals are organized, by and large, on craft lines, although where mailers are few, they may belong to the same local as printers. Locals are also organized, by and large, along city lines, although some large locals, such as New York, extend a considerable distance into surrounding areas. (On the other hand, New York's Italian- and Greek-language printers are organized into separate locals.)

The ITU has 552 locals in all, 51 of them mailers' locals. The number is declining; 180 locals have disappeared in the past 10 years.

Many locals are small—extremely small. Almost 10 percent of ITU locals have 10 or fewer members. Some 55 percent have 50 or fewer. Only 17 have more than 1,000.

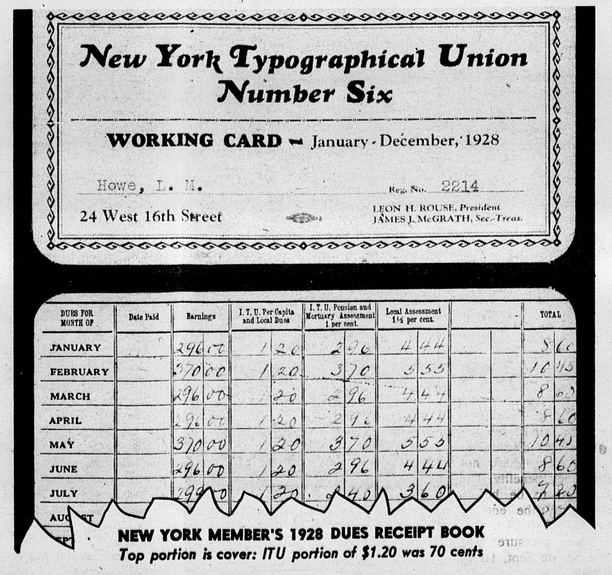
Local charters can be granted to groups of as few as eight members, and a local cannot be dissolved, under ITU By-Laws, while there are that many active working members who want to retain their charter.

The By-Laws require locals to hold monthly membership meetings, according to a regular schedule. That schedule is printed in an ITU booklet of Local Union Meeting Dates. The international also prints a directory setting forth the exact jurisdiction, town by town and, in some cases, locality by locality, of each local.

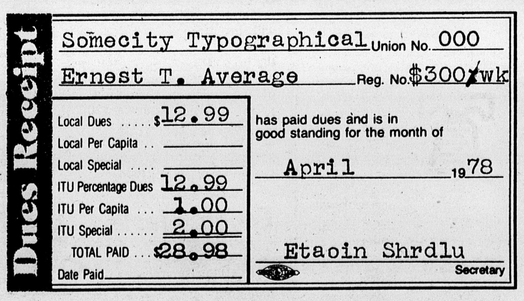
The ITU's sample constitution and by-laws for locals call for the election of a president, vice president, secretary-treasurer, recording secretary and sergeant-at-arms and an executive committee, plus a board of auditors to examine the books and report to the ITU semi-annually.

In one of the few departures from majority rule in ITU statutes, the sample constitution calls for a three-fourths majority to amend the constitution at a membership meeting, although a simple majority is sufficient in a referendum.

Local meetings should suffer from no lack of decorum. A section of the sample by-laws provides for a fine of from $1 to $5 for any member using "improper language."



NEW YORK MEMBER'S 1928 DUES RECEIPT BOOK
Top portion is cover: ITU portion of $1.20 was 70 cents



APRIL DUES FOR ITU MEMBER MAKING $300 A WEEK
Receipt form provided by ITU headquarters

Sex, race bias laid to AP

(Continued from Page 1)

female audit clerks in terms of equal pay.

"Apparently, the EEOC felt the AP had fulfilled its obligation in this area [recruitment of blacks] when it sent Doug Lovelace [an executive] to several campus recruitment programs about three years ago," the WSG's Executive Committee said in a statement.

"The fact that Lovelace's work did not result in any recruitment of blacks, and the fact that the AP has engaged in absolutely no recruitment since then, was not considered a major problem by the EEOC," the statement continued.

On sex discrimination, Stern found that in 1973 51 females and 149 males were hired for news positions.

It was significant that more females were hired for the temporary relief position than for the positions leading to regular employment, Stern said.

There were similar results in 1974, when more women than men were hired for temporary positions and at twice the rate of women for jobs leading to permanent positions, he said.

This contrasts sharply with 1970 U.S. Census data showing more than 40 percent of editors and reporters in the country to be women, Stern said.

At the AP, it was 17 percent.

Stern found that in 1973 and 1974 no black was hired as a regular or probationary newsperson.

The AP in those years hired 316 newspersons, including 22 blacks, but classified all 22 as minority trainees, Stern said.

During the same two years, no Hispanic person was hired as a probationary or regular newsperson, he added.

Stern noted that AP said it "relies on its member newspapers for staff." That reliance "may have a chilling effect upon potential Hispanic applicants."

Stern noted that during 1972, 1973 and 1974 there were 100 promotions to bureau chief, assistant bureau chief, correspondent and foreign correspondent.

"Men received 93 percent of these," he found.

Women received 33 percent of foreign correspondent jobs, more than their percentage in the AP newsperson work force.

But they received fewer of the other promotions than their percentage of the force.

Women made up 11 percent of AP's newsperson work force in 1972 and 13 percent in 1973 and 1974, Stern said.

Although some women were promoted to correspondent, none was promoted to bureau chief or assistant chief.

Stern said there was no reasonable cause to believe that AP engaged in wage discrimination against the female audit clerks.

The Guild said they do the same work as male foreign disbursement clerks but get less money.

An earlier EEOC determination—in January, 1977—was not issued at the AP's request to negotiate with the Guild "out of court."

The negotiations got nowhere and ended in June, 1977. The Guild then asked the EEOC to issue the determination, but was told that courts in the meantime had invalidated the commission's investigative methods.

At Guild urging, the EEOC re-investigated the matter and Stern issued the current determination on April 14.



Dan Miller, New York Guild *Frontpage*

Art lovers, take note!

New York Guild members striking the Medical Journals end picketing tour at Metropolitan Museum of Art where they informed visitors that one of the museum's major benefactors, Dr. Arthur M. Sackler, also is the employer who fired eight of his 17 Guild represented circulation, editorial and production employes as part of what the Guild calls an effort to replace full-time employes with free lances [Guild Reporter, April 14]. Pictured are Medical Journals Unit members Helen Ross, Luis Monalvo, Toni Acevedo, Hara Marano, Elliott Richman and Dudley Straus along with Jere Daniel, a sympathizer, and Guild Representative Dona Kaminsky.

Reuters pays in bias case

(Continued from Page 1)

ence and fewer qualifications had received merit raises, promotions and a transfer.

The Guild's complaint was filed on behalf of all women at Reuters.

Under the settlement, Dubrow received a promotion and attendant pay increase with two years' retroactivity.

She also received a merit raise, retroactive one year.

Reuters also agreed to be bound by a policy bargained by the Guild calling for the news service to recruit actively women and minority group members.

It agreed to "implement immediately all steps necessary to ensure that all employes are paid, upgraded or promoted, transferred, assigned, trained, evaluated and provided all terms of employment on the basis of performance and merit, and not on the basis of gender."

Any resulting changes in a female employe's status will be given in writing to the Guild.

Dubrow also was awarded $3,500 as partial attorney's fees.

In the settlement Reuters denied that it had violated the law or discriminated against any employe. It also pledged not to retaliate against the complainants.

Striking Mailers, Bee hold session with mediator

Sacramento — Representatives of the striking Sacramento Mailers Union and McClatchy's Sacramento Bee met April 26 for the first time since the Mailers walked out April 17, but a federal mediator said he could see little progress.

It wasn't known at Guild Reporter press time whether more meetings with the mediator had been scheduled.

The Mailers struck after going without a contract since Dec. 31, 1976. There were two key issues—mailroom manning and wages for a recently organized group of part-time circulation truck drivers.

Members of the Central California Guild's unit at the paper voted April 18 to observe the Mailers' picket line. But most Gulid members had returned to work by April 24 after receiving telegrams from management saying that they would be permanently replaced.

Mailers and printers had received such notice in the strike's first days. Most printers continued to observe the Mailers' line.

Both the Mailer's and printer unions are locals of the International Typographical Union.

Working from the beginning were members of the International Printing & Graphic Communications (pressmen's) Union.

Members of some smaller unions also were working and many of them heeded company suggestions that they resign their union memberships. The printers and mailers have filed unfair labor practice charges over the call for resignations.

There still are 15 to 20 Guild members observing the line. When another 15 to 20—all from commercial departments — tried to go back in masse they were told by management that they had been replaced, a Guild representative reported.

The Guild and all other unions but the Mailers had reached tentative contract agreements with the Bee in coordinated bargaining shortly before the strike began. The Guild and printers also had taken strike votes. The Bee had a chain-link fence put up around its plant early in April.

The paper continued to publish but early in the strike lost some editions and advertising.

Key issue for the Mailers' driver unit was wages—the union said the 60 drivers must work a few hours at a time at odd hours day and night, six or seven days a week, for about "$12 a day less taxes."

Meanwhile, the Guild also reached tentative agreement on new contracts covering its editorial units at the Fresno Bee and Modesto Bee, also McClatchy papers.

It also signed a new contract April 3 at the Sacramento Union (see story at left).

The Guild's tentative Sacramento Bee settlement provides for a $71.33 increase in the reporter key top minimum, to $463.58, over the 36-month term.

In Fresno, the tentative Guild settlement provides for a $69.22 increase in the key top, to $461.47, over 33 months.

In Modesto, the tentative agreement is for a $65 increase in the key top, to $457.25.

Because of "front-loading"—more money earlier, therefore "kept" longer—Guild members at the Fresno and Modesto Bees will receive more in retroactivity and more total dollars over the terms of their contracts than will those at the Sacramento Bee, even though the Sacramento minimum will be higher at the end of that contract.

Night differentials are substantially improved in Fresno, a key issue after the paper switched from evening to morning publication.

Provisions governing work after jury duty and holiday work also are improved.

At the Sacramento Bee, inside classified telephone salespersons will receive a special money formula to bring them closer to San Francisco Bay Area minima.

Key top raised by $67, to $460, at Union

Sacramento—A new 34-month Central California Guild contract raises the key top minimum $67.83—to $460.08—at the Sacramento Union.

The new top applies to **reporters, photographers, copyreaders, display** and **outside classified sales representatives** and **electrician-machinists.**

They will reach the $460.08 level in five steps—$17.84 retroactive to Sept. 7, 1977, $4.88 this March 6, $13.41 on Sept. 4, $8.53 on March 5, 1979, and $23.17 on Sept. 10, 1979.

Among other classifications, increases and resulting top minima include:

Telephone sales people—$20.74, $3.65, $10.05, $6.40 and $17.35—total increase, $58.19—to $316.58.

Senior bookkeepers — $14.09, $3.73, $10.28, $6.54 and $17.75 — total increase, $52.39 — to $323.71.

Stenographers—$12.37, $3.26, $8.98, $5.72 and $15.51—total increase, $45.84—to $282.91.

Copy clerks, messengers, library clerks — $9.41, $2.46, $6.75, $4.30 and $11.66—total increase, $34.58—to $212.74.

Flat minimum for **executive sports editor** rises $68.29, to $475.08. The flat for **retail zone manager** goes up $68.32, to $488.28.

Top minimum for **senior clerks** and **intermediate bookkeepers** rises $46.99, to $290.01.

Position differentials are improved. Added are $2 per shift for chief sports assistant and $4 per shift for copy clerks working as VDT editorial routers.

Working a full shift as assistant city editor or assistant news editor brings a $4 differential, up $1.

Full shifts as copy dealer, makeup editor, night editor, assistant living section editor, telegraph editor and feature makeup brings a $2.50 differential, up 50 cents.

Employes assigned to work in an excluded job get $5 a shift, up $1.

A committee of the Guild's choosing will meet with the publisher's representative to discuss and recommend the proper environment for VDTs, such as lighting, glare, height of VDT in relation to the user and other matters relating to healthy and safe use of the machines.

Employes and dependents will be covered by a dental and vision care plan.

IT SEEMS TO US

'Magnificent!' says Beck of Great Falls—belatedly

GREAT FALLS, MONT.

Editor:

A belated congratulations for the magnificent edition you and your firm produced March 10. Beautiful! Colorful! We could use a little beauty and color around here right now. At this moment it is snowing!

CARLA J. BECK
TNG Vice President, Region 4

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.

How unions' unity worked in Tacoma strike

By KERRY WEBSTER
Pacific Northwest Guild

Tacoma News-Tribune employes' five unions formed the Council of Tacoma Newspaper Unions in November, 1976, after hearing Charles Dale, TNG international representative, and ITU 3rd Vice President Allan J. Heritage outline the "whys" and "hows" of joint and co-ordinated bargaining. Last fall they began trying it out. When the ITU-Mailers and IP&GCU-pressmen struck the paper March 10 all members of the other unions honored their picket lines. The strike was settled on March 24, with Dale and Heritage again on the scene [Guild Reporter, April 14].

Webster is chairperson of the Pacific Northwest Guild's unit at the News-Tribune. His account of the strike first appeared in the local's PNNG Bulletin.

I glanced at the clock as I stumbled to the ringing phone, and suddenly felt a lump of lead in my stomach. It was 4:45 a.m. There was only one reason for a call at this hour.

"How soon can you get to the plant?" It was the weary voice of PNNG Vice President Mike Hughes, who had been in an all-night negotiating session.

"The Mailers are going out. It's for real."

At the darkened plant of the Tacoma News-Tribune, members of Mailers Union Local 54 were already emerging from parked cars and campers. By 5:20 a.m., they were joined by pickets from Pressmens' Union Local 49.

It was the beginning of a two-week strike that would severely test the fledgling concept of unity, and find it unexpectedly strong. For 14 days, the company probed and tested, looking for a crack in the united front presented by five unions—the Mailers, Pressmen, Printers, Teamsters and Guild. It found none.

By the time the strike was won, it had become clear that the unity concept works, and works better than anyone had ever expected.

"We couldn't have done it without unity," states Pressmen picket captain Jerry Miller flatly. "We'd have lost everything."

Both unions won contracts in which they were able to resist the most extreme demands of the company on their manning and working conditions.

But on that dark morning of Friday, March 10, things looked very grim. For months, the Mailers had negotiated without making a dent in the company's demands to decimate their manning table.

Mailers' negotiators Barry Parker and Tony Plastino, with Ray Brown from the parent ITU, talked for five hours past the midnight strike deadline before throwing up their hands. The company was asked, at 5 a.m., for any sign that it was interested in movement. None came.

Slipping into the plant before the picket line went up, I encountered Cecil Elliott, the company's negotiator.

"What the hell happened?" I asked.

"Things got out of hand," he said, shaking his head. He looked ashen.

Later, we learned the company had seriously miscalculated the Mailers' determination to protect their contract.

For the week leading up to the strike, the company's propaganda machine had been in high gear, spreading rumors about the Mailers "extravagant" demands and their "featherbedding" manning practices.

The theory appeared to be that the Mailers, sensing that the other unions wouldn't support them, would cave in to the company proposals to gut the work crews.

As the picket line formed that Friday morning, several company managers gathered at the front doors to see whether it would be effective. Even at that late hour, there appeared to be some lingering hope that the other unions would cross.

Not a Guild member even showed up.

At 5:30 a.m., using a phone in the darkened city room, I had started our "telephone tree" alert system. A few calls to key people, and the word was spread.

By the time I left the building, Tacoma unit veteran Bob Lane was already esconced at a temporary strike headquarters in the basement of a nearby Mailer's home.

Officially, the strike was under direction of the Mailers and the Pressmen. But the striking unions had only 26 and 49 members respectively, so it fell to the Guild and the ITU to provide much of the manpower needed that critical week.

Luckily, all of our own strike preparations from a month earlier had been preserved. Roland Lund had his Member Aid Committee in action the first day, and librarian Norm Kirkland had a bookkeeping system going shortly afterwards.

Chief of copy desk Dale Wirsing volunteered to co-ordinate picket shifts, and Dave Roalsvig of national advertising stepped in when we burned Dale out after one week.

Lane—'El Supremo,' as he became known to the irreverent—became our biggest morale booster. In the first week of the strike, he was everywhere—organizing, cajoling, scrounging and generally showing the flag.

Ad services clerk Jim Jowett put his Headquarters Committee into action the first weekend, and by Monday we had a three-room suite at 19th and K streets. Salesman Mike Noreen did some fast talking to Ma Bell, and we had phones installed within five hours.

Lane made sure everyone understood that final authority on everything rested with the Mailers, Pressmen and the Unity Council. Stressing the point, he decked the walls with elaborate organizing charts.

"Geez," said copy editor Jeff Kiehl, gazing at one such masterpiece, "Lane makes Ike's planning for D-day look slipshod."

As the strike wore on, the major task of Guild leadership became the spiking of rumors and misunderstandings that seemed to threaten unity.

On the evening of the first strike day, a unit meeting was held at the Labor Temple, and spokesmen from the Mailers answered dozens of tough questions about their bargaining.

The telephone alert system was used often, and Jonathan Nesvig's PR committee published a daily bulletin called "The Picketer." A "news media" phone at HQ was manned 18 hours a day.

On the middle Sunday of the strike, when it was feared that a recess in the talks could cause a morale problem, HQ cranked out a 500-copy "special" edition of The Picketer, 10 pages thick.

Guildsman Chuck "Farmer" Doud wrote about "poverty recipes," oldtimer Jack Pyle recalled the strike of '52, former Oklahoman John Gillie wrote about the "joys" of working for a nonunion paper, and printer Jack Whitaker wrote movingly about sharing a fire barrel on the picket line at 2 a.m. with a Guildsman and a Pressman "and finding out everybody has the same problems."

The special issue was distributed at a potluck dinner organized by Sound Life writer Jerry Cummings. Over 100 people from all unions attended, and Bob Lane got so choked up his wife, Virginia, had to read his speech for him.

Loudest applause at the dinner was for John Johnson, president of Longshoremen's & Warehousemen's Union Local 26, which saved many a mortgage by offering shifts to those who needed work.

Guildsmen Bill Ripple and Bob Mottram wrote with great feeling in The Picketer about the joys of mucking out an ore ship.

People . . . people . . . they made the strike work. I wish I could list all 400 of them. . . .

As one Guildsman told me, "suddenly, all those people we used to pass in the halls have names and faces."

Printer Jack Whitaker, a tower of strength in a handlebar mustach; Jerry Miller of the pressmen; big Tony Plastino of the Mailers, whose victory dance with the pressmen's Cliff Bowles is now legend; walrus-mustached Mailer Barry Parker, who says what he means and means what he says; Tommy Thompson and Gene Frew of the pressmen, an optimist and a cynic who kept Cecil guessing; wiry Joe Houser of the Mailers, who quotes Poe in a Bronx accent.

What did we gain?

Pressman Jerry Miller summed it up best to his own local as they ratified their new contract:

"Guys, believe me, it was worth it. Even if we had won nothing at all, it was worth it to know that unity works. We are all together, and, by God, we're going to stay together."



Co-ordinating in Tacoma

Leaders of four other Tacoma newspaper unions and Mailers examine News-Tribune proposals. From left, foreground: Cliff Bowles, pressmen; Charles Dale, TNG international representative; Hugh H. Harrison, Pacific Northwest Guild; Robert Aulerich, Northwest Typographical Union; ITU Vice President Allan J. Heritage; John Dysart of the Teamsters; Mike Hughes, Guild; Barry Parker and Bob Dodson, both of the Mailers.

Pasta buoys Pontiac strikers

Pontiac, Mich. — More than 300 area persons turned out for a spaghetti dinner April 20 put on by the Michigan Council of the American Federation of State, County & Municipal Employes for the benefit of Guild and pressmen's union members who have been striking the Oakland Press here since Dec. 29.

The food was provided and prepared by AFSCME leaders and members in a hall provided by Local 594 of the Auto Workers, which represents employes of the General Motors truck and coach plant here.

The Guild local, meanwhile, reported $7,540 in contributions to its Pontiac Strike Fund as of April 25, including the following:

Akron	$250
Albany	25
Brockton	50
Buffalo	185
Canadian Wire Service	100
Central California	650
Cincinnati	75
Cleveland	250
Columbus	80
Denver	150
Erie	50
Hawaii	150
Hudson County	25
Kingston	50
Los Angeles	125
Manchester	300
Memphis	100
Montreal	100
Mountaineer (Morgantown)	25
New York	300
Ottawa	100
Pacific Northwest (Seattle-Tacoma)	250
Pawtucket	50
Peoria	50
Philadelphia	250
Pittsburgh	100
Providence	100
Puerto Rico	200
Rockford	50
St. Louis	700
San Diego	50
San Francisco-Oakland	650
San Jose	250
Terre Haute	50
Toledo	250
Toronto	200
Twin Cities	100
Vancouver	50
Victoria	200
Washington-Baltimore	75
Wilkes-Barre	100
Winnipeg	100
Wire Service (U.S.)	75
Youngstown	25
Sheboygan	25
Great Lakes District Council	150
Middle-Atlantic District Council	50
Federation of Guild Reps	200

And the new Peninsula Guild in Newport News, Va., contributed $50.

LOCAL ELECTIONS

Cleveland

Dolly Kaczor, president; Richard M. Peery, 1st vice president; John Nussbaum, 2nd vice president; Howard Swindell, 3rd vice president; Barbara Weiss, 4th vice president; Virginia O'Shea, treasurer; Jack F. Weir, executive secretary.

Erie

Charles McCormish, president; Louis Spitzer, vice president; Irene Reed, secretary-treasurer; Carol Przybyszewski, recording secretary.

Lexington

Barry Bronson, president; Ellen Aman, vice president; Linda Kinsel, treasurer; Monty Foley, secretary.

Ottawa

Katie FitzRandolph, president; James D. Scheer, vice president; Bozica Costigliola, secretary; Robert Chapman, treasurer.

Peoria

Michael L. Roeder, president; Dennis Dimond, vice president; Judy Howard, secretary; Pete Ingolia, treasurer.

Pittsburgh

Gloria LaRue, president; Washington G. Jebre, 1st vice president; Charles Lynch, 2nd vice president; Ed Phillip, 3rd vice president; (Phillip, 63; Regis Stefanik, 24); Ken Fisher, secretary; Harry Tkach, treasurer.



DATELINE: OTTAWA

Secrets Act prosecution may do nation a service?



By HUGH WINSOR, *Toronto Guild*

THE CHARGE LAID last month against the Toronto Sun and its editor Peter Worthington under the outdated and little-used Official Secrets Act has shown how vulnerable Canadian journalists and publishers can be to the whims of an embarrassed government.

The development has brought calls from reporters and from the Canadian Daily Newspaper Publishers' Assn. for a revision of the Draconian provisions of the law which could send Worthington to prison for 14 years after a secret trial.

Worthington has been charged because he published a list of some 16 cases which the Royal Canadian Mounted Police Security Service believed were Soviet intelligence agents' espionage attempts.

The point of the charge is not so much that Worthington disclosed sensitive material (presumably the Russians already knew about the activities of their agents) but that he got them from a leaked top-secret document prepared by the RCMP.

The case has some parallels to the charges against Daniel Ellsberg for leaking the Pentagon Papers to the New York Times, but in this case the government has not been able to find the Canadian counterpart to Ellsberg, i.e. the person who leaked the document, so has prosecuted the newspaper instead.

THE CHARGE was laid against Worthington only after the issue had already been raised in Parliament by an opposition politician, Thomas Cossitt, who had raised several of the cases referred to by Worthington.

The government attempted to make a *cause celebre* out of Cossitt to cover its embarrassment that the member of Parliament had obtained the top secret report, albeit three years after it was prepared. But it couldn't charge Cossit since he was covered by Parliamentary immunity.

Therefore the RCMP, looking for blood, landed on Worthington, who said he had been sitting on the document for months. A former correspondent to Moscow who takes a hard line against the Russians, Worthington said he published the list of espionage attempts to contradict Prime Minister Pierre Trudeau, who had, in Worthington's view, been pooh-poohing the Soviet threat.

Both the Cossitt and Worthington revelations came after the government expelled 13 Soviet diplomats for another espionage incident in which the Soviets attempted unsuccessfully to turn an RCMP security officer into a double agent.

Since previous expulsions of Soviet diplomats had been done discretely, the publicity in this case appeared to be an attempt to offset some of the bad publicity surrounding the revelations of widespread illegality by the RCMP.

In one of the sections under which Worthington is charged, it is necessary for the government to prove that his disclosure was "prejudicial to the safety or the interests of the state" which gives him the opportunity to argue in his defense that he wrote the story in the public interest.

But another part of the charge is a blanket provision making it an offense to receive any secret "plan, model, article, document or information" knowing or having reasonable ground to believe the information was passed on in contravention of the Official Secrets Act.

IT IS THIS provision that most concerns journalists because the mere receiving of the information is an offense and there is no requirement for the government to prove that the disclosure was prejudicial to the interests of the state. By the same token, there is no definition of what constitutes a secret so that the government could declare its telephone directory a classified document and then prosecute a journalist for receiving it, leaving him no legal defenses against the act.

Worthington may have done us all a service if the publicity surrounding his trial leads to the changes needed to bring this law into the 20th Century.

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Please use this form so the Guild Reporter will move with you.

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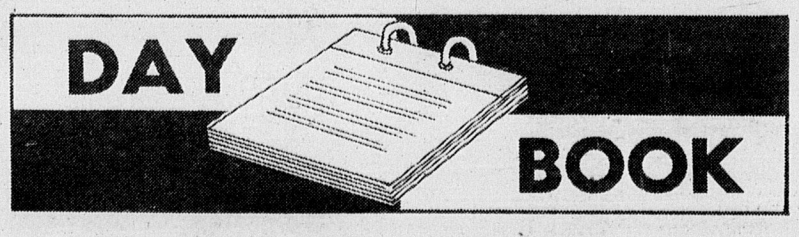
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Great Lakes, Midwest and Southern District Councils, joint spring meeting, May 6-7, Downtown Howard Johnson Motor Lodge, Madison.

New England District Council, spring meeting, May 13-14, Colonial Hilton Inn, Wakefield, Mass.

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.

As they put it

The push for exclusions

The following is reprinted from the January issue of the Pacific Northwest Guild's Bulletin where it was published as a guest editorial by Bob Lane, vice chairperson of the local's Tacoma Unit.

Newspaper companies across the nation are following to the letter a common negotiating scheme.

They are testing the will of The Newspaper Guild to stand firm in defense of the jobs and principles that gave it birth.

Thus, in Seattle, the companies dared the Guild to strike in defense of an issue it knows is beyond compromise.

The Seattle companies challenged the Guild not over money, but over its people. They demanded that jobs be traded out of the union for the companies' unstated-but-undeniable purpose of maintaining a resident strike-breaking army.

Now we find the company in Tacoma acting out its part.

We could respect a company position that true supervisors might for reasons of principle not be required to maintain their Guild membership.

(We could respect that position although the company knows as well as we that those same people developed their leadership while loyal and active members of the Guild.)

But these colleagues to whom the company now insists we deny Guild protection are not truly supervisors. They have no authority to hire and fire.

(The managing editor in Tacoma told an arbitrator in the presence of company and Guild officers, "Hell, even I can't hire and fire." Nobody from the Guild challenged his supervisory role.)

The company—any company—has only one reason to seek exclusions from Guild protection.

When employes are forced to invoke organized labor's last, dreaded resort—the strike—the company wants to have at hand men and women who will (and must, in order to keep their jobs) cross our picket lines to help the company slash our economic tendons.

Each exclusion granted now molds another bullet for the company's strikebreaking gun.

If the Guild yields now, can anyone doubt that the company will be back for more next time? Or that it will flex as muscle any exclusions it obtains in this round?

It matters not a whit how far the company "yields" from its original demands. Its goal is 150 exclusions in The Newspaper Guild, and every other union-protected job here as well.

One exclusion is too many.

We are here to sell our labor, not each other.

Exclusions are a strike issue, this year and forever.

Lawyers' perspective on S.2467

"If the reform is passed and brings about more collective bargaining and less administrative maneuvering, with new penalties for attempted evasion of the law, lawyers for both sides may expect to spend more time at the bargaining table and less time grinding through NLRB procedures."—*American Bar Assn. Journal, March 1978*

The Guild Reporter

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JAMES M. CESNIK
Editor

ROBERT DUDNICK, Associate Editor

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