

Senate, labor-bill filibuster in recess; first vote on cloture June 7?

WASHINGTON—The Senate was ending its first nine days of debate and filibuster on the Labor Law Reform Bill May 26 and beginning a recess scheduled to last until June 5.

With most senators expected to spend some part of their Memorial Day break in their home states, supporters of the measure, including TNG, were urging the bill's backers in the states to make every effort to urge their senators to vote to end the debate and for the bill upon their return here.

The first cloture vote was to be scheduled for June 7, with subsequent ones coming on a daily basis, according to wire service reports.

The bill's opponents were freely acknowledging that it would pass by a solid majority if it makes it past the filibuster and some 500 amendments ready for introduction.

At the same time they were ex-

pressing confidence that their allies in the states during the recess would be able to persuade the 40-plus senators expected to support the filibuster on early cloture votes to not change their votes on later ballots.

Several speakers at a pro-bill rally in Washington's Lafayette Park the second day the bill was on the Senate floor severely criticized the delaying tactics of the bill's opponents.

Sec. of Labor Ray Marshall, keynoter at the rally attended by upwards of 2,000 persons from more than 30 unions, recalled filibusters to try to block civil rights laws and said the principle is similar:

"It is another struggle between the powerful and the powerless,"

with the victims being "the men and women at the bottom of the economic ladder," he said.

He and other rally participants paid special tribute to the 22 victims of application of present labor law who were in Washing-

ton for the week as part of a "Vigil of Victims" program.

"What makes today's rally so sad is that their risks should have been unnecessary" since the National Labor Relations Act was passed in 1935 as a "bill of rights

for American workers," Marshall said.

Theodore Bikel, president of Actors' Equity, told the rally that the bill's opponents are the "same people" who opposed passage of (Continued on Page 5)

THE GUILD REPORTER



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More on reform

New poll shows public backs bill . . . Working women would have better chance, leaders say . . . Rustin sees blacks helped . . . Plain Dealer denounces foes' artifices and dodges . . . Washington Post switches, backs bill . . . and more . . .

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TNG banners message, top, at pro-reform rally May 17 in Washington.



Q How would dues hike work?

Question: The effect of the IEB's recommendation, if adopted by the convention, seems pretty clear—every Guild member's dues would go up \$1 a month and locals' monthly per capita to TNG would go up by 75 cents—both in September. Right?

Answer: Correct.

The language that is the central part of the recommendation says that "in order to finance a per-capita tax increase and to insure the financial health of TNG's locals . . . as of Sept. 1, 1978, each member be required to pay \$1 per month in addition to the amount of dues the member otherwise would pay under the dues structure that is in effect on Sept. 1, 1978, unless the [member's] local increases its dues rate by means of a formula that yields an equivalent total amount [of new dues income]. Of each such dues payment, 75 cents shall be remitted to TNG as

additional per-capita tax. . . . The IEB also recommends that constitutional dues minima be increased by \$1 as of Sept. 1, 1978."

Q: So, whether a local's dues are one or another of the Minimum Dues spelled out in the Constitution, or higher than the Minimum Dues, each of its members would pay \$1 a month more in dues starting in September?

A: Right. Each member's dues would go up starting Sept. 1 even if the local's dues are higher than the Minimum Dues in TNG's Constitution.

[The constitution sets forth three alternative forms of Minimum Dues:

[The first is a bracketed schedule, beginning at \$2.75 a month for "regular weekly compensation" of less than \$55 and increasing in 25-cent amounts for each additional \$4.99 in weekly pay to a present maximum of \$30 a

month dues for those who make \$595 or more a week.

[The second is simply five percent of a week's pay per month to the maximum dues under the bracketed schedule in the first.

[The third is "a dues schedule which yields at least an equivalent total dues income."]

Q: But, what about the "unless . . ." language in the IEB's recommendation? What does that mean?

A President, counsel respond

A: That locals could redraw their dues schedules so that the increase would be less than the full dollar for some of their members—just so long as the end result is new dues money that totals the same as if every member's dues were raised by a dollar.

The idea is to enable locals that want to and can to raise dues

TNG's International Executive Board unanimously is recommending to the Guild's 1978 Convention that dues be increased by \$1 a month, effective Sept. 1, unless a local increases its dues rate to yield an equivalent amount of new income. Seventy-five cents would be added to the per capita locals pay to TNG and go to TNG's General Fund. The other 25 cents would stay with locals. The May 12 Guild Reporter carried an account of the IEB's rationale. The Guild Reporter then asked TNG President Charles A. Perlik, Jr., and David Barr of Barr & Peer, TNG counsel, for more details on how the recommendation would work.

for their lower-paid members by less than \$1 while raising dues for their higher-paid members by more than \$1 to offset the action on the lower end. That, of course, would require approval of the local's membership.

Q: How, for instance, might a local change its dues to meet the "equivalent" test?

A: Take a hypothetical local with 1,000 members. Assume it has six percent dues. As of Sept. 1, under the recommendation it would need to collect a total of \$1,000 more each month—\$1 times 1,000 members. If its leaders calculated the percentage increase necessary up and down (Continued on Page 6)

N.Y. News cancels pact, Guild seeks unity

New York—The Daily News May 25 formally notified the New York Guild that it was unilaterally cancelling its contract with the Guild and expressed the hope for progressive negotiations toward agreement on a new pact to replace the one that expired at the end of March.

The Daily News pointed particularly to the Guild shop, arbitration and dues checkoff provisions of the contract as being

no longer in operation.

New York Guild Executive Vice President Harry Fisdell immediately undertook to schedule meetings of the New York newspaper unions' unity committee and of the Guild's city-wide bargaining co-ordinating committee for May 30 to consider a new strike deadline at the News.

An earlier Guild deadline at the paper of April 18 had been set aside when a bargaining crisis

developed at the New York Post less than a week before that date.

Early in May the News and the Times set a July 4 weekend deadline for new contracts with the pressmen and later gave the same message to the paperhanders, though in neither instance did either paper state any possible action if the deadline is not met. The News also said it wanted a new Guild contract by mid-May. Within hours of the passage of

a similar April 14 deadline at the Post, that paper announced that it no longer considered the terms of its expired Guild contract to be in effect and on April 24 the Post told the Guild it specifically would no longer honor the contract's union security and arbitration provisions.

The Guild meanwhile had meetings scheduled with the Post and the News late May 25. The Post had announced two

days before that it was discharging 18 low-seniority, Guild-represented staffers in an economy move.

The Post said it was taking the action under an appendix to the Guild's contract empowering it to do so.

The 18, who included 10 reporters, brought the number of Guild-represented Post employees

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News voids contract; Guild seeking unity

(Continued from Page 1)

to have left the paper since January to 124.

Eighty persons resigned between April 10 and May 22 under offers from the paper of severance and other contractually provided benefits, plus full pay through June and up to six months' hospitalization and medical insurance coverage.

Twenty-six other persons had resigned from the Post between Feb. 1 and April 10.

The Post, which reportedly has lost 10 million dollars since Rupert Murdoch took it over in January, 1977, had sought the resignations of 145 in Guild jurisdiction before May 22.

All three papers have been demanding what the Guild has labelled "givebacks" from dozens of provisions of the Guild's old contracts with each. And none of the publishers had removed a single one from the bargaining table through mid-May.

Meanwhile, on May 11 the regional director of the National Labor Relations Board issued a complaint based on what he said was the local's refusal to accept resignations from members at the News.

The complaint said Guild unit leaders had threatened to refuse fair representation to persons who sought to resign, and that they were "restraining and coercing" them from resigning.

The Guild, in a citywide membership bulletin on the next day, denied the charges, stating that it "always has been, is, and will continue to be the Guild's policy to represent each employee in every one of its bargaining units fairly and equally for all purposes."

Twelve members at the News, 68 at the Times and 35 at the Post proffered their resignations to the Guild in February and March.

On May 16, the local's executive committee voted to accept offers of resignation that were made before the units took strike authorization votes on March 22 and 23, reminding their authors that they were still obliged, however, to pay the equivalent of dues and meet all other financial obligations of members. They rejected resignations, however, that were proffered on or after the days of the strike votes on the basis of the constitution's forbidding them when a strike or lock-out "appears imminent."

The NLRB scheduled a hearing on the complaint for Oct. 18.

Cleveland: sell stocks in S. Africa

Cleveland — The Cleveland Guild's executive committee has held trustees of the Guild-Cleveland publishers' joint retirement plan to get rid of stocks and bonds of 11 corporations that have interests in South Africa.

"These securities comprise 12.8 percent of the market value of all the retirement fund's holdings and yield about 11.5 percent of the fund's annual income," the committee said.

South Africa "terrorizes and jails reporters in order to maintain the world's only remaining avowedly racist regime," the committee's May 10 letter to the Central National Bank said.

"It is important that [the local] separate itself from any company that provides economic sustenance for that oppression," it said.

The companies were not identified.

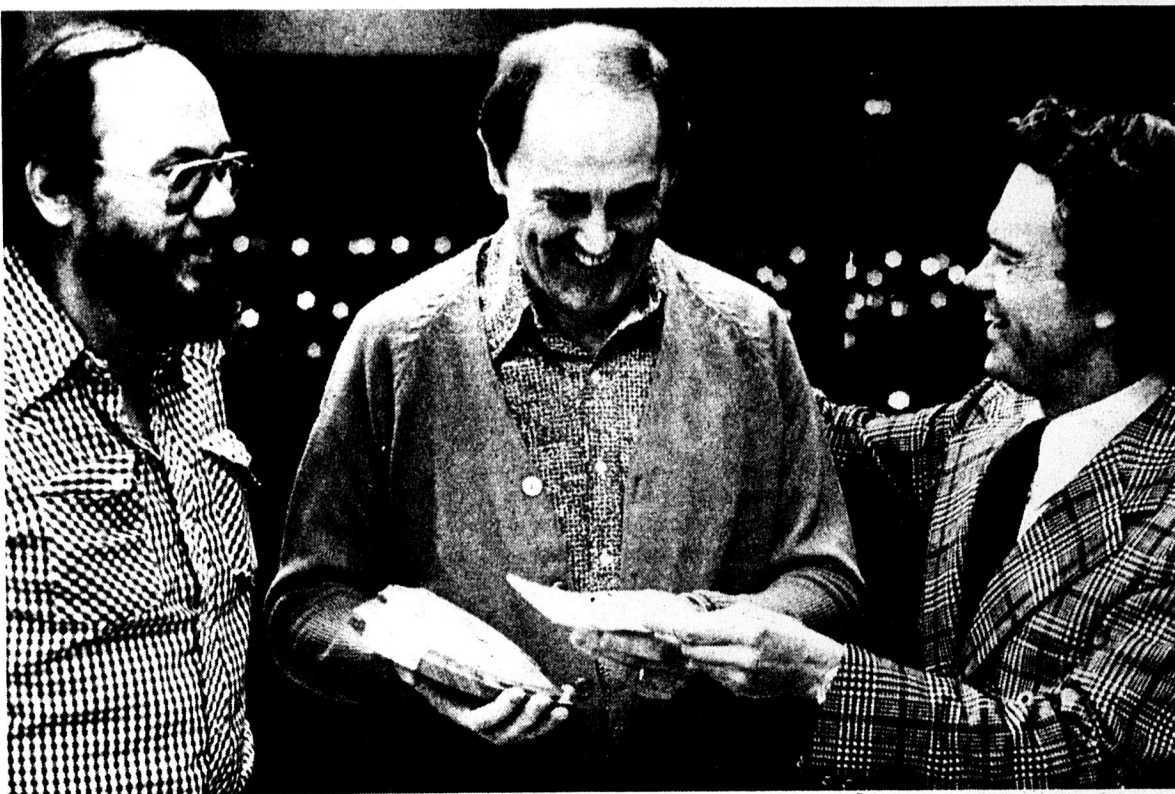
Pension fund won't aid South Africa

Washington—TNG's 13-million-dollar Commingled Pension Trust won't buy state securities offered by Rhodesia or South Africa.

Nor will it purchase stock or other financial instruments of the J.P. Stevens Co., target of a labor-movement boycott, TNG's International Executive Board decided at its spring meeting here.

The board also approved a nine-point investment guideline for the trust. About two-thirds of the trust's assets are managed by the Scudder, Stevens & Clark firm, with about one-third in an Equitable Life investment pool.

IEB members decided not to include the prohibitions against Rhodesian, South African and



David Clark, Vancouver-New Westminster Guild

For service to No. 115

Vancouver-New Westminster Guild Treasurer Reg Pinniger is flanked by Phil Needham, local president, left, and Don Brown, Pacific Press unit chairperson, as Pinniger receives the local's Percy Zimmerman Memorial Award for outstanding contributions to the local. It

is the sixth presentation of the award since its inception in 1960. Besides the plaque, the award brings \$150. Pinniger, a Vancouver Sun classified sales representative, also has been local vice president, at-large on the executive, shop steward and convention delegate.

Up pay goal to \$750, IEB asks

Washington—Increases in productivity and the cost of living should push TNG's wage goal up \$50, to \$750 a week, for the top minimum of key classifications, the International Executive Board says.

The IEB, in approving its Collective Bargaining report to the 1978 Convention, said the \$750 goal would apply to the top of key classifications in the advertising, business, circulation and editorial departments.

It also asked the convention to increase the starting minimum goal for these classifications to

two-thirds of \$750, or \$500 a week, and the goal for the top of all other classifications to \$375, half of \$750.

The IEB also asked the convention to again encourage locals to seek joint or co-ordinated bargaining, increase efforts to protect jobs by adequate jurisdiction clauses, wipe out wage or other discrimination against women and minorities, and take advantage of TNG's international pension plan.

Reviewing Fiscal 1978, the IEB reported that contract settlements that year produced the most money of any during the past six years.

An average two-year increase in the reporter top minimum of \$44.87 was achieved—increases of 7 percent in the first year and 6.4 percent in the second, the board said.

Canadian settlements continued to outpace those in the United States, the IEB report said.

The two-year reporter top average gain in Canada was \$53.67, nearly \$9 more than the Guild-wide average.

But the board heard a "disturbing note" in the increasing length of contracts last fiscal year.

Nearly 75 percent of the settlements were for at least three years, the highest proportion ever. Two contracts went for 45 months.

New safety standards to protect employees working on video display terminals were added in 11 contracts in Fiscal 1978, the board said.

Bans on dismissals because of automation was contained in 103 contracts as of last year.

Last-minute company slurred as Phoenix vote lost

Phoenix — Commercial-department employees of the Arizona Republic and Phoenix Gazette have voted against representation by the Phoenix Guild, which earlier won bargaining rights for the papers' editorial employees.

The May 12 vote was 132 for the Guild to 179 for no union. There was one challenged ballot. The Guild had petitioned for the election 77 days earlier.

On the day before the elec-

tion, management posted bulletins claiming that there had been reports of harassment and threats by Guild representatives against Guild opponents and hinted that some of the alleged threats had been criminal. The bulletin advised employees to call the police or the National Labor Relations Board.

Guild representatives said the allegations were "fabrications."

Bargaining is continuing for an initial editorial contract.

Board rebuffs Guild on Steubenville votes

Washington—The National Labor Relations Board has ruled that challenged ballots won't change the outcome of a Guild representation election at Thomson's Steubenville (Ohio) Herald-Star, bringing to an unsuccessful end an organizing effort that took 674 days from petition to election.

The May 27, 1977, election result was 29 for the Guild, 38 against and 17 ballots that were challenged—enough to possibly

determine the outcome.

Two members of a three-member NLRB panel upheld a hearing officer's disposition of the challenges. The third member said he wouldn't pass on the issues as he believed the bargaining unit was inappropriate in that drivers should have been classified as independent contractors rather than employees.

The Guild filed for representation rights for 110 nonmechanical

employees on July 23, 1975. The company threw up several delaying tactics, including the "professionalism" issue—which was rejected. [See: 'Steubenville Three join Vigil of Victims at Senate,' Guild Reporter, May 12].

Thomson also fired nearly 20 employees who were observing an International Typographical Union picket line. The Guild and the company settled an unfair practice charge on that issue.

Canada's price elevator

The table below records the ascent of Canada's Consumer Price Index over a 24-month period following a 1.9-point rise in the index in March to 170.8, up 13.8 points from March, 1977. The first column lists the index for each of the last 12 months, the second the percentage increase over the same month of the preceding year, and the third, the percentage increases over March, 1976.

	Index*	Percentage over Same month prior year	March 1976†
April, 1977	157.9	7.6	8.0
May	159.2	7.6	8.9
June	160.3	7.8	9.6
July	161.8	8.4	10.7
August	162.5	8.3	11.1
September	163.4	8.4	11.8
October	165.0	8.8	12.9
November	166.1	9.1	13.6
December	167.2	9.5	14.4
January, 1978	167.8	9.0	14.8
February	168.9	8.7	15.5
March	170.8	8.8	16.8

*1971 = 100

†Index = 146.2

Mellett Fund sets media critic award

Washington—Establishment of an annual award for outstanding work in the growing field of media monitoring and press performance evaluation has been announced by the Mellett Fund for a Free and Responsible Press.

The award is intended to recognize distinguished contributions to the improvement of both print and broadcast journalism by means of assessment and/or critical evaluation and to encourage new and innovative approaches to constructive journalism criticism. H. Eugene Goodwin, Fund president said. Goodwin is professor of journalism at the Pennsylvania State University School of Journalism. He is a former director of the school.

The award is being established with the aid of a grant from the Philip L. Graham Fund. It will be given annually for work done or culminating in the preceding calendar year. The first award, for work done or completed in 1978, will be judged and presented early in 1979. Announcements setting forth specific eligibility and submission requirements will be distributed later this year.

As examples of the kind of work the award is intended to recognize, Goodwin cited that of media ombudsmen, journalism and media reviews, news and press councils and media watchdog columns or broadcasts, as well as pertinent articles, books, radio-TV programs, research studies and theses.

The Mellett Fund is an independent, non-profit corporation established in 1966 through a bequest to TNG from Lowell Mellett, Scripps-Howard editor and syndicated columnist, to pursue ways of increasing press responsibility without impairing press freedom. The new award is being established in his name.

In pursuit of Mellett's mandate, the Fund has financed six pilot community press councils and made grants-in-aid to doctoral degree candidates working in the area of press freedom and responsibility. The press council project led to the publication of a book on the subject, "BACK-TALK: Press Councils in Amer-

ica," edited by William L. Rivers, professor of communication at Stanford University.

Goodwin was elected to a second two-year term as president of the Mellett Fund at the annual meeting of its board of directors April 29. Julius Duschka, director of the Washington Journalism Center, was re-elected vice president and Charles A. Perlik, Jr., TNG president, secretary-treasurer.

TNG International Chairperson Harry S. Culver was elected to the board. Other board members, all of whom were re-elected, are A. H. Raskin, associate director of the National News Council; Frank Cormier, Associated Press White House correspondent; TNG Secretary-Treasurer Robert M. Crocker, and TNG Director of Administrative Operations Ellis T. Baker.

Senate told—jobs measure should pass

Washington — The Humphrey-Hawkins full-employment bill should be passed "without amendments that would further dilute its effect," TNG's International Executive Board has told the U.S. Senate.

In a special resolution passed at the opening of its spring meeting, the IEB said the Senate particularly should reject any effort to add "inflation goal" provisions that would "trade off reduced unemployment for reduced inflation."

The board pointed out that TNG's 1976 Convention endorsed the bill as it then was drawn as a means of making "the right to employment at a living wage part of the birthright of every American."

Noting that it does not regard the bill as a "cure-all for unemployment," the IEB said it is needed, however, to make "the achievement of full employment a central priority of U.S. economic policy."



Police 'reporter'

The man in the civilian suit between the uniformed and helmeted police officers removing a demonstrator from the Philippine consulate in San Francisco is wearing a press badge on his lapel. He is Michael O'Toole, the San Francisco policeman in charge of the department's public affairs. A protest to O'Toole by San Francisco-Oakland Guild President Larry D. Hatfield brought assurances that O'Toole won't use the press badge in police work again, the local reports.

Criminal code reform bill: improve or kill it, IEB says

Washington—Unless threats to press, labor and civil liberties are removed, "those alert to the fragilities of those liberties" will have no choice but to work for defeat of proposed Federal criminal code legislation, the International Executive Board said in April.

The House is starting work on the original bill—H.R. 6869—which contains all the dangers of which TNG previously had com-

plained plus those "defused" earlier in the Senate before it passed the measure, the IEB said.

"Provision after provision readily lending itself to misuse against basic freedoms is waiting to go off like so many time bombs," the IEB said.

It asked that the House Judiciary Committee and its Criminal Justice Subcommittee eliminate "every threat to labor, the press and civil liberties" before moving H.R. 6869 to the floor.

\$4,500 won in Memphis leave case

From the Memphis Guildsman

Memphis—Ozell Wray, a clerical assistant in the circulation department who was not allowed to return to her job after taking maternity leave, has won about \$4,500 in back wages from the Memphis Commercial Appeal and Press-Scimitar in a Memphis Guild arbitration.

Arbitrator Samuel J. Nicholas, Jr., in ruling in favor of the Guild position, found that Wray was performing work covered by the Guild in a job capacity "over and beyond what was understood to be that of a temporary employee."

Wray was rehired by the company before the arbitrator made his ruling. Her back wages awarded by the ruling were for the 11 months she was denied her former job—less unemployment and welfare benefits she received during that time. She will receive about \$4,500 before taxes.

When Wray's grievance was filed in the summer of 1976—after her maternity leave—she claimed the company would not allow her to return to her job even though her maternity leave had been approved and she had been told she could return.

The company first maintained the matter could not be taken to arbitration because Wray was a temporary employee and not within the Guild's jurisdiction.

However, Nicholas ruled several months previously that the case could be arbitrated and then set another hearing to decide the merits.

"By its communications failure, management cannot now deny the grievant (Wray) to understand that she was not a permanent employee, and it must now accept the consequences of its own actions," the arbitrator said in his opinion.

The loss of the arbitration cost the company close to \$7,000, including \$4,500 for back wages, \$1,900 for arbitration fees, travel for a witness from Columbus, Ohio, and legal fees.

Bingel, Kopect winners in ITU election

Colorado Springs—Joe Bingel appears to have been elected new president of the International Typographical Union and Thomas W. Kopect re-elected secretary-treasurer—both by wide margins—in the union's May 17 elections.

In addition, Robert S. McMichen appears to have been elected 1st vice president; Robert L. Wartinger, 2nd vice president, and Allan J. Heritage to have won re-election as 3rd vice president.

Bingel, who has been 1st vice

president, would replace A. Sandy Bevis, who did not seek a third two-year term.

McMichen has been 2nd vice president and Wartinger has been a special assistant to Bevis and head of the ITU Bureau of Contracts.

While late unofficial vote tallies were not available, early reports had Bingel well ahead of C. B. Hughes of Los Angeles Local 174 and Kopect in the same position over Robert E. Petersen of Columbia Local 101 in Washington.

McMichen and Heritage held comfortable leads over their respective opponents: Francis N. Biggs of Indianapolis Local 1 and Herbert (Bud) McTaggart of Cleveland Local M-12.

The race between Wartinger and Dave Donovan of Chicago Local 16 was close.

Bingel and Kopect are both from New York Local 6, McMichen is from Atlanta Local 48, Wartinger is from North-

west [Seattle] Local 99 and Heritage is from Toronto Local M-5.

Bingel, McMichen, Wartinger, Heritage and Petersen were running on the ITU Progressive Party ticket.

Kopect and the others ran with the endorsements of the Independent Party.

The ITU's Canvassing Board will meet here May 31 to make the official vote count.

Valero re-elected by mailers

Des Moines, Iowa—Ralph H. Valero of Denver has been re-elected president and Gene Johnson of Des Moines, secretary-treasurer, of the International Mailers Union, an unaffiliated union that has been holding merger talks with the International Typographical Union.

Valero and Johnson were unopposed, drawing 1,462 and 1,606 votes respectively in ballots

tabulated here May 2.

Also re-elected were Rudy Cummings of Nashville, first vice president (1,186 to 614 for Noel Lewis of Akron), and Henry W. Fitzgerald of Akron, second vice president (1,205 to 374 for Donald C. Taylor of Toledo and 210 for William R. Clayton of Norristown, Pa.).

They will begin new three-year terms on June 1.

Boycott J.P. STEVENS PRODUCTS

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

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

- | | |
|---------------------------------|--|
| SHEETS & PILLOWCASES | Beautiful-Blend
Beauticale
Fine Arts
Peanuts (comic-strip figures)
Tastemaker
Utica
Utica & Mohawk
Designer labels:
Yves St. Laurent
Angelo Donghia |
| TABLE LINEN | Blintex
Slankets
BLANKETS
Forstmann
Utica |
| TOWELS | Fine Arts
Utica
Tastemaker |
| CARPETS | Contender
Gullistan
Merryweather
Tastemaker |
| HOSIERY | Finesse
Hip-Lets
Sprint |

Women's chances said better if bill is passed

Washington — Women's organizations have called on the Senate to pass labor law reform legislation on grounds that women especially depend on labor law to give "unorganized workers an unfettered chance to obtain union representation."

The call was made at a press conference here May 23 in a statement issued by Esther Peterson, President Carter's consumer affairs assistant; Alexis Herman, director of the Labor Dept.'s Women's Bureau; Eleanor Smeal, president of the National Organization for Women; Mildred Jeffrey, chair of the National Women's Political Caucus; Dorothy Height, president of the National Council of Negro Women; Eileen Thornton, president of Women's Equity Action League, and Joyce Miller, president of the Coalition of Labor Union Women.

"Despite the upward trend in the number of women working, the economic position of women in the labor force is falling ever farther behind" that of men, their statement said.

"As long as women are entering the labor market at the lowest rungs of the economic ladder, they must have a mechanism to better their economic condition," they said.

"Clearly, women have a better chance at improving their lot if they have the opportunity to join a union."

"It is difficult," the statement said, "for anyone in our society to stand up to authority in the face of dire consequences, and it is especially difficult for women who have not been brought up to assume that role."

The women added that "with the long delays at each step of the organizing process, the illegal dismissals for union activity and the general lack of effective en-

forcement of the law, it is not surprising that women, who have potentially the most to gain from union organization and collective bargaining, are the most fearful of taking the risk of speaking out for what they believe in or even signing up with the union."

"That is why we support S. 2467," they said.

Also speaking at the press conference were Mrs. Donna Terry and Mrs. Corrina Taylor, two victims of the lack of labor law reform.

They said they were fired from the Goodyear Aerospace plant in Berea, Ky., for union activity and then blacklisted at other area factories. Mrs. Terry's husband is a disabled veteran of the Vietnam war.

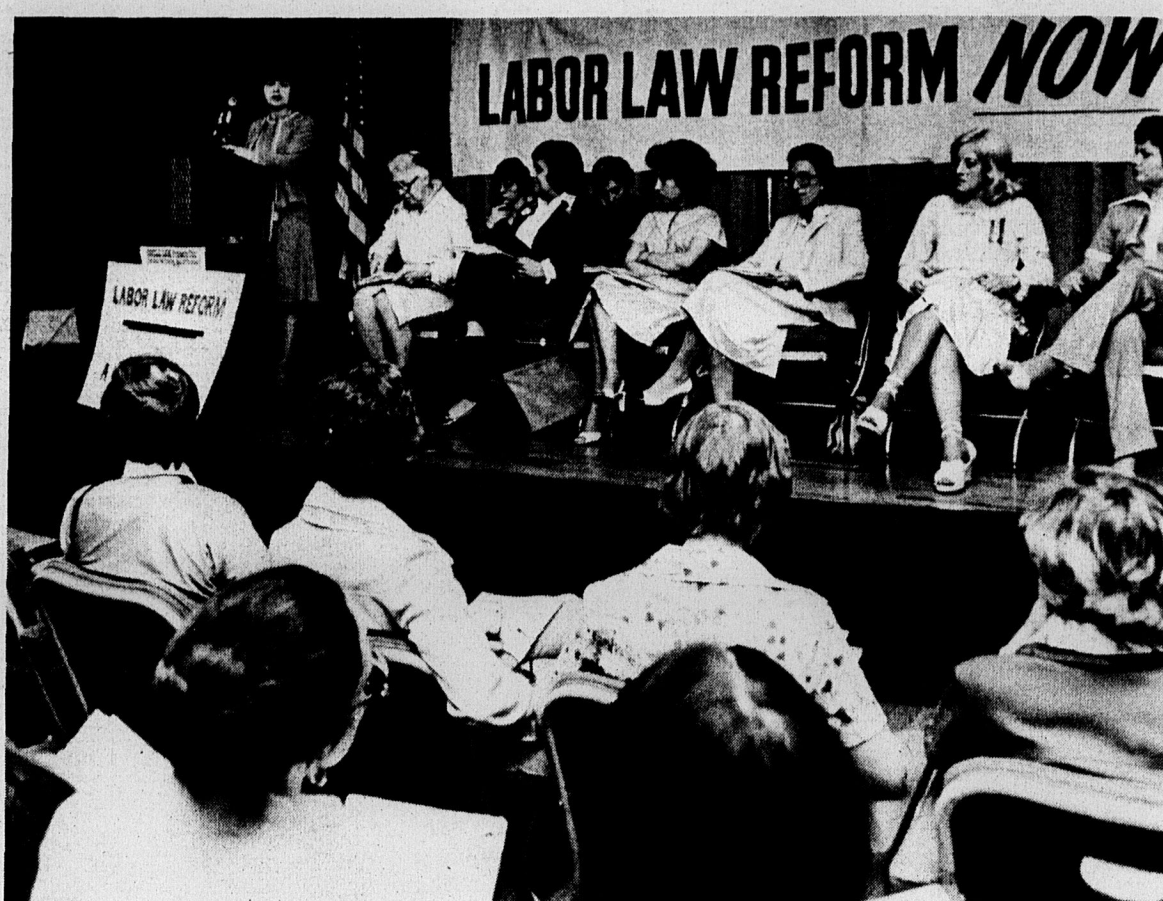
Goodyear has ignored an NLRB order to reinstate them with back pay, they said. Mrs. Taylor has moved to Cincinnati in her search for work.

Hannah Jo Rayl, TNG's human rights co-ordinator, directed the press conference.

Washington Post switches, supports bill

Washington—The Washington Post, which in earlier editorial comments on the labor law reform bill had opposed its passage in its present form, said in its May 19 editions that it has concluded that the Senate "ought to pass it" because "on balance it is worth having."

Two days previously, the Minneapolis Star and Charleston Gazette published endorsements of the bill. The New York Times, on Sunday, May 14, and the Baltimore Sun, on May 22, repeated earlier qualified endorsements of the measure, while the Cleveland Plain Dealer on May 7 repeated its earlier wholehearted endorsement (see Page 8).



TNG's HANNAH JO RAYL, STANDING LEFT, OPENS WOMEN'S PRESS CONFERENCE
CLUW, four other women's groups, White House's Esther Peterson, two women 'victims,'
seated right, told of support for S.2467

While repeating its earlier contention that the bill pays "disproportionate attention to the unions' troubles," the Post called for the Senate to approve it because its "basic purpose . . . is to uphold a simple and fundamental principle: that no one should be permitted to profit by violating or evading the law's requirements."

"This legislation would provide little in the way of new rights or privileges to anyone. Most of it would only speed up the National Labor Relations Board's present procedures and—an essential point—increase the chances that its orders would be put into effect promptly," the Post said.

The Minneapolis Star, mean-

while, expressed the hope that "when the Senate finally gets to vote on the merits of the bill, it will approve it as an adjustment to a law that hasn't been working too well."

Adjudging both opponents and proponents of the bill "guilty of overkill," the Star said that while the bill "would clearly benefit unions" it found it "doubtful . . . that it would force open the plant gates to a horde of labor organizers" or that it would "put the government in the role of forcing businesses to organize," as its foes claim.

"It could mean an end, however, to the practice by some companies of using legal maneu-

vers to delay union representation elections, sometimes for years," the Star said.

The Charleston Gazette said it can't see how the bill's proposed reforms "could offend any reasonable American, and we cannot accept opposition couched in the frightened anti-union generalizations of 1903."

Noting that "men and institutions opposed to labor unions rarely are persuaded to accept them, even by ample proofs that organized labor isn't a fearsome destroyer of life and liberty," the Gazette called the bill's proposals "overdue, but modest."

The New York Times, while repeating its earlier conclusion that "the current [labor] law should be amended in the direction suggested" by the bill's backers, tempered its endorsement by saying it found "some merit" in opponents' fears that the bill "may be inflationary" and called upon unions for "voluntary acts of restraint."

And the Baltimore Sun, while concluding that "obviously, changes in the law are needed to assure compliance with the law," said it questioned some provisions of the bill, nonetheless.

Pollster says public backs law reform by wide margin

Washington—Substantial majorities of Americans support key provisions of the Labor Law Reform Bill before the Senate, according to a survey of 800 adults for the AFL-CIO April 17-23 by Public Interest Opinion Research of Alexandria, Va.

Major findings include:
✓ 73 percent said they "favor a law making it easier for workers in large companies to vote on whether or not they wish to join labor unions."

✓ 67 percent said they favor such a law for "workers in a small company."

✓ 79 percent said that "when a majority of workers in a company indicate they want to form a union . . . a secret ballot election . . . should be held promptly;" 78 percent said it should be

(Continued from Page 1)

the NLRA, child labor laws and the minimum wage.

"Once again they're here and they lie," Bikel said, his words carrying across the park and the street separating it from the headquarters of the U.S. Chamber of Commerce, a major opponent of the bill.

The day before, President Carter told Senate leaders that he intends to lobby for the bill's passage personally, reiterating his characterization of the measure as a "fair" and "moderate" one.

The Washington Post reported on the day of the rally that the bill's opponents said they had enough speeches already prepared to keep the filibuster going at least through the Fourth of July and would talk until Labor Day to try to block its passage.

The May 17 Washington Star reported that Sen. Orrin Hatch of Utah, who is leading the bill's foes on the floor, said he has the necessary votes to keep any filibuster going.

Sen. John Tower of Texas, another opponent, was reported in the same story as saying his side then had enough votes to beat two cloture moves, but that on a third vote "I would be less than honest to say we have the

votes" to sustain the filibuster.

One of the prime thrusts of opponents' arguments became apparent early during Senate consideration when several newspaper ads were placed to claim that the bill poses a special threat to small businesses and Hatch and Sen. Howard Baker of Tenn. told the Senate that it would point a "loaded organizing gun" at small business.

The 14 U.S. members of TNG's International Executive Board, in a May 19 letter to all 100 senators, pointed out, however, that "77 percent of the nation's four million" businesses "are not even under the NLRB's jurisdiction and will stay that way."

Only 12 of every 100 newspaper and magazine enterprises are covered by the federal labor law, they noted.

"The only ones whose interests might be adversely affected by the bill are those employers who have been improperly benefitting from the abuses, the violations and the delays that the law as it now stands either encourages, permits or does not effectively prevent," the IEB members said [full text of their letter appears on the facing page].

TNG's activity on behalf of the bill's passage by the Senate

was intensified as the measure came to the floor.

International Representative Marshall Schiewe was assigned to work with the AFL-CIO Task Force on Labor Law Reform, where he was assisting with press relations.

Human Rights Co-ordinator Hannah Jo Rayl also was assigned to work with the task force. She arranged and moderated the press conference of five women's rights organizations for the bill on May 23 and was assisting with research.

TNG President Charles A. Perlik, Jr., continued to call on senators who expressed an interest in the Guild's case for passage of the bill.

And the Research & Information Dept. was receiving and preparing for delivery to individual senators petitions circulated by TNG to locals for members' signatures as well as nearly identical petitions circulated by the International Typographical Union to its locals.

While both unions asked that signatures be gathered only from members, early returns showed that the admonition was not always observed. One ITU petition came in with signatures of 51 delegates to the Florida Pinnellas County Central Labor Council.

THOMSON vs. THE ITU

45 months and still no contract

Washington — Forty-five months—and still counting—trying to bargain a first contract for the seven news-room employees of the 10,000-circulation Leavenworth, Kan., Times. . .

Nearly half (21½ months) of that time taken by the National Labor Relations Board at the regional and national levels to conclude that the Thomson-chain paper's management wasn't bargaining in good faith. . .

Nearly four months—and still counting—seeking to elicit from the paper the full measure of back-pay, plus interest, ordered by the NLRB for the employee-victims of what the board found to be "surface bargaining" tactics by management. . .

Tens of thousands of dollars from the treasury of the International Typographical Union and its Leavenworth Local No. 45 to try to secure for that seven-employee group the full measure of the rights to organize and bar-

gaining guaranteed them by U.S. law.

That was the story brought to Capitol Hill by Paul J. French, president of the Leavenworth Typographical Union, as the Senate opened debate on the proposed labor law reform bill, S.2467. He was one of 22 persons from 11 states brought to Washington the week of May 14-20 to participate in the Vigil of Victims for labor law reform.

French recounted how late in 1973 some of the newsroom employees came to the Typographical Union local to ask for help in organizing. TNG had advised them to do so since the printers' union had been established at the paper since shortly after it first began publication in 1857.

Local 45 filed for a representation election in April, 1974, and, after a company challenge to the appropriateness of the unit, won the election by 3 to 2 in mid-June.

Certification didn't come for two months, however, since the paper challenged the election on grounds that two employees in the unit had not voted. French said the company had sent them out of town on an assignment.

After the NLRB dismissed the objection and certified the election in mid-August, there were 20 bargaining meetings during the ensuing 7½ months, through March, 1976.

Wages among the seven at the time of the certification ranged from \$125 to \$189.90 for a 40-hour week. Printers' day-scale at the time was \$190.55 for a 37½-hour week.

In early April, 1976, an employee in the new unit filed a petition to decertify the union. Local 45 responded by charging the company with six counts of unfair-labor-practices.

Eleven months later, in March, 1977, an NLRB administrative law judge held the paper guilty of withholding scheduled raises, of refusing to provide information the union needed for bar-

gaining and of "surface bargaining."

The company appealed to the full NLRB in Washington. Eleven months later, a three-member panel of the full board upheld the law judge's findings, ordered that all be "made whole" for the withheld raises, that the union be provided the sick-leave practice information it needed and that the company bargain in good faith, as required by law.

While all three members of the panel upheld the law judge's findings, one member, Betty Southard Murphy, would have mandated more stringent remedies, including ordering the company to reimburse the union for all the costs it had incurred during the company's "duplicitous bargaining charade" and to pay all the NLRB's costs "as a result of its blatant unfair labor practices."

Pointing to other unfair-bargaining findings against Thomson papers, Murphy said the Time's "posturing and charading" at the bargaining table "is possibly even more destructive of the employees' rights under the [Labor] Act than an employer's outright refusal to bargain."

Seven more bargaining meetings were held from mid-March through mid-May and the company made a new wage proposal, French said.

It would provide minimums ranging from \$115 a week for a beginning reporter to \$175 for one with six years' service. "That's less than people are making now and less than they offered before we filed charges against them."

Six of the people in the unit are being paid from \$140 to \$188.50 a week and one is getting \$228.50, French said. Five of the seven are getting less than \$170 a week. Present printers' day scale is \$236.55 a week.

And so far, French said, the company has proposed back pay under that NLRB order "that comes to about half of what the union calculates is due."



VARIED SIGNS, MESSAGES WAVE IN D.C.'s LAFAYETTE PARK
Orrin Hatch is Utah senator leading filibuster against S.2467



Rally photos by Frank Alexander, Washington-Baltimore Guild
ITU's PAUL J. FRENCH, CIRCLE, AND OTHER 'VICTIMS' AT RALLY
Members of more than three score unions participated in event May 17

IEB letter says S.2467 'fair, modest'

Following is the full text of a letter advocating passage of the Labor Law Reform Bill, S.2467, from all 14 U.S. members of TNG's International Executive Board to each of the 100 members of the U.S. Senate on May 19, just after the senate took up the bill.

The future of the economically unrepresented—an untold number of underpaid and unorganized Americans—depends on what you and your Senate colleagues do in the days ahead on S. 2467, the Labor Law Reform Bill.

If it is defeated, if it is talked to death, if it is gutted by amendments, the unrepresented—including tens of thousands of newspaper employees—will continue to be denied a fair chance to obtain the representation they so badly need.

S. 2467 has been termed a union bill, and, of course, it is a bill supported by the unions, its provisions distilled from their experience with the National Labor Relations Act as it presently operates. But it is not a bill that would strengthen the unions' bargaining position. It is not a bill that would bring additional benefits or advantages to present union members. It is a bill that would operate solely to give employees not now represented by a union an equitable change to gain that representation if they want it—a chance that a torrent of evidence has shown they do not now have.

The only ones whose interests might be adversely affected by the bill are those employers who have been improperly benefitting from the abuses, the violations and the delays that the law as it now stands either encourages, permits or does not effectively prevent. These employers would find it difficult to rally much legislative support by themselves, but in the past six months you have been witnesses to the results of one of the greatest displays of political mesmerism in the nation's history.

Small businessmen, few of whom would be affected an iota by the bill, have been hypnotized into the belief that it would somehow put their businesses up against the wall. They have been recruited by the thousands to descend on the Senate and by the tens of thousands to telephone your

offices back home to deliver that message of fear.

Most of you know that it is groundless. Most of you know that few small businesses are even covered by the National Labor Relations Act and thus will be completely unaffected by the bill. Most of you know that 77 percent of the nation's four million business establishments are not under the NLRB's jurisdiction and will stay that way. In the case of the news media, only 12 of every 100 newspaper and magazine enterprises are covered; The Newspaper Guild has almost never sought to organize a shop so small as to be excluded from NLRA coverage.

The small person who will be affected by the bill is the unorganized employee—isolated, unprotected in his or her job, with negligible power to bargain the terms and conditions of employment individually against even an average-size company, with little or no knowledge of the few rights he or she does possess. When employees like this have tried to organize in the newspaper industry, many of them have been fired, to be reinstated, if at all, only after long litigation and long after the firing has had its desired effect, while others—those that are left—have finally come to vote in representation elections held, on the average eight months after filing a petition.

Anyone who has been through the experience will tell you that three weeks of combat between a loosely organized group of employees working during their off-duty hours, even aided by an international union organizer, and a company able to devote its full working time to defeating the union, legally, quasilegally and illegally, are three weeks of uneven combat. What chance do the employees and their union have when those three weeks become six, much less eight months?

We, as the 14 U.S. international officers of The Newspaper Guild, urge you not to let your judgment be clouded by the fog that opponents of S. 2467 have spread over every provision of the bill. It is a fair bill, an equitable bill, a modest bill but a badly needed bill. Please give it your vote, as it stands, without amendments that would drain it of its life.



WITNESSES IN SAN DIEGO DRESS-CODE ARBITRATION

John L. Sullivan, seated and wearing 'offending' necktie, plus Jay Strauch, Jerry and Donna Hyde and Naltalia Torstrup

Code for men only held discrimination

San Diego — The San Diego Union and Tribune's "arbitrary, capricious and totally inconsistent" dress code discriminates against men because of their sex, an arbitrator has ruled.

Upholding the San Diego Guild, Lionel Richman, the arbitrator, ruled that the Union and Tribune can't require men in the dayside electronic data processing department to wear neckties since it has no corresponding dress standards for women working there.

Instead, the company must apply the terms of the settlement of an earlier grievance over photographers' working attire, the arbitrator said. That provided for personal choice between formal and informal clothing except when the department head gives advance notice that one or the other is required for a particular assignment.

In the data-processing case, "there paraded before the arbitrator a series of witnesses,"

Richmond noted. "The female witnesses wore colorful varieties of attire which one can best describe in the words of Mr. Peter [company industrial relations director] as 'swinging with the times,'" ranging from Levis to sweaters to tied blouses to tank tops "and variations," Richman pointed out.

"The male employees, on the other hand, were required to comply with a tradition, lost in antiquity, of wearing a necktie," he said.

"If the dress code is reasonably related to the nature of the employment, it will be permitted," Richman said.

"On the other hand," he added, "the Equal Employment Opportunity Commission . . . has indicated that dress codes which permit one mode of dress for males and another for females, absent a showing of business necessity, is unlawful."

The dress code for women had broken down years earlier, he said.

One male employee appeared before Richman wearing a tie with replicas of Scrabble tiles spelling C-R-A-P.

The department head was asked if the employee's attire met with the departmental standard.

Yes on the pants, shirt and tie but no on the letters, the department head replied.

Had he adopted any tie standards? the department head was asked.

"We have not, no, it's just a matter of my taste," the executive answered.

"There, in a nutshell, is the evil of the dress code," Richman said.

"It is not predicated upon any reasonable standard, it is not predicated upon the fact that male employees go out and meet the public; the standard is predicated upon the personal taste of one department head."

The company further undermined its position with its extensive advertising campaign depicting the Evening Tribune as "a community-oriented newspaper . . . a modern newspaper [that] kind of swings with the times . . . [appealing] to more swinging, liberal folks."

Billboards, TV commercials and house ads all showed Tribune employees in various kinds of informal dress.

Questions and answers on dues proposal

(Continued from Page 1)

the line to produce that \$1,000 so that some would pay less and others more than \$1 and the local membership approved, it would qualify.

Q: What if the local's membership rejected the proposal?

A: The local then would have to add \$1 across-the-board to each member's monthly dues.

Q: What if a local did nothing to change its dues structure?

A: Each of its member's dues would be increased \$1 automatically on Sept. 1.

Q: Couldn't a local choose to pay the additional 75-cent per capita from its present revenues, forget about the other 25 cents and not collect any additional dues from its members?

A: No, it could not.

Q: The recommendation is for the increase to take effect Sept. 1. That's two months after the convention. What if a local determines that its present income is sufficient to meet its own needs and at the same time pay TNG the extra 75-cent per capita. Could it reduce its dues before Sept. 1 so that its members would end up paying no more after the increase went into effect than now?

A: Yes, provided its present dues structure is higher than the constitutional Minimum Dues and the reduction did not take its dues structure below the Minimum Dues.

Locals on Minimum Dues, however, would not have the option of reducing their dues in anticipation of the Sept. 1 increase because in doing so they would be breaching the Constitution's requirement that dues be no lower than the Minimum Dues.

Q: What about locals that may have fluctuating dues—say five percent most of the time, but maybe six percent when their local defense fund needs building up? How would the dollar apply to them?

A: It would be added to their dues at whatever level.

Q: Could a local increase or decrease its dues after Sept. 1?

A: Yes, provided any reduction did not take its schedule below the new Sept. 1 Minimum Dues that would be established by adoption of the IEB's recommendation.

Q: The inspiration for the IEB's recommendation appears to be the problems of TNG's General Fund. In the past when TNG has needed extra per capita it has gone to a convention and sought it without raising everybody's dues at the same time. Why not seek it in the more traditional manner now, too?

A (Perlik): It is the IEB's judgment that every local would have to raise dues to meet the per-capita increase necessary this time. In 1969, we needed, sought and received an additional 10

cents. We needed, sought and received the same amount in 1962. In each instance few, if any, locals had to raise dues to meet their increased obligation to TNG.

The IEB's recommendation would enable locals to meet the new obligation while assuring that the locals can meet their own inflation-induced needs for additional funds and answer their memberships' increasing demands for additional services, all without crippling present necessary local functions, as the IEB pointed out. And it would do so simultaneously and uniformly.

Q: TNG has a constitutional formula which provides for annual increases in per capita automatically as members' wages increase. That formula just produced a 36-cent increase effective May 1. Since the TNG's needs exceed what the formula produces, why not propose changing the formula?

A (Perlik): Locals still would have to find a way to be able to pay the increased amount of per-capita to TNG.

Q: If a local wants properly to change its dues structure before or after the convention acts, how

does the local proceed to do so?

A (Barr): The Landrum-Griffin Act requires that it be done by majority vote by secret ballot of members in good standing voting either at a membership meeting or in a referendum.

Q: If the membership has to vote on a change in their local's dues structure, why doesn't the IEB have to submit its recommendation to the membership as well?

A (Barr): The Landrum-Griffin Act, and case-law under it, in the case of international or national unions, permits dues increases to be enacted by majority vote of delegates voting at a convention of that union.

The IEB's recommendation is for simultaneous increases in the Guild's dues and in the per-capita payment by locals to TNG.

Past TNG conventions have done each, repeatedly. They have, for example, almost annually voted increases in the upper range of the Minimum Dues. And that has been no less dues legislation than is being proposed now. Whether a convention is establishing dues floor or raising all dues—either way—it's legislating dues. And it is provided for by Landrum-Griffin.

IEB members explain '78 proposals to two councils

Members of TNG's International Executive Board explained and discussed the IEB's recommendations to TNG's 1978 Convention at meetings of the Guild's New England and Middle Atlantic District Councils May 13-14 and 20-21.

Particular attention was given the proposal for a \$1 across-the-board dues increase (See "Q & A," Page One and Guild Reporter, May 12).

TNG President Charles A. Perlik, Jr., and Vice President Elwood B. Bigelow of Portland

led the discussion by the New England council, which met in Wakefield, Mass.

The council decided to hold its fall meeting in Portland.

Vice Presidents David M. Mulcahy and Betsy Wade of New York and Richard V. Sabatini of Philadelphia led the discussion, at the Middle-Atlantic meeting, held in Albany the following weekend.

A motion by Victor Stewart of Albany that would have put the council on record opposing the dues-increase was tabled, again on Stewart's motion.

VP says 'chapel' adopted as cloak for early unions

VICTORIA, B.C.

Editor:

Let me quickly unravel the obscurity of the origin of the word "chapel" in the printing trades (Guild Reporter, April 28), as I understand it:

The earliest trade unionists in England formed "chapels" to disguise the union, because unionism was either outrightly illegal or severely restricted, while religion was legal.

The term endures, and has even been adopted in our sister union, the National Union of Journalists, formed long after the beneficial legislation of 1871-75 which re-

IT SEEMS TO US

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.

laxed most of the legal restrictions on unions and collective bargaining [in Great Britain].

ROGER L. STONEBANKS
TNG Vice President
Western Canada

Editor's note: TNG Research & Information Director David J. Eisen wrote in the April 28 installment of the Guild Reporter's

"Now, about the ITU . . ." series that the origin of the name, "chapel," is "obscured in printing antiquity, although it is firmly established that the term originally applied to the print shop itself."

The English writer Joseph Moxon, quoted in *A Study of the History of the International Typographical Union*, wrote back in 1683 that "Every Printing-House is by Custom of the Time out of mind called a Chappel." Webster's New International Dictionary gives "formerly, a printing office," as one definition of the word "chapel," with "an association or meeting of the workmen in a printing office" as a derivative definition.



Wayne Crosslin, St. Louis Guild

Reunion in St. Louis

Mike Pitso, Rand Daily Mail correspondent in Maseru, Lesotho, third from left, learns of the operation of automatic color-film processing machine at St. Louis Post-Dispatch during visit to the paper with St. Louis Guild Executive Secretary Robert A. Steinke, left. Pitso and Steinke met while Steinke was helping conduct

a seminar on trade unionism in Maseru. Another participant was Philip Mtinkulu, then secretary of the South African Union of Black Journalists. Explaining machine's operation is TNG Vice President Robert C. Holt, Jr., a Post-Dispatch photographer. Second from left is Al Backer, Post-Dispatch labor relations.

UPI pay frozen, not overtime, Guild says

New York—Faced with a wage freeze for the rest of 1978, Guild-covered employees of United Press International "must collect every cent they earn," the Wire Service Guild has notified its members there.

The notice followed membership acceptance—by 337 to 305—of the company's proposal for

a new, 25-month contract that contains no raises until Jan. 1, 1979.

The Guild's bargaining committee had recommended that the offer be rejected.

"We have learned of at least one [bureau] manager who indicated after the settlement that she intended to begin denying

premium pay for overtime," the local's bargaining committee said in a May 12 bulletin.

The Guild "has always enforced the contract diligently," the committee said, and "many of our members have become more keenly aware of the importance of contract enforcement during the past three months."

"We expect this awareness will grow during the life of the new, 25-month contract, particularly in light of the narrow vote margin" to accept the settlement, the committee said.

The settlement provides a \$20 increase next January in the top minimum for newsmen and newswomen, taking them to \$412.07 a week; another \$5 in September, 1979, to \$417.07, and \$10 in January, 1980, to \$427.07.

The settlement also provides for a cost-of-living adjustment next January if the price index goes up by eight percent or more.

Pensions also will be improved by 10 percent, and the company's hospitalization payment goes up \$8.

Vacations are improved to four weeks after seven years service, instead of eight, next March 16, to five weeks after 22 years, instead of 25, upon signing, and

Soccer not only story in Argentina, IFJ says

Lille, France — Reporters who go to Argentina to cover the World Cup football (soccer) matches should "report not only on the sports events but also on living conditions of people in Argentina," the International Federation of Journalists' Bureau said here during its spring meeting.

In issuing its "urgent appeal," the bureau (executive committee) pointed out that Argentina "is lacking basic democratic guarantees, especially in the field of information."

"Many journalists have been murdered during the last three years; many others are held in prison in defiance of human rights. The authorities have given no acceptable explanation or answer to the many interventions the IFJ and its member unions made with them. There is no protection . . . against terrorism and racialism."

The bureau also asked that the Prague-based International Organization of Journalists join in the

IFJ appeal and "pursue its implementation among its own member unions."

The bureau also expressed concern that no journalists be prevented from covering the 1980 Olympics in Moscow.

In other actions during its April 12-14 meeting, the bureau also:

✓ Recommended to next fall's IFJ World Congress that both the South African Society of Journalists and the Writers Assn. of South Africa (WASA) "simultaneously" be admitted to IFJ membership when each has submitted all required documents.

WASA was founded after the Union of Black Journalists was banned last year by the South African government. Previously the UBJ had been discussing membership in the IFJ.

✓ Created an Mtinkulu/Mayet Legal Defense Fund to assist in the defense of former UBJ leaders Phillip Mtinkulu and Juby Mayet who were charged with illegally withdrawing UBJ funds after the organization was banned. The pair was acquitted April 25 on a technicality [Guild Reporter, May 12].

Bureau members suggested the fund be used to assist other South African Journalists facing trial as well.

✓ Recommended that the Congress raise IFJ annual membership fees to 55 Belgian francs (about \$1.55 U.S.) from 35 francs (about \$1 U.S.) on a per capita basis.

The "drastic increase" is necessary, the bureau said, in light of the IFJ's having had a deficit of 118,779 francs last year and expecting a 330,000-franc deficit this year despite its "having reduced all expenses to the utmost minimum."

The IFJ's World Congress will be held Sept. 18-23 in Nice, France. It previously had been scheduled for Monte Carlo.

Free journalists and press, IEB requests South Africa

Washington — South Africa's "utterly reprehensible" jailing of journalists and banning of newspapers and the black journalists' union should be undone, TNG's International Executive Board has declared.

At least 14 journalists—black and white—are in prison, 10 of them under indefinite detention without charge or trial, the IEB said.

They include Joe Thloloe, president of the Union of Black Journalists until it was banned last October, and another ex-UBJ official, Thenjiwe Mtintso, jailed since October.

The board said it "urgently re-

quests" South Africa to free the journalists, permit publication of the black-oriented World, lift the ban on the UBJ and cease persecution of its officials.

Meanwhile, apparently responding to increased world pressure, the research bureau of South Africa's labor department began world-wide distribution of a propaganda magazine a couple of months ago.

The magazine—published in English, French, German and Spanish—said its purpose was "to give objective coverage . . . [and] a clear picture of South Africa's contribution towards a greater understanding in the delicate field of labour relations."

Bargaining in Madison again is broken off

Madison, Wis. — Bargaining between two striking unions and Madison Newspapers, Inc. again has broken off with no progress reported.

Members of the International Printing & Graphic Communications (pressmen's) Union met management May 18 for the first time in a month.

The local said it has dropped all proposals except those on wages and pensions. Management said the company would not make a wage counterproposal for at least 30 days.

International Mailers Union Local 164 met with MNI on May 17 and was told that the company wants an open shop as part of any settlement.

The company said it also wants to cut its maximum annual health insurance premium by \$720 per employee.

Five unions, including the Madison Guild, have been on strike against MNI, the Capital Times and State Journal since Oct. 1, 1977.

The Madison Guild reported \$12,446 in new contributions through early May, including the following Guild locals and district councils:

Great Lakes Council	\$ 150
Rochester	100
Wire Service	150
San Jose	500
Rockford	501
Pueblo	400
Boston	250
Mid-Atlantic Council	100
St. Louis	750
Midwest Council	200
Denver	400
Chicago	450
Wilkes-Barre	300
Kenosha	475
Albany	25
New York	1,100
Sioux City	50
Pacific Northwest	50
Hudson County	25
Canadian Wire Service	400
Detroit	300
San Francisco-Oakland	1,250
Victoria	350

Toledo	300
Gary	50
Brockton	50
Cleveland	400
San Antonio	25
Akron	300
Washington-Baltimore	75
Puerto Rico	100
Central California	500
Great Falls	75
Pittsburgh	50
Cincinnati	50
San Diego	150
Sheboygan	125
Portland	100
Vancouver-New Westminster	100
Hawaii	150
Youngstown	150
Pawtucket	50
Providence	100
Buffalo	85
Peoria	200
Columbus	80
Ottawa	75
Erie	25
Lynn	25
Terre Haute	50
Philadelphia	200

This brings the total since the strike started to \$15,371. Another \$1,046 has been contributed to a special welfare fund, and \$6,350 to the Santa Connection, which provided presents to strike children last Christmas.

No bar to RFE reporters at Olympics, TNG assured

Washington—There will be no attempt to bar Radio Free Europe and Radio Liberty Reporters from the 1980 Olympics in Moscow, TNG has been assured.

The assurance came in a letter to TNG President Charles A. Perlik, Jr. from F. Don Miller, executive director of the United States Olympic Committee in New York.

Perlik had written to the U.S. committee after the Daily World, a Communist Party paper published in New York, carried a story saying that the Russians would bar journalists whose organizations they consider to be working to "destroy the spirit of peace and friendship" of the

Olympics.

Miller said the U.S. committee had checked the matter with "several key contacts" and "we can now report that there is no basis for the allegations made in the Daily World."

The Russians have agreed in writing to abide by all International Olympic Committee rules, and the U.S. committee construes this as including rules on journalist accreditation, Miller said.

If RFE-RL applies for credentials, the request "will be endorsed by the United States Olympic Committee," which will continue to monitor the situation, Miller said.

IEB backs Winn-Dixie boycott

Washington—A labor boycott against the "J. P. Stevens of the food industry" has been endorsed by the Guild's International Executive Board.

The IEB said that Winn-Dixie Stores has been cited by the National Labor Relations Board 12 times for unfair labor practices for having "systematically crushed its employees' attempts to unionize." Winn-Dixie and three subsidiaries, Foodway, Inc., Buddies and Kwik-Chek, operate in Tennessee, Virginia, North Carolina, Texas, Kentucky and Indiana.

The boycott was called by the Retail Clerks, Meat Cutters, Bakery Workers and the AFL-CIO.

'But . . . I need my tools'



BELLAND for The Guild Reporter

DOOR TO ECONOMIC MAINSTREAM

Blacks' stake is high in S.2467

By BAYARD RUSTIN

FOR THE PAST SIX months American business groups and their allies in the resurgent conservative movement have been beating the drums on labor law reform.

"Big Labor," they tell us, is using the Labor Law Reform Act of 1978 (S. 2467) as a battering ram against the gates of corporate America; if the gates swing open, they warn, hordes of power hungry labor bureaucrats will ravage the land, and bankrupt thousands of hapless businessmen.

Such a scenario is, of course, highly exaggerated, yet the opponents of the bill have been extraordinarily successful in causing widespread confusion about the intent of the legislation. For one thing, frightened business leaders have labeled the reform package a "giveaway to the labor bosses." If the bill passes, according to Richard Leshner, president of the U.S. Chamber of Commerce, the nation's workers and consumers "will be burdened with an unfair, imbalanced labor law designed to increase membership and economic and political clout of the big labor unions."

But the bill is not about "union power." It is, instead, a measure designed to revitalize and reinforce America's labor relations system, a system whose success or failure has an enormous impact on the economic well-being of low and middle-income Americans.

BLACK WORKING people—despite what some conservatives and black businessmen have argued—have an especially large stake in the outcome of this debate: it is blacks who are disproportionately represented in those industries and geographic regions which have most steadfastly resisted trade union organizing drives—the textile, clothing and service industries of the Deep South. Workers employed in those labor-intensive industries receive meager wages (almost subsistence wages) and face the constant threat of temporary lay-off or outright dismissal. They exist on the economic fringes of society with little or no hope for advancement.

Rustin, a former special assistant to the late Dr. Martin Luther King, is president of the A. Philip Randolph Institute, an organization of black union members involved in voter registration and get-out-the-vote efforts and in advancing and promoting the interests of black unionists.



Trade unions do, however, make a difference. Recent studies have demonstrated that blacks with trade union cards fare substantially better than their brothers and sisters working in non-union enterprises. According to the most recent data, black union workers—both men and women—earned a median weekly income of \$169 in 1974. Nonunion blacks, on the other hand, earned only \$124 per week: a difference of over 35%. Another study showed that black union members are less likely than non-union blacks to suffer from temporary layoffs.

It would be naive and misleading, of course, to argue that trade union membership *per se* will magically advance the economic position of southern blacks and other low-wage workers. But strong trade unions do serve as a solid foundation for future economic gains. And without them, workers cannot even begin to confront the other social and economic factors which perpetuate poverty.

Why haven't low-wage work-

ers already organized themselves into trade unions? The answer is relatively simple: employers, because of their overwhelming political and economic power, have thwarted virtually every organizing drive, frequently by using illegal and unethical tactics.

Under the present law, there are few penalties which effectively deter unscrupulous employers from dismissing pro-union employees, interrogating workers about their union sympathies, or bargaining in "bad faith." Similarly, anti-union companies can slowly dissipate pro-union sentiment by continually delaying representation elections through clever—but costly—legal maneuvers.

Some critics of the proposed reforms, such as Mr. Leshner of the Chamber of Commerce, complain that the bill "would transform the National Labor Relations Act from a remedial statute to a punitive law, designed to punish employers. . . ." To a certain extent, Mr. Leshner is correct. But how else can one enforce a law which many employers find so tempting to violate?

THE PENALTIES included in the bill are hardly draconian. Employers who repeatedly break the law and deny workers their most basic rights will be barred from receiving federal contracts. Who could possibly complain about that?

And employers who bargain in "bad faith," as legally determined by the National Labor Relations Board, will be required to grant their employees retroactive wage increases comparable to those won by other workers. Without such sanctions—and these are mild indeed—workers have no protection whatsoever against law-breaking employers.

Business groups and congressional conservatives on both sides of the aisle have derisively called the reform package "just another piece of self-interest legislation." But when the Senate votes on the bill, it will be more than a "yes" or "no" to what conservatives call "the labor bosses." It will be a "yes" or "no" to the thousands of workers, especially black and low-wage workers, who want a fair chance to join the economic mainstream of America.



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.
Western District Council, fall meeting, Oct. 21-22, Eugene Hotel, Eugene, Ore.
Middle-Atlantic District Council, fall meeting, Oct. 28-29, New York.
Midwest District Council, fall meeting, Nov. 18-19, Kenosha, Wis.
Great Lakes District Council, fall meeting (tentative), Nov. 18-19, Buffalo.

As they put it

Senate shouldn't be bullied

Following is the lede editorial from the May 7 issue of the Newhouse chain's Cleveland Plain Dealer. It is reprinted here, with permission, as one of the clearest expositions of the issues posed by the Labor Law Reform Bill, S.2467, which the Senate began debating on May 16.

Senators who favor or have yet to decide about revision of the nation's labor laws are about to get a lesson in why a great many people approve of the changes.

Opponents of the legislation are pulling out all the stops to prevent its getting to the Senate floor. If backers are able to convince Senate Majority Leader Robert C. Byrd, D-W.Va., to schedule the bill . . . those against it will try to filibuster or amend it to death.

It is just those kinds of actions in labor-management relations—stalling tactics and endless litigation—that spawned the so-called labor law reform legislation.

We [the Plain Dealer] endorsed the bill, now called S.2467, last August and applauded the House for having approved it, 257 to 163, in October. We denounce artifices and dodges designed to sink it now.

Opponents of the bill rightly perceived that their best chance to ambush it lay in the Senate. There, senators from smaller and/or less industrialized states might be expected to be unsympathetic with its aims. And, of course, their power is enhanced because in the Senate each state has only two votes regardless of population.

The legislation is backed by the Carter administration and by the AFL-CIO. Employer groups bitterly opposed to the changes are fond of referring to those who come down on the side of reform as labor dupes.

But a study of the record since the National Labor Relations Act was passed in 1935 shows good reasons for amendment.

We believe that record clearly justifies changes, among others, that would shorten the sometimes interminable time period between petitioning for union representation and an election; return to their jobs employees fired for union activities; compensate workers for wages lost when employers refuse to bargain with legally certified representatives; impose financial penalties on employers who violate labor laws during a period of union organizing; bar federal contracts for a specified period to companies that willfully and repeatedly violate labor laws.

The changes are needed and would help even out a system that has become overbalanced against workers. Employers with reasonable employee practices and policies would not be hurt.

The Senate should not allow itself to be bullied. The legislation should be scheduled. It should be enacted.

The Guild Reporter

JAMES M. CESNIK

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