

The 45th Annual TNG Convention

Detroit—TNG's 45th Annual Convention was held at the Plaza Hotel here June 26-30.

There were 227 delegates and five alternate delegates from 61 locals in the United States, Canada and Puerto Rico registered and seated.

Convention votes of the 61 locals totalled 416.

Voting strength of individual locals, based on the average number of per capita during the 12 months ended March 31, ranged from one (Great Falls, Lexington, Northern Ontario and Terre Haute) to 63 (New York).

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Convention OK's \$1 dues hike to end deficit, boost services

Complete merger plan seen for next year's convention

Detroit—A full proposal for merger of TNG and the International Typographical Union will be put to the union's convention next year and move from there to membership referendum if the timetable endorsed by TNG's 1978 Convention here is followed.

That schedule, also endorsed in an address to the convention by new ITU President Joe Bingel, was advanced by TNG President Charles A. Perlik, Jr., in his address to the convention's opening session.

Full text of Perlik's and Bingel's remarks on merger, Page 2; Culver, Page 8.

Both Perlik and Bingel also announced that the two unions' merger committees will resume their meetings and increase their frequency to that end as soon as possible after the ITU's 120th Convention Aug. 5-11 in Springfield, Ill. Perlik will address it on Aug. 8 or 9.

Both Perlik and the convention



TNG'S PERLIK



ITU'S BINGEL

pointed to a "concerted" employer attack on Guild contracts as emphasizing that "neither we nor any other union in the newspaper industry can afford to go it alone any longer" and as "dictating the need for merger" of TNG and the ITU.

Both Perlik and Bingel pointed to instances of members of each union crossing the other's picket lines in the past year as "an urgent warning of the need for merger, not an argument against it," as Perlik put it.

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DETROIT—Concluding that "new money obviously is needed" to maintain the Guild's ability to organize and serve its members, TNG's 45th Annual Convention enacted a \$1-a-month dues increase for all active, employed Guild members. It will be effective Sept. 1.

There was but a smattering of audible noes as the convention on a voice vote adopted the measure, recommended by the International Executive Board, on the fourth day of its five-day session.

Under the action, the monthly dues of each active member working under a Guild contract will go up on Sept. 1, either by an even dollar or—in locals where the membership enacts a new, proportional dues schedule which produces new dues income equivalent to a \$1-across-the-board increase—by a greater or lesser amount.

(Locals with dues higher than the Minimum Dues in TNG's Constitution may vote to reduce their dues so that the \$1 increase on Sept. 1 would effectively result in no net increase. See May 26 Guild Reporter for full details of options available to locals.)

In a companion action, the convention also voted to simultaneously increase by \$1 the Minimum Dues in TNG's Constitution.

Seventy-five cents of each new dues dollar will go to TNG's General Fund and 25 cents will stay with the member's local.

The dues increase legislation was part of the report of the convention's 61-member Finance Committee, chaired by Harry E. Ryan of New York.

Tied to the dollar increase was a direction to the IEB that it study and report to the 1979 Convention the possibility of substituting for the dollar a percentage increase, along with a new dues schedule reflecting that percentage increase and the effect the percentage increase would have on alleviating TNG's cumulative General Fund deficit.

That deficit—\$116,389 in the fiscal year ended March 31, taking the cumulative total to \$484,017—was one of the few "disturbing" aspects of the Guild's performance during the past fiscal year, the convention noted.

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Publishers try to 'rip contract fabric apart'

Detroit—Guild locals throughout the United States, Canada and Puerto Rico are being confronted with "a concerted employer attempt to rip apart the very fabric" of their contracts, "to destroy gains won over the decades," TNG's 45th Annual Convention here charged.

Publishers' "retrogressive demands in virtually every bargaining situation have forced a series of defensive strikes for the first time in memory," the convention said in adopting the report of its Collective Bargaining Committee, chaired by Robert A. Steinke of St. Louis.

"These are not strikes to win new gains, but strikes to hold on to gains won in the past," the convention emphasized.

TNG President Charles A. Perlik, Jr., elaborated in his address to the convention's opening session.

He also said that "changes in three principal areas"—increasing TNG's financial resources, passage of the Labor Law Reform Bill and merger with the International Typographical Union

[Stories Pages 1, 2 and 9]—would better arm the Guild to fight back the "well thought out, thoroughly orchestrated assault" by publishers.

Perlik pointed to recent, or continuing strikes at the News and Medical Journals in New York, in Baltimore, in Pontiac, Madison and Vallejo and to the lockout in Royal Oak.

"It is clear from the concerted nature of the attack and the similar way it is being conducted . . . in city after city that the publishers are acting with co-ordination, guidance and a common purpose," Perlik charged.

And the attack is coming at a time when the profits of the newspaper industry have been "swollen to record proportions by

automation," Perlik said.

Widely separated locals are being confronted with "carbon copy" publisher demands "to weaken or destroy the core clauses" of their contracts, he said, listing union security, grievance and arbitration, severance pay, wage structure, jurisdiction, struck-work and picket-line provisions, "even duration and re-

newal" clauses and provisions.

Whereas a few years ago "a retrogressive employer demand at any but our weakest units was all but unheard of," today there is "virtually no" bargaining that does not produce "a full-blown set" of them, "and they stick to the bargaining table like glue," Perlik said.

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Mandatory bargaining program upheld

Detroit—In a series of actions, TNG's 1978 Convention reaffirmed the union's longstanding commitment to its mandatory bargaining program.

The actions came during convention consideration of the report of its Collective Bargaining Committee when it:

✓ Refused, by more than two to one in a roll call vote, to direct the IEB Contracts Committee to permit locals to delete provisions of the mandatory Collective Bargaining Program from their contract proposals [see roll-call table, Page 4].

✓ Rejected, on a voice vote, a motion that would have moved from the Program to the nonmandatory Convention Recommen-

dations on Bargaining TNG's specific wage goals. The convention subsequently raised those goals.

✓ Adopted, without audible dissent, the "streamlining" — essentially recodification with some revisions—of both the Bargaining Program and Recommendations done by the International Executive Board during the past year, upon recommendation of the 1977 Convention [Guild Reporter, May 12].

The convention's bargaining committee also approved the documents without dissenting vote, it reported, and rejected a subsequent motion to reconsider the action, holding that it could not undertake to accomplish in a few hours what the IEB had

spent most of a year "wrestling with."

In addition, the convention's bargaining committee defeated by more than two to one a motion that would have deleted from TNG's Constitution the requirement that the Bargaining Program's provisions be included in all contract proposals at the outset of negotiations.

The proposal on deletion of Program provisions from contract proposals would have permitted it upon petition by a local when provisions "might pose dangers as unachieved demands" or when they might be "impractical at that time for the local to propose." It came to the convention floor as one

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PERLIK

THE SECOND AREA in which the times call with increasing insistence for change is in the scope of our union.

Editorial employees in our union decided four decades ago that they couldn't go it alone and expanded the Guild to include commercial-department employees.

Now, in the face of the publishers' new-found strength, obduracy and often downright viciousness, I think it is plain that even that expanded force is no longer enough.

Neither we nor any other union in the newspaper industry can any longer afford to go it alone as we are presently constituted.

That, of course, is why we have been pursuing merger discussions and negotiations with the International Typographical Union so single-mindedly. We are intent on bringing our two unions together as a single fighting force to meet the gathering fury of the publishers' offensive.

It is not an easy chore. If it were, I would be standing before you detailing the terms of merger for you to vote on before this convention was over.

Our two unions differ in many respects—in their structure, in their mode of operations and in their traditions—and these differences have been reflected both at the grassroots, in the locals, and

We must do what we did in 30's

This is the transcript of that portion of the opening address by TNG President Charles A. Perlik, Jr., to the Guild's 1978 Convention dealing with merger of the Guild and International Typographical Union as one of a trio of moves to counter what he described as the most "hostile" bargaining and organizing climate faced by the Guild in "many, many years."

in the treetops—in the joint merger discussions our two committees have been conducting.

Some have raised the grassroots problems, the isolated cases of one union crossing the other's picket lines, as an argument against merger.

After a couple of years in which we were virtually free of such incidents, we have had four in the past year.

The first thing I would point out to put the matter in perspective is that there is enough guilt to go round. The printers crossed our picket lines in New York and Pontiac, true, but we crossed theirs in Sacramento and Ottawa. Neither of us is in a position to take a posture of outraged rectitude.

Additional facts should be kept in mind, particularly in considering New York:

✓ Although the printers crossed our picket lines at the News, the Mailers, also an ITU affiliate, observed them.

✓ And if we viewed it as deplorable for the printers to cross our picket lines at the News, perhaps we can understand how they felt when Guild members crossed theirs at the same paper under authorization of the unit and the local executive committee four years ago.

"I have a long memory," New York Printers' President Bert Powers has been quoted as saying. Yes, unfortunately we all have long memories; one of the prime goals of merger is to enable us to forget about the past and look to the future.

The incidents of picket-line crossing to which we have been sad witnesses are an urgent warning of the need for merger, not an argument against it. [Applause.]

We have worked hard in the past four years to build a structure of co-operation with the ITU, but without merger it is a fragile one, and I think we have, in New York and Sacramento

and Ottawa and Pontiac, a foretaste of what is to come if we do not succeed in uniting our two unions into a single organization.

That is the only sure guarantee that we will not only organize together, bargain together and strike together, but that we will win together!

Those of you who have expressed suspicion in the past that I had the terms of merger in my back pocket may be disappointed now that I don't. The work of our merger committees was cut short by the New York bargaining crisis, but even had that not been the case, we would have been far from prepared to come before this convention with a merger proposal.

We had several long and fruitful meetings with the ITU merger committee, and since we adopted at the beginning the principle of "open covenants openly arrived at," you can follow those deliberations in microscopic, almost tedious, detail in the Special Merger Committee reports appended to the Collective Bargaining Section of your Officers' Report.

We reached agreement in certain broad general areas, such as a commitment to the principle of organic merger at the local level,

to bargaining goals, to annual conventions, two-year terms for officers, decisions by simple majority rule, the establishment of general and defense funds, minimum local dues, international per capita and assessment machinery.

Those, admittedly, were the easy ones.

On the hard ones—the dues structure, strike benefits, voting eligibility, officer structure, to mention a few—we've cleared the ground, assembled the necessary information and sketched the nature of the problem. We're about ready to go.

In the months ahead we plan an accelerated schedule of meetings, and we hope for quick decisions on some important questions. We plan to hold the next meeting as soon as possible after the ITU convention in August, and we will hold them just as frequently as possible thereafter.

I think it's clear that the year ahead will be the year of decision on merger. Shakespeare wrote, "There is a tide in the affairs of men, which, taken at the flood, leads on to fortune." We hope to take that tide and ride it at the flood to merger no later than our next annual convention and the referendum that would follow. [Applause.]

BINGEL

EVEN THOUGH I had to give up a trip to the Isle of Man to speak to the British labor unions, I certainly was exceptionally happy to accept this invitation to address your convention, because it is my first major address as president-elect of the ITU.

Since President Bevis, who has worked so hard in trying to effect a merger, cannot be with you today, he has asked me to convey his best wishes for a most constructive and successful convention. I personally feel very sad that his health did not permit him to carry on as president of the ITU until his one big desire was fulfilled, and that is a completed merger between our two unions.

I am sure that many of you view the change of leadership of the ITU with some apprehension, and I don't blame you. So I would like to allay your fears and set the record straight.

First, may I assure you that I am not a Johnny-come-lately nor am I a new kid on the block when it comes to dealing and working with The Newspaper Guild.

As an apprentice I joined Heywood Broun in the newly formed Newspaper Guild on the picket line in Newark, N.J., the first major strike that the Guild ever had, and several years later Mr. Broun played a very active role in our strike in Paterson, N.J., when I first became a journeyman.

During that strike, as a young delegate to the ITU convention, I actively supported the forces within our union working for the formation and the building of the CIO.

Later on, while working in New York, I supported the Guild and was on the picket line during the Brooklyn Eagle strike and the World-Telegram strike.

'At the crossroads in time of crisis'

This is the transcript of the June 28 address to TNG's 1978 Convention by Joe Bingel, then president-elect, since July 1 president, of the International Typographical Union.

As an ITU representative, I was with Chuck Dale during the early days of the Portland Oregonian strike.

Yes, there's much more, and I could go on and on, but enough of the background. Just suffice it to say that with this indoctrination, it is obvious why I am for merger, why I have always been for merger with all of the unions in the newspaper industry, and why I will continue to work for a workable merger of our two unions until that goal is achieved. [Applause.]

However, I have no delusions regarding the task that still lies ahead of us. As we have worked closer and closer during these past three and a half years since new life was breathed into our co-operative efforts, we both have become painfully aware of the tortuous route we must still travel.

No one regrets it more than I do that because of circumstances beyond their control, the committees working on merger have had to delay their deliberations, a delay we can ill afford, for we are living through a period of restlessness, discontent and confusion throughout the United States and Canada which has affected our industry and is causing a rising spirit of rebellion in our unions, and especially in ours.

It is in this type of a rough climate that our unions continue to operate separately day by day, week by week, month by month, and even year by year. Yeah, we've worked out many co-operative efforts during these three and a half years, and much

has been chronicled and written in our publications on the successes of these efforts, but in my opinion, unfortunately, that is not enough.

We are the crossroads in this time of crisis. Tomorrow's problems will not go away, nor will they be solved with yesterday's tools and yesterday's concepts.

This is the time for change, this is the time for challenge. We must concern ourselves with the problems confronting our memberships, a membership faced with the loss of jobs, faced with ever rising costs in raising their families, faced with rising costs of hospitalization and medical care needs, and faced with the ever increasing, hostile, anti-union climate as demonstrated in our efforts to get the Labor Law Reform Bill passed.

These concerns and problems can no longer be left to each union to do its own thing. We must move into effective action in defense of the best interests of the entire membership. The situation is serious, and I believe the time to act is now. [Applause.]

So when you complete this convention and we complete our convention in a few weeks hence, we must get down to the finals. Our merger committee must press forward, and we must work for the final draft of a merger document, for only through merger will we be imbued with a completely new spirit of co-operation to fight shoulder to shoulder for our combined programs.

Only through merger will we be able to eliminate forever the God-damned legal scabbing on each other. [Applause.]

It is this damnable situation which is breeding discontent, cynicism, and discouragement. This is something every member of both of our unions has abhorred for a long time, and pointing fingers of blame at each other will not serve the purpose. We both have our share of "excuses."

We should heed the admonition of St. Paul, who said to the Corinthians, "If the trumpet gives an uncertain sound, who shall prepare for the battle?" Only through merger will we be able to prepare for the battle by mounting a solid, well-organized front against our enemies instead of resorting to internecine warfare amongst ourselves. [Applause.]

Solidarity would make it possible for us to pursue at full strength our economic, legislative and legitimate union goals.

No, this is not an impossible dream, for working together we can cope with any eventuality. But if we dilly-dally—if we procrastinate—or if, by chance, we go our separate ways and blow the whole damned thing, the future of our respective memberships is gloomy indeed.

And believe me, time is running out.

So let us acquire a sense of renewal and dedication. Let us free ourselves of the old attitudes, old habits, old animosities, and let us demonstrate the willingness, the capability, and commitment to make the fundamental changes in our policies that would respond to the realities of the swiftly changing world and—hell, yes—a swiftly changing industry.

In other words, let's get off our duffs and push to complete what we have started. Let's get on the ball and get with it. I believe that people with a purpose can succeed, but it will take a maximum effort of all of us.

You here today, as leaders and opinion makers in your own right, are a critical segment to the success of this effort.

So, my friends, this is your challenge, as well as it is mine, and it is our challenge as members of two great unions. For together we can, and together we must, move this effort forward to achieve the goals and the timetable set by President Perlik in his opening address to this convention. Thank you. [The audience arose and applauded.]



DELEGATES RESPOND TO JOE BINGEL'S ADDRESS
Foreground: Diane M. Woodstock, Madison, Bruce Nelson and Jack Coffman, Twin Cities



Delegates dig up \$3,332.64

Delegates dug into their pockets during five floor collections at TNG's 1978 Convention for a total of \$3,332.64. The first, for Pontiac strikers, produced \$1,342.60; the second, for Vallejo strikers, \$650.28; the third, for Madison, \$731.70; for the AFL-CIO's Committee on Political Education, \$258.06, and the last, to help the Detroit Guild meet its commitments for child-care services offered delegates, \$350. In addition delegates pledged local contributions of \$1,550 to Pontiac, \$2,050 to Vallejo, \$1,382 to Madison, \$750 to Royal Oak and \$122 to help with the child-care bill. At the pre-convention Canadian Policy Conference, six locals pledged more than \$6,200 to the Montreal Guild for any assistance necessary to more than 400 members laid off by the Montreal Star June 20 during a strike by pressmen.

Key rates to rise \$71 in Hilo pact

Hilo, Hawaii—Key top minimum rises \$71.25, to \$402.91 a week, in a new, three-year Hawaii Guild contract with the Donrey chain's Hawaii Tribune-Herald here.

The key top applies to all reporter-editor-photographer classifications, display sales, outside and inside classified sales and layout artists.

Circulation district managers also get a \$71.25 increase in their top minimum, taking them to \$377.88 over the contract's term.

The agreement was reached in joint bargaining with the Typographical Union and the Printing & Graphic Communications Union pressmen. Those unions also won new contracts containing identical financial terms.

The \$71.25 increases come in six increments: \$13.75 retroactive to May 17, \$10 on Nov. 19, \$13.75 on May 20, 1979, \$10 on Nov. 18, 1979, \$13.75 on May 18, 1980, and \$10 on Nov. 16, 1980.

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

Advertising-billing, circulation, payroll and advertising-sales clerks—\$11.80, \$9.04, \$12.73, \$9.76, \$13.74, \$10.53 (total, \$67.60), to \$329.71.

Assistant bookkeepers, PBX operators and advertising clerks—\$11.47, \$8.79, \$12.38, \$9.48, \$13.36, \$10.24 (total, \$65.72), to \$320.50.

Clerk-typists—\$11.15, \$8.54, \$12.03, \$9.22, \$12.99, \$9.96 (total, \$63.89), to \$311.64.

Truck drivers and mailing clerks—\$10.82, \$8.29, \$11.68, \$8.95, \$12.61, \$9.66 (total, \$62.01), to \$302.43.

Effective Jan. 1, the company will pay 100 percent of the group life premium, up from 85 percent.

On next May 1, the company will pay 85 percent of the dental

premium, up from 70 percent.

A drug and vision plan starts next May 1, with the company paying 70 percent of the premium. On May 1, 1980, the company's contribution will rise to 80 percent.

Company pension contribution will rise a total of \$1.50, to \$3.50 per shift, over the contract's term.

Auto allowance is raised by \$2, to \$21 a week, retroactive to May 17, by \$3 more, to \$24, on

May 20, 1979, and by another \$3, to \$27, on May 18, 1980. Mileage is raised two cents, to 15, for the first 150 miles and one cent, to 12, for each mile thereafter.

There will be full sick pay during periods when the employee also is eligible for worker's compensation and maternity will be treated as a temporary illness.

A no-strike clause is deleted in the new contract.

Outlaw warrant raids, convention urges

Detroit—Raids by police armed with search warrants on newspaper and broadcasters' offices in the United States and Canada were condemned by the 1978 Guild Convention here.

Delegates called on the U.S. Congress to enact quickly legislation that would prevent police from obtaining evidence without a subpoena and provide particular protection against search warrants being applied to the press.

They also asked the Canadian justice minister to introduce and support legislation banning any recurrence of newsroom raids there.

The U.S. resolution was sparked by the Supreme Court's ruling that the Constitution's Fourth Amendment isn't a barrier to unannounced police raids on the offices of newspapers or anyone else in search of evidence. TNG joined the Reporters' Committee on Freedom of the Press in opposing that kind of police action and now has joined in an appeal to the court to reconsider its ruling.

The Fourth Amendment protects against unreasonable searches and seizures.

"Police need only find a judge or magistrate willing to issue a warrant in order to forcibly seize

what they formerly had to seek by a subpoena that could be contested," the convention said.

"In the process," the convention added, "they can enjoy the opportunity of prying at will through every desk and file drawer that may yield confidential information."

At least five bills are before Congress to deal with the matter:

✓ S. 3164, by Sen. Birch Bayh (D-Ind.), would limit federal and state search warrants against all persons not suspected of a crime.

✓ S. 3162, by Sen. Robert Dole (R-Kan.), would limit federal search warrants against those

not suspected of a crime.

✓ H.R. 12952, by Rep. Robert F. Drinan (D-Mass.), would limit federal and state warrants against members of the press who aren't suspected of a crime.

✓ H.R. 13017, by Rep. Dan Quayle (R-Ind.), is identical to the Bayh bill.

✓ H.R. 13227, by Rep. Don Edwards (D-Calif.), is identical to the Bayh bill except that it adds a guarantee that there will be no limitation on First Amendment rights.

The convention said that "it is not only the press that requires a shield against arbitrary police

Vallejo ads, circulation drop

Vallejo, Calif.—Nearly 100 commercial advertisers and 2,000 subscribers have cancelled their business with Donrey's struck Vallejo Times-Herald, the strikers' joint committee has reported.

Doug Cuthbertson, assistant executive secretary of the San Francisco-Oakland Guild and the committee's strike director, said 1,200 of the subscription cancellations were received during seven nights of door-to-door canvassing.

The other 800 came in spontaneously, he said.

Among those who have cancelled their subscriptions are Vallejo Mayor Florence Douglas, who urged City Council members to do the same.

Also cancelling were 17 high school athletic coaches. The Times-Herald, which is being produced by strikebreakers, has practically no local sports coverage anymore, Cuthbertson said.

One of the advertisers which pulled out was a real estate company that had been placing 84 column inches of classified display a week.

After hearing a presentation from the strikers, the real estate firm's owner put it up to the sales force whether to continue to advertise in the Times-Herald during the strike.

The sales staff voted, 16 to 7, to pull the ads.

The owner then picked up the phone, cancelled his Times-Herald schedule, and bought space in the Oakland Tribune,

Paper's 'litter' bugs the judge

Vallejo, Calif.—For most area residents who have cancelled their subscriptions to the Vallejo Times-Herald, the paper keeps coming.

But not in the case of Raymond J. Sherwin, presiding judge of Solano County Superior Court.

He called the paper to cancel and was told it couldn't be done unless he wrote or came down in person.

Oh, no, said the judge, if the paper keeps coming, he'll cite the Times-Herald for littering.

The delivery was cancelled.

Cuthbertson reported.

The Guild and four craft unions struck the paper June 20 after having tried to bargain for new contracts for more than 18 months.

Other unions are Graphic Arts,

Typographical, Mailers and Web Pressmen.

No new negotiating sessions were scheduled as of July 6.

The paper has been bringing in strikebreakers from at least one other Donrey paper—the Las Vegas Review-Journal—and has been hiring others. Management has told the unions that it is in the process of hiring permanent replacements for the strikers.

[In Detroit, meanwhile, TNG's Convention declared that the fight here is one against "corporate greed" that "touches lives of all newspaper men and women."

[It said that Donrey is attempting to "multiply its profits by purchasing an organized paper and then stripping away worker benefits."

[The convention said it "commends the unity and determination of the Vallejo strikers, pledges full TNG support to this cause, and urges support of all friends of labor."

[Delegates dug into their pockets for \$650.28 in contributions to the strikers.]

Deadline is Aug. 8, N.Y. pressmen told

New York—The Times and the Daily News have told the Pressmen's Union that Aug. 8 is their deadline for a new contract.

The two papers thereby voided their earlier deadline of July 2.

William Kennedy, Pressmen' president, said he welcomed resumption of negotiations "to see just where we are going." There has been one meeting since May, he said.

Manning appears to be the major issue.

The papers didn't say what they would do if the deadline wasn't met.

They are keeping their options open, said H. J. Kracke, executive director of the New York Publishers Assn., the papers' joint

bargaining agency.

He said the position of the New York Post was undecided.

Meanwhile, the New York Guild and the Daily News continued to meet to clarify their tentative agreement.

The tentative agreement ended a four-day strike on June 17.

Accord was reached on most settlement issues, a July 5 Guild bulletin said.

Several other items required further study, the bulletin added.

Guild-Times negotiations have been delayed by the Times until matters are worked out at the News, another Guild bulletin said.

Guild negotiators, however, are ready to meet any time, the bulletin said.

power. Legislation is needed to restore to every citizen the protection against unreasonable search and seizure that the Supreme Court says the Fourth Amendment no longer holds out."

The convention's resolution supports use of search warrants, rather than subpoenas, only in attempts to obtain information from persons who are suspected of crimes.

Since 1971, there have been 15 known instances of federal and state search warrants used against press organizations, according to the Washington-based Reporters' Committee.

In Canada, there have been at least eight such occurrences, including searches of the Vancouver Sun and Province.

The government also has moved against the Toronto Sun, its own Canadian Broadcasting Corp., and other broadcasters.

"Such searches indicate a growing tendency among police to use the media as an evidence-gathering tool," the convention said.

Meanwhile, in another case in which TNG joined the Reporters' Committee, the Supreme Court has upheld Texas law enforcement officials' ban on television coverage of executions.

AFL-CIO picks TNG pair

Washington—TNG President Charles A. Perlik, Jr., and Vice President Dorothy M. Sain of Cleveland have been appointed respectively to the AFL-CIO Executive Council's Committee on Organization & Field Services and Committee on Community Services.

It is the first time since the formation of the AFL-CIO 23 years ago that TNG leaders have been appointed to any of the Executive Council's standing committees.

The organizing committee is headed by Lloyd McBride, president of the Steelworkers. The community services chair is held by Peter Bommarito, president of the Rubber Workers.

Perlik, in addition, was elected to the National Board of Americans for Democratic Action (ADA) in mid-June and since has been elected to an ADA vice presidency by the ADA's board. Patsy T. Mink, former member of Congress from Hawaii, was elected ADA's new president.

Delegates uphold mandatory bargaining program

(Continued from Page 1)
of the Collective Bargaining Committee's recommendations after winning approval in a close vote in the committee.

Phillip D. Ruegg of Pueblo, who moved its deletion, said he feared that waivers granted under the proposal "could quickly indicate to publishers that the Guild is not serious about" provisions waived "and ultimately" about its whole Bargaining Program.

He also said he feared that granting waivers would be politically divisive, both between TNG and locals and between one local and another.

"It would be the first time that this union has not had a uniform set of rules which apply to all locals," Ruegg said, adding: "Every

local would have its own set of rules."

To counteract what appears to be a concerted attack on Guild contracts by employers, the Guild must "show a united front with one set of rules," he said.

Other opponents of the waiver proposal said that if it hadn't been for mandatory provisions that might once have "seemed like pie in the sky... we'd still be paid in script redeemable only at the company store," as Wayne Cahill of Pacific Northwest put it.

Proponents of the waiver proposal argued that it was needed to permit locals to adapt their contract proposals to local conditions, that many Program provisions are not applicable to non-newspaper situations and that it

would require local bargainers to have more contact and seek more guidance from TNG when they face problems.

The motion to transfer the wage goal figures to the Recommendations, by Mike Roeder of Peoria, was defeated after TNG President Charles A. Perlik, Jr., chairperson of the Contracts Committee, explained that the figures' inclusion in the Program does not mean that those precise amounts must be proposed, but that wage increase proposals must represent progress toward the goals represented by those figures.

In adopting its Collective Bargaining Report, the convention raised those goals to \$750 a week for the top minimum for key classifications, with a starting

minimum of \$500, and to \$375 a week for the top minima of all other classifications. They had been set at \$700, \$467 and \$350 by last year's convention.

The convention's Collective Bargaining Report also:

✓ Encourages locals to seek joint or co-ordinated bargaining with other unions in the shops.

✓ Directs that seminars be prepared on joint or co-ordinated bargaining for presentation at district councils and in Canada.

✓ Calls locals' attention to the need for contract clauses strengthening the right of Guild members to refuse to cross other unions' picket lines.

✓ Directs increased local efforts for job protection through adequate jurisdiction clauses, including bans on contracting-out work and on excluded employees doing bargaining unit work.

✓ Reaffirms TNG's policy of refusing permission to sign proposed contracts with provisions that are discriminatory against women, minorities or other groups unless the local first tries again to eliminate the provisions and, if unsuccessful, notifies the employer in writing that it will seek legal redress.

✓ Calls for intensified efforts to enforce fully all contract provisions banning discrimination.

✓ Recommends that locals take advantage of TNG's portable International Pension Plan.

✓ Directs the IEB to appoint a committee to explore with other industry unions the feasibility of obtaining equipment capable of printing strike newspapers and making the equipment available to striking locals. The committee is to report to next year's convention.

✓ Recommends that all locals "make every effort" to identify new employees in Guild jurisdiction within 30 days of hire and to inform them of their rights under the Guild contract.

Following rejection of the Bargaining Program waiver proposal, the convention also voted down a motion, by J. Stephen Hatch of Cleveland, that would have directed TNG during the year to hold a series of "small local seminars" to help them deal with "bargaining issues and other problems." All locals without full-time, paid administrative officers would be "small locals" under his motion, Hatch said.

The convention's two roll calls

Detroit—Below are the local-by-local records of the two roll-call votes during the 1978 TNG Convention.

The first was on a motion to amend a proposed amendment to the convention's Finance Committee Report. The main amendment called for an IEB study and report to the 1979 convention of the possibility of substituting a percentage dues increase for the \$1 across-the-board increase recommended by the IEB and the committee, with half the increase going to TNG and the other half to locals. The motion to amend the amendment, which carried, was to delete the reference to the division between TNG and locals. The amended amendment then was adopted.

The second roll call was to delete from the convention's Collective Bargaining Report a direction to the IEB Contracts Committee that upon petition a local be permitted to delete otherwise mandatory contract proposals which could pose dangers as unachieved demands or which might be "impracticable at that time for the local."

Some of the votes are fractionalized. This occurs when a local sends fewer delegates than it has convention votes and the delegates, who must divide their local's votes equally among them, disagree.

The convention's rules mandate roll-call votes upon motion of not fewer than 12 delegates representing no fewer than five locals.

LOCAL	VOTES	Amend Finance Amendment		Mandatory Bargaining Proposals	
		YES	NO	YES	NO
Akron	3	3	0	0	3
Albany	4	4	0	4	0
Bakersfield	3	3	0	3	0
Boston	6	6	0	6	0
Brockton	3	3	0	3	0
Buffalo	8	8	0	8	0
Canadian Wire Service	7	7	0	0	7
Central California	9	9	0	9	0
Chattanooga	2	0	2	0	2
Chicago	8	0	8	0	8
Cincinnati	5	5	0	0	5
Cleveland	9	7.875	1.125	9	0
Columbus	5	5	0	0	5
Denver	8	8	0	5.333	2.667
Detroit	12	12	0	12	0
Erie	4	4	0	4	0
Gary	2	2	0	1	1
Great Falls	1	1	0	1	0
Harrisburg	2	2	0	2	0
Hawaii	6	6	0	6	0
Hudson County (Jersey City)	2	2	0	2	0
Knoxville	2	2	0	0*	0*
Lexington	1	0*	0*	0*	0*
Los Angeles	6	6	0	6	0
Madison	2	0	2	2	0
Manchester	3	3	0	3	0
Memphis	6	6	0	5	1
Montreal	7	7	0	0	7
New York	63	0	63	63	0
Northern Ontario (Sudbury)	1	0	1	0	1
Ottawa	5	0	5	0	5
Pacific Northwest (Seattle-Tacoma)	12	4.8	7.2	12	0

LOCAL	VOTES	Amend Finance Amendment		Mandatory Bargaining Proposals	
		YES	NO	YES	NO
Pawtucket	2	2	0	0	2
Peoria	3	2	1	0	3
Philadelphia	12	12	0	12	0
Pittsburgh	3	1.5	1.5	0	3
Portland	4	4	0	4	0
Providence	6	0	6	0	6
Pueblo	3	3	0	3	0
Puerto Rico	12	12	0	12	0
Rochester	2	0*	0*	0*	0*
Rockford	2	0	2	1	1
St. Louis	13	13	0	13	0
Salem	2	2	0	2	0
San Antonio	3	0	3	1	2
San Diego	9	9	0	9	0
San Francisco-Oakland	15	15	0	3.75	11.25
San Jose	8	8	0	8	0
Scranton	3	3	0	3	0
Sheboygan	2	2	0	2	0
Southern Ontario (Toronto)	18	0	18	0	18
Terre Haute	3	3	0	0	3
Toledo	6	6	0	4	2
Twin Cities	9	0	9	0	9
Vancouver-New Westminster	11	11	0	11	0
Victoria	4	4	0	4	0
Washington-Baltimore	21	0	21	0	21
Wilkes-Barre	3	3	0	3	0
Winnipeg	3	3	0	0	3
Wire Service	16	4	12	16	0
Youngstown	3	0	3	0	3
Totals	416	249.175	165.825	278.083	134.916

* Absent From Floor.

Amendment on retiree status referred to board

Detroit—A proposal to amend TNG's Constitution to allow retired members to transfer their membership to locals into whose jurisdiction they might move has been referred to the International Executive Board for study and report to the 1979 TNG Convention.

This year's convention took the action upon recommendation of its Constitution Committee, chaired by Anna Padia of Pacific Northwest (Seattle-Tacoma), after rejecting on a voice vote a minority report that would have enacted the amendment immediately.

TNG's Constitution provides that members may retain their membership upon retirement only in their home locals, where they may have a voice but no vote except in retirees' units.

Proponents of the minority report, moved by Bill Wilson of Detroit, maintained that retired members could have much to offer Guild locals wherever they might be and that they should be encouraged to participate in Guild activities.

"It's time to stop discouraging them," said Wilson.

Proponents of the IEB studying the question said that while their locals' retired members now are all persons who have worked under and benefit from their local's contracts, retirees from

other locals may present them with unforeseen problems.

The proposal was brought to the convention by Detroit delegates after a long-time Detroit member, Billy Allan, retired from the Daily World and moved to the San Francisco Bay Area. He sought to join the San Francisco-Oakland Guild but learned he could not under TNG's Constitution. [See Guild Reporter letters-to-the-editor, May 12.]

Acting upon other recommendations of its Constitution Committee, the convention also:

✓ Approved the transfer of the Mountaineer Guild (Morgantown, W.Va.) from Region 3 (the U.S. Midwest) to Region 2, (the U.S. South).

✓ Rejected a proposal to permit a local to send more delegates to a convention than the number of votes to which it is entitled.

✓ Rejected a proposal to eliminate 12-month averaging from determination of voting representation at conventions, substituting the total of monthly per capita received by TNG as of each March 1 preceding a convention.

✓ Rejected a proposal that beginning next year TNG hold biennial, rather than annual, conventions and that beginning in 1980 it hold a series of regional educational meetings instead.

Wire Guild names Olive

New York—Richard J. Olive, pro-tem Wire Service Guild administrator from April, 1976, to February, 1977, has been appointed the local's permanent administrator.

Olive June 29 will succeed Pat Sherlock, who added the interim administrator's role to his president's position after Olive returned to the Kansas City bureau of the Associated Press.

Last year Olive resigned from the AP and became manager of United Press International's three-member bureau in Cheyenne, Wyo.

He resigned from UPI to take

the WSG job. Sherlock will return to the AP. He will continue as president.

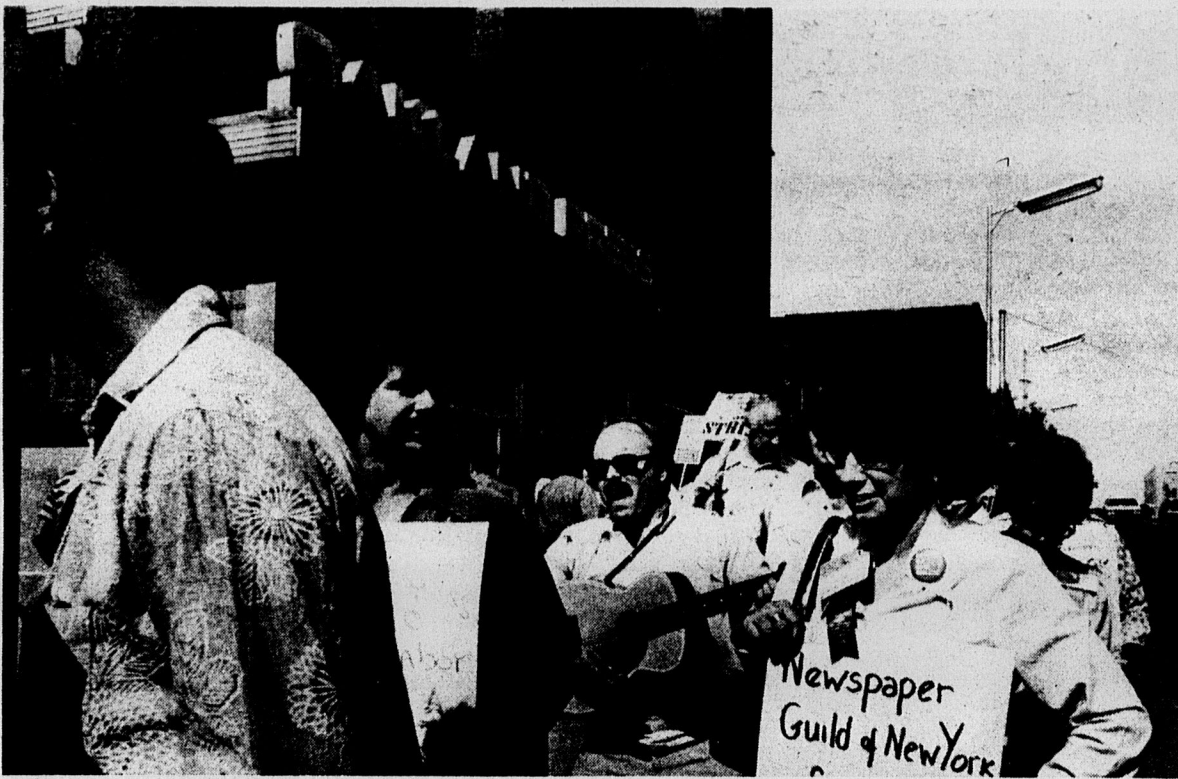


RICHARD J. OLIVE



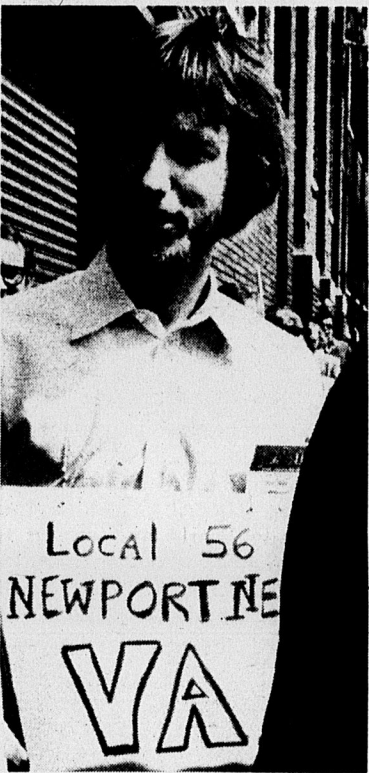
CONVENTION ROLL-CALL VOTE TABULATORS

From right: Stanley J. Souza, Hawaii; Weyman Swagger, Washington-Baltimore; Ronald Duckworth, St. Louis, plus TNG's Robert M. Crocker.



DELEGATES DEMONSTRATE SOLIDARITY ON PONTIAC PICKET LINE

Above: Michael G. Hughes, Pacific Northwest; R. Victor Stewart, Albany (plus guitar); Betsy Wade, New York. Below: David Parsons of the new Peninsula Guild (Newport News, Va.).



Cash, praise for Pontiac strike

Detroit—Delegates to TNG's 1978 Convention here supported with words, money and their feet the strike by Detroit Guild and Pressmen's Union members against the Oakland Press in nearby Pontiac.

The two employee groups have been trying to get new contracts at the Capital Cities Communications paper for two years, the last six months on the picket line, the convention noted in a special resolution on its opening day.

It also took a strike to get the Guild's first contract after the chain bought the publication.

The resolution expressed "the deep admiration of the entire Guild for the courage and determination of the Pontiac strikers" and pledged "continuation of full support . . . for as long as it takes to win contracts that will meet . . . wage and job security

needs" of the striking workers.

Delegates contributed \$1,342.60 in a floor collection. Another \$1,570 was contributed from the floor by locals.

The convention also thanked other area unions and community organizations, especially the United Auto Workers, for their strike support.

Dennis Foley, chairperson of the Detroit Guild's Oakland Press Unit, told delegates that "you should be mad as hell at the arrogant attitude of management everywhere, trying to take away things it took other people 40 years to build up."

"You should be made as hell about the attitude of some of our own people who have been apathetic, who have their contracts, who think it can't happen to them," he continued.

"You should be mad as hell

about the attitude of the . . . young journalists coming out of school who have no union background or any union sympathy, who are willing to do the publisher's wishes, who are willing to cross picket lines and take other people's jobs," Foley said.

That afternoon, more than 60 delegates went by bus and car to Pontiac, where they took a turn on the picket line.

The Detroit Guild later reported \$3,075 in other new contributions to the Pontiac strike as of July 7, including the following from Guild locals:

Akron	\$100
Boston	200
Brockton	75
Buffalo	200
Canadian Wire Service	200
Central California	100
Cleveland	100
Denver	25
Erie	25
Harrisburg	50
Lexington	25
Los Angeles	50
Manchester	100
Memphis	100
Mountaineer (Morgantown)	25
New York	300
Ottawa	150
Pacific Northwest	150
Philadelphia	100
St. Louis	200
San Francisco-Oakland	200
San Jose	100
Scranton	50
Sheboygan	25
Southern Ontario	100
Toledo	100
Vancouver-New Westminster	50
Wilkes-Barre	100
Younstown	25
Middle-Atlantic District Council	50

This brings to \$10,615 the amount contributed since the start of the strike, not including the contributions made and pledged at the convention.

Seven re-elected to election panel

Detroit — Delegates to the Guild's 1978 Convention here re-elected all seven members of TNG's International Election & Referendum Committee at the convention's opening session.

They are: Francis Fanucci of Harrisburg, Jim McCarthy of Ottawa, Lou Mleczo of Detroit, Elinor Redner of San Francisco-Oakland, Pat Scuotto of New York, Robert A. Steinke of St. Louis and Louise Walsh of Wire Service.

The committee later re-elected Steinke chairperson and McCarthy secretary.

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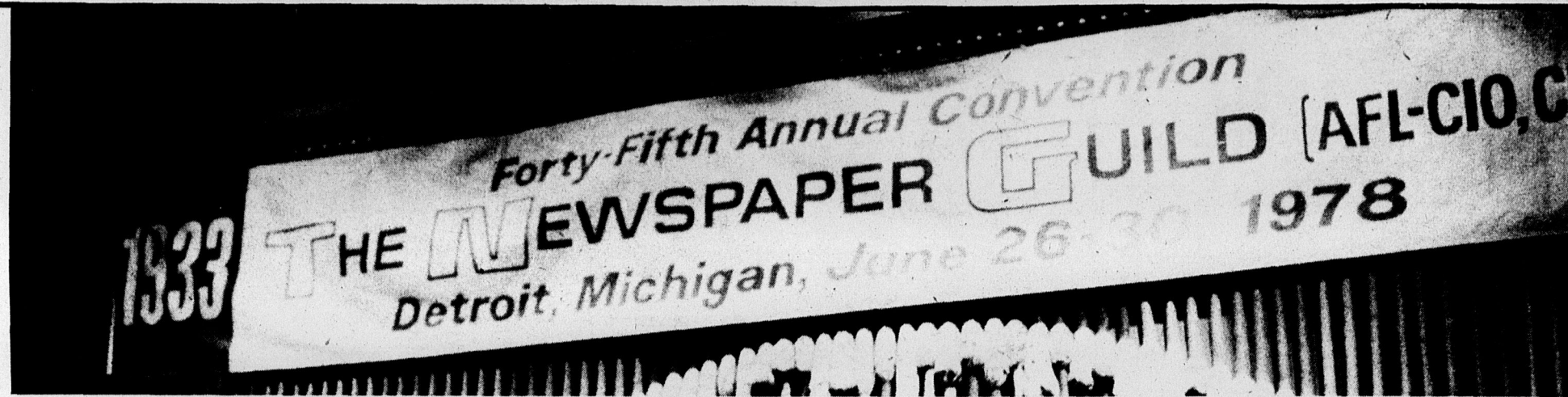
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Convention photographs
By
RON UNTERNAHRER
Pontiac Unit, Detroit Guild



THERE WAS A PICNIC on an island with an amusement park and a big grassy place for playing softball. Above, Amy, daughter of St. Louis delegate Fred PeLeate, didn't try to hide the fact she likes roller coasters. Below, the umpire, Roy Kruse of Hawaii, wins a dispute with a petulant Gerald L. Schultz of San Diego while Rodney Felix of Harrisburg, center, looks on. Kruse's tee shirt is from the Pontiac strike.



SIDEBARS ON FILM



THERE WERE SIGNS of the times. Above, St. Louis delegate Ron Duckworth doffs the one he wore to most convention sessions signaling his position in the campaign to enact a so-called right-to-work law in Missouri. Below, two sets of spouses strike a pose to show that each is a delegate from a separate local. From left, Dennis and Gloria LaRue, respectively of Youngstown and Pittsburgh, and J. Linn Allen and Beverly Bennett, Gary and Chicago.



Action in '78 elections is urged

Detroit—Unions, including the Guild, must mount a strong response to big business' plan to capture significantly more U.S. congressional seats in this fall's elections and Canadian Guild locals have a chance to protect and extend gains in both provincial and federal elections in the next year, TNG's 1978 Convention declared.

Congress already has a significant number of members who are susceptible to conservative threats and any large increase in the number of outright pro-business legislators "could spell the end of hopes for progressive legislation" in the next session, the convention said in adopting a report of its Research & Information-Political Action-Guild Reporter Committee. The committee was chaired by Susan R. Craig of Southern Ontario (Toronto).

The convention urged that Guild members contribute \$2 each to meet TNG's \$6,385 quota in the drive to raise funds for the AFL-CIO's Committee on Political Education (COPE), pointing out again that experience shows that Guild members do contribute when asked.

COPE estimates that right-wing groups will raise between 40 million and 50 million dollars for anti-labor candidates in this year's elections, the convention noted.

COPE is seeking contributions from local treasuries for its Educational and Voter Registration Fund, as well as from individual union members, the convention pointed out. (The International Executive Board contributed \$1,000 to the fund at its post-convention meeting. A floor collection raised \$258.06.)

Canadian locals have a chance to make their sentiments meaningful by contributing to provincial and local political education committees, the convention said. There also will be a federal election in Canada this year, the convention noted.

Developments in British Columbia and Quebec emphasized the importance of provincial legislation, the convention said.

In British Columbia, the Social Credit Party government has made it more difficult for unions to organize by increasing the percentage of employees an organization needs before it can apply for certification as bargaining agent.

There also has been a move to introduce the mandatory open shop ("right to work") into the province. The IEB contributed \$200 to the British Columbia Federation of Labour's effort to help prevent enactment of a ban on union shop contracts there. The issue also has been raised in the Maritimes and Northwest

Territories, the convention noted.

In Quebec, on the other hand, the provincial government produced a law banning all strikebreakers, providing for an automatic dues checkoff and easing the task of organizing.

Meanwhile, in the United States, the National Right to Work Committee has launched an effort to expand the number of states that ban the union shop. Its initial attack was made in Missouri, where an open shop constitutional amendment may go on the ballot as an initiative.

Similar proposals are planned in Maine, New Hampshire, Colorado and perhaps Montana and Indiana, the convention noted. Labor law reform became a major issue in Canada as well as in the United States last year, the convention reported.

The House of Commons, after an urgent Canadian Labour Congress appeal, approved several Labour Code amendments, the most important of which grew out of the Ottawa Guild's loss of certification at CKOY radio.

The amendment makes the date of a union's application for certification the effective date for determining its majority status, rather than the date on which the Canada Labour Relations Board acts on the application.

This was described by the CLC as "the one important

amendment that we must have over and above all others."

Another Labour Code amendment passed by Commons allows the Labour Board to settle terms of a first contract if the parties can't reach settlement.

The provincial board in British Columbia already has this authority.

Also, new safety provisions approved by Parliament allow employees to leave the job without pay if they consider conditions to be hazardous.

The convention also recommended that:

✓ Locals actively oppose banning of the union shop in their provinces or states.

✓ Canadian locals oppose changes in provincial and federal labor law that would damage labor's position and support changes that would improve it.

✓ U.S. locals urge congressional representatives to oppose adoption of the proposed criminal code reform if provisions damaging to labor, the press or civil liberties remain.

✓ Canadian locals consider making contributions to political education committees.

✓ U.S. locals and district councils make every effort to fulfill TNG's COPE quota.

✓ All locals urge members to vote.

Convention affirms GR's communications role

Detroit—The Guild Reporter's function within the union is of "vital importance" and it is "essential" that there be no reduction in the intra-Guild communication it establishes, TNG's 1978 Convention declared.

The paper is "the only regular communication link between TNG and all Guild locals, between TNG and the Guild membership and between Guild locals and members across the state, regional and national boundaries," the convention said in adopting a report of its Research & Information-Political Action-Guild Reporter Committee.

The report pointed to some of the areas covered by the paper, including merger discussions, labor-law reform and automation and occupational safety.

Now, it continued, the Guild faces a concerted publisher attack on the Guild and its contracts.

"Now, more than ever, it is essential that the communications roles served within our union by the Guild Reporter be fulfilled," the committee said in reporting its rejection of proposals to cut costs by reducing the paper's frequency to monthly from "at least 22 times a year and at least once a month," as provided in TNG's Constitution.

The committee also rejected proposals that the International Executive Board study reopen-

ing the paper to commercial advertising and for bulk delivery to locals to save postage.

The report noted continuation of the twin problems of slow delivery by the U.S. and Canadian postal services and the simultaneous escalation of postal rates.

It commended the efforts of the International Labor Press Assn. to seek solutions to both problems, especially through support for legislation to reform the U.S. Postal Service, and recommended that U.S. locals support the ILPA's efforts by affiliating their own publications.

(The IEB at its pre-convention meeting voted a \$165 contribution to the ILPA's Special Postal Fund, used to represent the labor press before both the Postal Rate Commission and in Congress.)

The convention also recommended that Canadian locals with publications consider affiliating them with the Canadian

Assn. of Labor Media/Association Canadienne de la Presse Syndicale. (At its post-convention meeting, the IEB voted \$150 to affiliate the Guild Reporter with CALM/ACPS on the basis of its Canadian circulation.)

The convention also recommended that:

✓ U.S. locals and members work for legislation to restore public service to the Postal Service's priorities.

✓ U.S. locals call on the Postal Service to start speedier delivery of publications of less than weekly frequency.

✓ U.S. locals tell the Carter Administration, and their congressional representatives of their support for continuing money to implement the law that stretches out rate increases on non-profit publications to 16 years, from 10.

✓ Locals take out first class subscriptions to the Guild Reporter for their executive committee and representative assembly members.

Russian charges blasted

Detroit—TNG's 1978 Convention condemned as "trumped up" slander charges against two U.S. newspaper correspondents in Moscow, charging that they were brought in retaliation for the pair's coverage of dissidents in the Soviet Union.

Labelling the charges a "use of official might to smother free and responsible news coverage," the convention called upon the

Soviet Union to dismiss the charges and allow Craig Whitney of the New York Times, Harold Piper of the Baltimore Sun and other reporters to do their jobs "without hindrance."

The resolution was wired to the Soviet Embassy in Washington and to the Kremlin after being translated into Russian and then transliterated to the Roman alphabet by Ted Shabad of the New York Guild.

Delegates ask S. Africa to free journalists

Detroit—South Africa should undo its "utterly reprehensible" jailings of journalists and banning of their publications, TNG's 1978 Convention declared.

At least 10 journalists, black and white, are in prison and at

least two black papers have been closed by banning orders, the convention said.

It "urgently" requested the South African government to "free all imprisoned journalists, remove all restrictions upon publication of the World and the Voice and lift the ban on the Union of Black Journalists."

All South African publishers and editors should join in this demand, the convention said, "for without these actions, South Africa's free press, already badly withered, cannot hope to survive."

[The ban on the Voice was suspended temporarily pending the paper's appeal, the Manchester Guardian Weekly reported from Johannesburg in its July 9 issue.] The convention also applauded

efforts of TNG President Charles A. Perlik, Jr., and San Jose Guild Administrative Officer Gene Bryant and others on behalf of Philip Mtinkulu and other journalists "as they continue the struggle toward justice and human dignity."

Bryant, a TNG observer at Mtinkulu's trial on theft charges, briefly described his experiences to the convention. Mtinkulu is former secretary of the Union of Black Journalists. He was acquitted on a technicality.

Meanwhile, a magistrate has banned the second annual meeting of the Writers Assn. of South Africa, a black group, saying public order would be endangered if the group met.

New Bakersfield election directed

Detroit—The International Executive Board's Appeals Committee has directed the Bakersfield Guild to rerun its nominations and election of officers.

The committee's order was adopted by the IEB at its post-convention meeting here.

Five members of the local had protested the January 31 election. The Appeals Committee found

that the local violated its bylaws in voting for five shop stewards when only four positions were provided for, conducting voting on other than two consecutive days, and violated TNG's Constitution by improper placement of names of candidates on the ballot for the one contested position and failing to provide timely notice of nominations and the election.

Full merger plan seen at convention in '79

(Continued from Page 1)

"Only through merger will we be able to eliminate forever the goddamned legal scabbing on each other," Bingel said to applause.

"Neither of us is in a position to take a posture of outraged rectitude," said Perlik, adding that picket line crossings in Ottawa, Pontiac, Sacramento and New York demonstrate the "fragile" nature of co-operation without merger.

"I think it's clear that the year ahead will be the year of decision on merger," said Perlik.

"We agree," said the convention in approving the report of its 63-member Collective Bargaining Committee, chaired by Robert A. Steinke of St. Louis.

That decision should lead to "merger no later than our next annual convention and the referendum that would follow," Perlik continued.

"We agree," the convention said again.

"Together we can and together we must move this effort forward to achieve the goals and the timetable set" by Perlik, Bingel said.

Both union presidents pointed out that while the merger committees, authorized by each unions' 1977 convention, reached agreement on several areas in their first series of joint meetings "those were the easy ones," as Perlik put it.

Perlik pointed to agreements in "broad general areas" like the "principle of organic merger" of locals, bargaining goals, annual conventions, two-year officer terms, simple majority rule, minimum local dues, international per capita and assessment machinery and general and defense funds.

In the process, Bingel said, "we both have become painfully aware of the tortuous route we must still travel."

On the "hard ones," like dues structure, strike benefits, voting eligibility and officer structure, the committees have "assembled the necessary information and sketched the nature" of the differences between the two unions and are "about ready to go," Perlik said.

But, he said, "it is not an easy

chore," pointing to differences in the Guild and ITU structures, modes of operation and traditions.

Accompanying Bingel during his appearance before the convention were ITU 2nd Vice President Robert L. Wartinger and 3rd Vice President Allan J. Heritage, both members of the ITU-TNG Unity Task Force appointed by Perlik and then-ITU President A. Sandy Bevis three-and-a-half years ago.

Also: Thomas J. Kelly, secretary-treasurer of the Detroit Typographical Union; Charles A. Phillis, president of the Toledo Typographical Union; Gerald F. Brasley, secretary of the Rochester Typographical Union and executive secretary of the Rochester Guild; Bea Pennington, trustee of the Union Printers' Home; Tom McGrath, ITU international representative; Rex Gates and Al Trudell, chairman and assistant chairman of the Detroit Free Press Chapel, and Sheldon Klimist and Sam McKnight, who are attorneys for the printers' union in Detroit.

Merger alarms have familiar ring, Culver says

Detroit — The alarms being raised against the possibility of the Guild and the International Typographical Union merging sound like those of the mid-1930s over the Guild expanding from an editorial-only union, TNG International Chairperson Harry S. Culver reminded delegates in opening TNG's 1978 Convention.

They said the office workers might outnumber reporters, Culver noted, then quoted the response in 1937 by Heywood Broun, the Guild's first president, comparing office workers and the Guild to the Indians and General Custer:

"What a fool General Custer was to let all those Indians ride around and massacre him, instead of asking them to join him. I say for our own self-interest, we should immediately vote to . . . invite them to join us."

Culver also pointed to another speech by Broun to the 1937 Guild Convention:

"I would like to live to see it — that some day we will have a union in newspapers in which we will have complete organization up and down the line, everybody in the city room, in the mechanical departments and in the business office, as well."

Culver noted that Miles P. Patrone, American Newspaper Publishers' Assn. labor relations vice president, "suggested" at ANPA's convention this year that "dire bargaining changes might result" from a Guild-ITU merger.

pographical Union; Charles A. Phillis, president of the Toledo Typographical Union; Gerald F. Brasley, secretary of the Rochester Typographical Union and executive secretary of the Rochester Guild; Bea Pennington, trustee of the Union Printers' Home; Tom McGrath, ITU international representative; Rex Gates and Al Trudell, chairman and assistant chairman of the Detroit Free Press Chapel, and Sheldon Klimist and Sam McKnight, who are attorneys for the printers' union in Detroit.

Bevis gets Guild's 'heartfelt thanks'

Detroit—TNG's 1978 Convention paid a special tribute to retiring ITU President A. Sandy Bevis for his leadership in improving relations between the two unions during his four years in the ITU's top office.

"We grew to respect his tolerance for human frailties and his realization that while our relationship was developing, it would not be without the occasional mishap," the convention said in a special resolution.

"The warmth of his personality contributed almost as much to the thaw in our relationship as did the wisdom of his approach to our mutual problems," it said in expressing the Guild's "heartfelt thanks."



TNG'S CHAIRPERSON MAKES HIS POINT
Detroit was Harry S. Culver's first in the chair

"And Editor & Publisher editorialized that Guild members should beware of becoming the 'tail being wagged by the dog,'" Culver pointed out, noting:

"It makes about as much sense for Guild or ITU members to

take advice on merger from the ANPA or Editor & Publisher as it would for Little Red Riding Hood to ask the wolf the best path through the woods to Grandma's house."

Culver also drew parallels be-

tween present and past bargaining and financial problems and crises in the Guild and pointed out that the union has since its earliest days "survived . . . prevailed . . . and emerged in even stronger fiscal condition."

"But that is not to say it is automatic that history will repeat, or that we will always have another chance if we flounder now," Culver said, concluding that this is the year when:

"We must move quickly toward solving our financial problems."

"We must find a way to reverse the tide of contract retrogressions being demanded of us by a publishing industry that has never been wealthier nor more powerful nor seemingly more greedy for profit."

"We must find a way to speed the movement toward merger with the ITU."

"Heywood Broun's dream and hope in 1937 . . . may well have become the mandatory route for survival in 1978."

"We may have had the luxury in the past to put off solutions to these problems until a more opportune time."

"The opportune time is now."

"Let it not be said that we failed to seize it."

Publisher onslaught faces Guild

(Continued from Page 1)

The Guild and the Pressmen are on the picket line in Pontiac because the company "insists on slashing sick leave, cutting the heart out of job security and eliminating cost-of-living increases," he said.

The Vallejo strike was "forced" by publisher demands to eliminate severance pay, reduce wage minimums and eliminate the standard provision for extension of contract terms during bargaining for renewal of an expired contract.

The Guild struck in Baltimore when the Sunpapers refused to withdraw "contract-crippling demands" on union security, grievance and arbitration, mandatory retirement, minimums and "a host of additional coverage exclusions," Perlik said.

In New York, Perlik continued, "we witnessed the spectacle of the News taking a strike rather than accept a mediator's offer that failed to include its 'minimum' package of retrogressions" in such areas as union and job security, severance pay, health and welfare and wage provisions and elimination of the standard Guild by-line clause.

All three major New York dailies, Perlik charged, have "banded together" in a "clearly well co-ordinated plan to make the term 'contract improvements'

acquire an entirely new meaning." He pointed to common demands for retrogressions in sick leave, job security, automation, subcontracting, overtime and the workweek and grievance procedures, among others.

In Toronto, he continued, managements recently sought "to poke holes in job security, jurisdiction and union security provisions and to increase the number of excluded jobs."

In San Juan, the Star "took aim" at job and union security and jurisdiction, while in Honolulu, Gannett sought retrogressions in "every important section of the contract," Perlik said.

The Washington Post "capped a laundry list of retrogressive demands" with one calling for a pay cut "as a reward for promotions," he continued.

The San Francisco Chronicle and Examiner tried to double the number of contract exclusions; the Boston Herald American wants to exclude 15 more "supposed supervisors" and "a number of supposedly confidential employees" from the contract.

Publishers are demanding "vast blocks" of new exclusions, Perlik said, pointing to 185 at the Washington Post and 800 total at the New York Times, News and Post.

They are doing so, he said, primarily to "build up a corps of

in-plant strikebreakers" for when "their imperious stance at the bargaining table drives the rest of us out on strike."

Publishers' successes in negotiating contracts giving them a free hand to automate their composing rooms "at one blow sapped the Typographical Union's economic strength, freed publishers to turn their attention elsewhere and emboldened them to undermine the position of other unions in their plants," Perlik charged.

Pressmen were the first to feel the "new cutting edge, in Dallas, in Kansas City and then at the Washington Post" where "victory in strikes" has produced among publishers "a collective intoxication with power," he said.

"We are living in a bargaining and organizing environment that is distinctly more hostile than it has been for many, many years," Perlik said. "We must equip ourselves to master that environment," he concluded.

Knight-Ridder group picks Agar, Odoms

Detroit — The Knight-Ridder Council of Guild locals, meeting during TNG's convention here, elected Harriet Agar of San Jose as chairperson and Patricia Odoms of Philadelphia as secretary. It also tentatively set its fall meeting for San Jose.



'Sealing' a merger?

New York delegate Joan Cook starts rendering the International Typographical Union's seal in needlepoint during TNG's Detroit Convention. When it's finished, she says, "it'll be time for merger," but wouldn't estimate when that would be. TNG Vice President Betsy Wade and Cook started like projects at the 1977 convention, too. Last year the pair did needlepoint TNG seals, one for the president of each union. "This one is more involved and difficult," they said.

Petitions sought for law reform

Washington — While waiting for a committee to report a revised Labor Law Reform Bill back to the Senate floor, the AFL-CIO has launched a new petition campaign aimed at letting Senators know that their constituents want the bill enacted "in the quickest possible time with the fewest possible amendments."

The bill was referred back to the Human Resources Committee June 22 in the face of repeated failures of cloture votes to cut off a filibuster against it.

The committee held new hearings on June 28 and 29 and it was hoped it would report a modified bill back to the floor late in July.

TNG's 1978 Convention sent the committee a special resolution calling on it to "retain the basic elements" of the bill and cautioning it to beware that in revising it to try to secure votes needed to break the filibuster it not "destroy the bill in order to save it."

The AFL-CIO petitions are nearly identical to those used by TNG and the International Typographical Union in a joint campaign among their U.S. locals launched in May. Through July 5 that effort had resulted in petitions bearing nearly 19,000 signatures from 286 locals of the two unions being delivered to members' senators.

In kicking off the union federation's petition drive June 28, AFL-CIO President George Meany stated unequivocally that the bill "is clearly still alive" and that Majority Leader Robert Byrd intends to "press hard for passage immediately after it returns from committee."

It is "vitaly important" to keep up the pressure for Senate action, Meany said. "Opponents will see anything less as a weakening of our resolve."

TNG President Charles A. Perlik, Jr., in a similar call upon Guild members in his opening address to TNG's Convention June 26, urged members not to be deterred by any concern their senators may consider them a "nuisance."

"Be assured you cannot possibly have nagged your senators so incessantly or so stridently or so intimidatingly as the legions of 'small businessmen,' real and fictitious, that big business has unleashed on members of the Senate," he said.

David J. Eisen, TNG's director of Research & Information, in an urgent letter to locals July 3, called July "critical to the life of the bill" and urged that members write, call or wire their senators in Washington or their district offices. Staffers log the communications and "senators will be told how the tide . . . is running," Eisen pointed out. "It's critically important that it begin running our way."

He enclosed a sheet listing each senator's position on five cloture roll calls before the bill was sent back to the committee and a copy of a special Labor Law Reform Report adopted unanimously by the Guild convention.

"To let up at this critical point would be like throwing down guns at the height of the battle," the report said. "Senate opponents . . . would like us to believe they have won, for to believe it is to help them achieve it."

Senators who have voted for



The kids' week in Detroit

Children of 1978 Convention delegates in the first-ever professional child-care program at a Guild convention step out on one of their daily outings. The "Summer in the City" program

was conducted by the Merrill-Palmer Institute, known nationally as a leader in innovative child care. Delegates whose children participated were lavish in their praise of it.

cloture should be thanked and asked to stand firm, the report said, particularly Sens. DeConcini of Arizona, Haskell of Colorado, Percy of Illinois, Ford and Hudleston of Kentucky, Hatfield and Packwood of Oregon, Heinz of Pennsylvania, Sasser of Tennessee, Chafee of Rhode Island, Brooke of Massachusetts, McIn-

tyre of New Hampshire and Magnuson of Washington, it continued.

Senators who have voted against cloture but are not among the "hard core," should be "urged anew" to vote for it, particularly Sens. Danforth of Missouri, Bentsen of Texas and Roth of Delaware, the convention said.

The convention also said it considers "central" to the bill provisions aimed at giving unorganized employees "a square chance to form a union, obtain a timely election, win it and negotiate an original contract."

There was no indication of the nature of the changes being considered by the Senate committee.

Udall's bill on chains is endorsed

Detroit—The decline of independent, home-owned newspapers in the United States and growth of media concentration in Canada were scored and remedial action endorsed by TNG's 1978 Convention here.

Growth of chains in the United States "poses an increasingly

serious threat to the diversity of news and opinion so indispensable to the role of a free press in a democracy," the convention said in a resolution.

"The 22 largest chains now control half the nation's daily newspaper circulation" and the "top ten alone account for 36 percent," the convention pointed out.

"Chains now swallow chains," the convention said, pointing to Gannett's "ingestion" of Combined Communications as the latest example. "Long a major factor in the industry, chains now threaten to overwhelm it," the convention declared.

Concentration has accelerated in Canada, the convention said, recalling that the Royal Commission on Corporate Concentration urged stricter controls on cross-ownership of electronic and print media.

Concurring in a decision of the Guild's Canadian Policy Conference, the convention urged the federal cabinet to present legislation to Parliament based on the Royal Commission's recommendation.

In the United States, the convention endorsed the purpose and method of Rep. Morris K. Udall's bill to ease the estate tax burden on locally owned newspapers and single-state groups so that chains don't gobble them up.

Full Congress rights backed for District

Detroit—The Senate should quickly approve a constitutional amendment to give full congressional voting representation to the District of Columbia, the Guild's 1978 Convention urged in a resolution.

Stevens, other boycotts backed

Detroit—Labor movement boycotts of J. P. Stevens and six other corporate lawbreakers were endorsed by TNG's 1978 Convention, with the actions on Stevens and another firm being reaffirmations of 1977 convention resolutions.

Entry of the Canadian Labour Congress into the campaign has intensified the boycott against

Stevens, the big textile firm, the convention said.

The convention dismissed a "settlement" of unfair labor practices between Stevens and the National Labor Relations Board as meaningless.

"Stevens promises have meant nothing before; they mean nothing now," the convention's resolution said.

The company has been found guilty of 315 labor law and other violations in the last two years.

Among major stores selling Stevens sheets under house brand names are Sears, Penney's and Ward's, the convention was told. Sears is the largest retailer of Stevens products in the United States, Pete Goldstein of the Amalgamated Clothing & Textile Workers Union told the convention.

Approximately 200 delegates, at Goldstein's suggestion, wrote protest letters to E.R. Telling, Sears chairman (Sears Tower, Chicago, Ill. 60684).

Canadian members were urged to write to John Craig Eaton, chairman of T. Eaton Co. (Toronto Eaton Centre, Yonge St., Toronto, Ont.) Eaton is running specials on Stevens products, Susan Craig of the Southern Ontario (Toronto) Guild said.

A motion to urge Guild members not to shop at Sears at all was defeated on advice of TNG General Counsel David S. Barr, who pointed out that that was more than the Clothing & Textile Workers Union was asking.

The Guild's convention was

the first labor meeting at which the Textile Workers presented its letter-writing campaign.

Also given support were boycotts against:

✓ Pet, Inc., parent company of Hussmann Refrigerator Co., Bridgeton, Mo., where 1,500 Steelworkers are on strike. Among Pet products are Old El Paso Mexican foods, Musselman fruit juices, Pet dairy products, Downeyflake breakfast foods, Stuckey's restaurants, 9-0-5 liquor stores in St. Louis, and Vendome liquor stores in Southern California.

✓ Winn-Dixie Stores, sometimes called the J. P. Stevens of the food industry, which for 20 years has blocked its employees' attempts to organize. Winn-Dixie also trades under the Buddies, Foodway and Kwik-Chek names.

✓ Coors beer, where the striking Brewery Workers Local 366 faces a decertification petition at the plant in Golden, Colo. The 1977 convention also endorsed the Coors boycott.

✓ Fox furniture products, made by Charles Manufacturing Co. in Dothan, Ala., where the United Furniture Workers are in a bitter fight for an initial contract.

✓ Bartlett-Collins glass tableware products, made in Sapulpa, Okla., where the Flint Glass Workers are striking for a first contract.

✓ R. J. Reynolds Co., longtime anti-union maker of Winston, Salem and Camel cigarettes, among others.

Boycott J.P. STEVENS PRODUCTS

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

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

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

CARPETS
Contender
Gullistan
Merryweather
Tastemaker

HOSIERY
Finesse
Hip-Lets
Spirit

TABLE LINEN
Simtex

BLANKETS
Forstmann
Utica

TOWELS
Fine Arts
Utica
Tastemaker

The U.S. price elevator

The table below records the ascent of the Urban Wage-Earners' Consumer Price Index in the United States over a 24-month period following a 1.9-point rise in the index in May to 193.3, up 12.7 points from May, 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 increase over May, 1976. Figures for 1978 are from the revised Urban Wage-Earners' and Clerical Workers' index.

	Index*	Percentage over	
		Same month prior year	May 1976†
June, 1977	181.8	6.9	7.5
July	182.6	6.7	7.9
August	183.3	6.6	8.3
September	184.0	6.6	8.7
October	184.5	6.5	9.0
November	185.4	6.7	9.6
December	186.1	6.8	10.0
January, 1978	187.1	6.7	10.6
February	188.4	6.4	11.3
March	189.7	6.5	12.1
April	191.4	6.6	13.1
May	193.3	7.0	14.2

*1967 = 100

†Index = 169.2

Convention approves dollar dues increase

(Continued from Page 1)

On the other side of the ledger were record membership highs, increased organizing successes, a gain in the Defense Fund's liquid assets and record General Fund income, the convention pointed out.

General Fund expenses, however, it noted, were even higher, despite TNG belt tightening.

The record proportions of those expenses were largely the product of a pair of forces beyond the Guild's control: publishers' "unprecedented attack" on the Guild and its contracts [see story, Page 1] and inflation's reduction of the "efficiency" of the Guild's dues dollar in both the United States and Canada, the convention pointed out.

"Ammunition to fend off" the publishers' attack "is not cheap," the convention said.

And while the deficit is money "we owe ourselves," it is "a real debt we have postponed handling too long," the convention said. The automatic annual increase in per capita under TNG's Constitution "just could not do the job," it said. "New money obviously is needed."

And that new money—"if the Guild is to grow, organize and serve its members and those who would seek the protection and benefits of a Guild contract"—must come from the "only source available—ourselves," the convention said.

The dollar dues increase should produce about \$360,000 to be shared by TNG and locals in its first full year of operation, the convention noted.

TNG's portion will be about \$270,000, an amount the convention called "sufficient to arrest the mounting deficit, maintain the current level of services and ex-

pand staff as prudent administration of the funds will allow."

TNG's portion for the six months remaining in the present fiscal year after the increase goes into effect should increase General Fund income by about \$135,000 and, under the budget and income estimate adopted by the convention, could result in a fiscal-year surplus of \$37,926 and a corresponding reduction of the cumulative deficit.

TNG President Charles A. Perlik, Jr., along with International Chairperson Harry S. Culver and Secretary-Treasurer Robert M. Crocker, strongly urged approval of the dues increase in their addresses to the convention's opening session.

Perlik said the dues increase is the only part of a three-pronged defense against a concerted publisher attack on the Guild and its contracts that is "entirely within our power to accomplish."

"A union that is unable to finance the level of organizing activity and bargaining assistance that the circumstances demand is a union fighting with one hand tied behind its back," Perlik said, noting that TNG's straitened circumstances in the past year brought about decreases in each but still resulted in a large deficit.

To fail to raise the funds to make the Guild "strong and viable" would result in its being "swamped by the gathering hurricane of publisher assault on our contracts," he said.

At the post-convention meeting of the IEB, Perlik said that he foresees TNG "realistically" being able to add to its complement of regular, permanent international representatives after the first of the year.

The direction to the IEB that it study converting the dollar to

a percentage increase was added to the convention recommendation enacting the dollar on a motion by Dorothy Struzinski of Washington-Baltimore.

A portion of her motion that would have had the IEB study the question from the position of half the increase going to the locals and half to TNG was eliminated by a vote of 249.175 to 166.825 in one of the two roll-call votes of the convention (see table, Page 4).

A proposal calling for changing the way TNG receives the bulk of its income from the existing fixed-amount per-capita system to a percentage-of-salary formula had earlier been referred to the IEB by the Finance Committee for study and report to the 1979 Convention.

Opponents of the 50-50-split study proposal argued that under such an arrangement the amount of increase necessary to keep TNG viable could well produce a greater increase for a local than it might require to meet its needs.

Proponents argued that the IEB could consider other divisions as well in its study, with some adding that the 25 cents going to locals under the dollar increase was insufficient to meet the present needs of their locals.

Following the roll call delegates from several locals announced that while they could not argue with TNG's need for additional funds, they were opposed to providing them by raising dues for all members by the same amount; that they would prefer to do it on a graduated basis so that lower paid members' increases would be less and higher paid members' increases more.

The following day, Secretary-Treasurer Robert M. Crocker, on a point of personal privilege, told

the convention that delegates were wrong who during the debate had charged that TNG had withheld information needed to enable consideration of alternatives to the straight dollar dues increase.

"We don't have that information," Crocker said, explaining that "in spite of efforts over the years and right up to 1978, many locals have responded only sluggishly or not at all to repeated urgings" to supply payroll and dues information to TNG.

With the study directed by the convention, however, Crocker said, "we will have to have that information and will need the utmost co-operation of all locals to get it" or it will "not be possible to assemble the kind of study you have said you want."

Crocker also corrected a debating delegate's characterization of the Defense Fund's assets as "phony," pointing out that "it is no secret" that the fund's listed two-million-dollar assets are "not all liquid." The fund's loans to locals, most of them being paid off, plus its General Fund debt are "carefully spelled out" in TNG's annual audits [Guild Reporter, June 9] and Officers' Reports and, were "mentioned in my speech" to the convention's opening session, Crocker said.

"These items of slow or uncollectible loans are not unusual," he said. "I dare say every bank, every insurance company on this continent has some. . . . It is nothing for which anyone needs to apologize."

The Convention Finance Committee reported that it had considered and rejected a proposal that Defense Fund "paper assets" of \$780,000 be "wiped off the books."

Such action, the committee reported, would have reduced the fund's assets to less than 1.5 million dollars, "automatically triggering full regular dues."

The committee also considered and rejected a proposal that a TNG international representative be stationed in Western Canada, noting that the matter "is currently before the IEB."

Also referred to the IEB, after amendment on the floor, was a resolution calling for professional quality child care at the 1979 Convention with "any costs to be shared by TNG, locals and [delegates who are] parents" of children in the program.

The first professional child-care program for children of convention delegates was arranged by the Detroit local for this year's convention and parents of the five children enrolled praised it highly. The local, however, had reserved 20 places in the program at \$60 per child. Part of its deficit was absorbed by a floor collection that produced \$477 from delegates and locals.

Other convention actions upon recommendation of its Finance

Committee, included:

✓ Extending the upper range of TNG's Minimum Dues Schedule by extrapolation to \$35 a month (\$36 after the Sept. 1 increase) for members earning \$695 a week or more, effective Oct. 1, 1979.

✓ Authorizing the Defense Fund to reimburse the General Fund \$59,750 spent and any future costs incurred as TNG's half of the expense of defending against loss of Washington-Baltimore Guild jurisdiction through NLRB unit clarification proceedings brought by the Washington Post.

✓ Setting the price of TNG's Constitution booklet at half the cost of production, with any single year's increase limited to 25 cents. The booklets cost \$1.05 each to produce in 1977 while the price was 20 cents, as it had been for five years.

✓ Establishing that the policy of TNG is that all persons travelling at TNG expense use coach-fare accommodation whenever practicable. An amendment, by Richard J. Roth of Buffalo, that would have specifically excepted TNG's president from the policy was withdrawn upon a request from Perlik, an at-large member of the Buffalo local, who said the amendment embarrassed him.

At its post-convention meeting, the IEB voted \$25 to affiliate TNG's Canadian Region with the Canadian Civil Liberties Assn. in response to a resolution referred to the IEB as part of the convention's Finance Report.

At its pre-convention meeting the IEB voted to send a letter to the Washington-Baltimore local stating that the IEB concurs in an earlier letter from Secretary-Treasurer Robert M. Crocker calling on the local to increase its proposed schedule for repayment of Defense Fund loans totalling \$48,425. The local proposed repayment at the rate of \$25 minimum per week. Region 2 Vice President Faye McCracken of Memphis voted against the action.

The IEB also approved a second quarter budget of \$484,980 and an income estimate of \$453,525. Crocker reported that a deficit in the first half of the year would be overcome by increased per capita under the dues increase during the second half.

And the IEB voted to pay strike benefits retroactively to Chicago Guild members at the Slovene National Benefit Society who struck the fraternal organization for a week last fall without first receiving TNG sanction. After a special appeal from the local and the Midwest District Council, the IEB said that the strikers "should not be penalized for the local executive director's inexperience and unfamiliarity with TNG practice and policy."

Irresponsible not to seek boost in financing, Crocker declares

Detroit—It would have been "irresponsible" for TNG's officers and International Executive Board "not to ask for stronger financial support" of the programs TNG carries out in members' behalf, Secretary-Treasurer Robert M. Crocker told the opening session of TNG's 45th Annual Convention here.

Before outlining the details of the recommendation for the dollar dues increase subsequently approved by the convention, Crocker said he has been convinced "for a long time . . . that the Guild is under-financed for the broad program it undertakes and for satisfying the widely varied interests of its members."

He asked delegates to "look

back no farther than the last fiscal year for a clear example of the breadth" of those interests and activities and "the inadequacy of present general-fund financing to meet them."

The rerun election for TNG Vice President from Region 2 (the U.S. South) cost nearly as much as running an election Guild-wide, he said.

Nor was it possible to anticipate and provide for the costs of the Special Merger Committee authorized by the 1977 Convention.

The amount and duration of TNG's half of the costs of helping the Washington-Baltimore Guild defend its jurisdiction at the Washington Post against a

"clarification" effort by the company before the NLRB also was unexpected, he pointed out. TNG's share came to nearly \$60,000 by the time of the convention, and more is expected.

And while the IEB had come to the 1977 Convention "anticipating" that with careful management TNG could just about break even in the ensuing year, "even before the convention had ended" the cost of a temporary legislative representative to work for labor law reform had been added to General Fund obligations, Crocker pointed out.

"That revision alone indicates at least two things," he said—"that past conventions (and sometimes TNG officers) have been relying on hope more than realism in thinking that money may somehow be forthcoming, and it illustrates my comment about the wide variety of functions and interests this relatively small union tries to support."

The dues "burden" has "for too long been unduly light when you consider the many functions we try to fulfill, and the small staff that tries, with remarkable skill, to fulfill them" Crocker said.

No dues increase "will ever bring members to their feet cheering, but I believe that thoughtful members will understand the needs of the Guild and will thank you for meeting them in an adequate and responsible way," he told the delegates.



TURNING TO A NEW PAGE ON TNG'S FINANCES
Secretary-Treasurer Robert M. Crocker addresses delegates

Code reform guard urged

Detroit—Proposed U.S. Criminal code reform's threat to press freedom and civil and labor liberties has lessened somewhat but vigilance is still necessary, TNG's 1978 Convention declared.

The convention commended the House Judiciary Criminal Justice Subcommittee for removing provisions that adversely affected labor, the press and civil liberties.

Any attempts to expand the code reform beyond the limits set by the House subcommittee,

however, should not be entered into without "the fullest and most careful consideration," the convention said in a resolution.

The subcommittee has a draft bill to replace the one passed earlier by the Senate.

[A subcommittee source said in Washington July 6 that the panel intends to make its final changes late in July and hopes the draft bill will go to the full Judiciary Committee in August.]

S. 1437 started life as S. 1, which raised a storm among civil liberties and labor groups.

TNG's 1978-79 budget

Detroit—TNG's 1978 Convention approved a General Fund budget totalling \$1,892,870 for fiscal year 1978-79 and an income estimate of \$1,930,796, which together would produce a surplus of \$37,926.

The income estimate assumes monthly per-capita apportionments to the General Fund of \$4.444 for two months, \$4.732 for four months and \$5.482 for the rest of the year.

Following is the budget:

Per-capita taxes	Budget 1978-79
AFL-CIO	\$ 50,440
IUD	12,480
CLC	9,120
IFJ	15,500
Total	\$ 87,540
Field operations	
Director	
Salary	\$ 37,925
Expenses	5,000
Organizing & servicing	
IR salaries	\$ 320,885
IR expenses	135,000
Organizing-servicing program subsidies	6,000
Secretary-stenos (1/6)	7,775
Misc. organizing & servicing	45,000
Collective bargaining	
Salaries	
Exec. sec'y contracts committee	\$ 30,940
Pension consultant	11,500
R & I associate	22,960
Secretary-stenos (1/6)	7,775
Coll. barg. & research ass't.	20,995
Human rights co-ordinator	30,160
Expenses—personnel	3,000
Total	\$ 684,915
Administrative operations	
Director	
Salary	\$ 37,925
Expenses	1,000
Research & information	
Salaries	
Director	\$ 30,000
Associate director (1/2)	12,675
Secretary-stenos (1/6)	7,775
Expenses	
Personnel	2,500
Books & periodicals	
Legal & coll. barg. services	2,200
Subscriptions	2,000
Other printed material	1,500
Publications & literature	
Constitution	8,000
Organizing & other literature	4,000
Institutes & seminars	4,000
Miscellaneous	200
Guild Reporter	
Salaries	
Editor	\$ 31,275
Associate editor (1/2)	12,675
Clerical (1/2)	20,590
Expenses	
Personnel	2,250
Printing	66,730
Postage	23,900
Addressing	15,000
Pictures & special material	2,200
Miscellaneous	100
Total	\$ 288,495
Office management	
Salaries	
Office manager	\$ 31,515
Secretary-stenos (1/2)	23,325
Bookkeeping	30,605
General clerical (1/2)	28,260
Expenses	
Rent & maintenance	52,500
Stationery & supplies	27,800
Equipment & machinery	3,000
Telephone & telegraph	26,600
Repairs & improvements	1,500
Postage	13,800
Auditing	7,000
Insurance & bonding	10,000
Employee pension	60,000
Employee health & welfare	52,200
Directly billed transportation	85,000
Data processing	17,500
Miscellaneous	6,000
Total	\$ 476,605
Executives	
Officers' salaries	\$ 74,765
Officers' expenses	15,000
Total	\$ 89,765
Other expenses	
Legal fees	\$ 25,000
Payroll & personal property taxes	42,000
Contributions & tickets	10,000
Delegates & committees	34,000
IEB meetings	38,000
Severance-pay provisions	30,300
Convention reserve	75,000
Brown Award	1,000
Brown-award expenses	1,750
Guild Service Award	1,500
AFL-CIO-IUD conventions	0
IFJ meetings	5,000
CLC convention	1,000
Irving Leichter Fund	1,000
Total	\$ 265,550
Summary	
Per-capita taxes	\$ 87,540
Field operations	684,915
Administrative operations	288,495
Office management	476,605
Executives	89,765
Other expenses	265,550
Grand Total	\$1,892,870

*Includes projected expenses related to personnel change.

Delegates reaffirm TNG rights aims

Detroit—TNG's 1978 Convention reaffirmed the Guild's support for affirmative-action programs "as legitimate tools to counteract past discrimination against women and minorities."

While noting that the ramifications of the U.S. Supreme Court decision in the Bakke case were not yet clear, the convention adopted a resolution deploring earlier court rulings casting doubt on the legality of affirmative-action programs, which it characterized as part of a "general trend to roll back gains won by the civil rights' and women's movements."

"TNG will continue to fight for full equality," the convention declared.

[A week later, after the Supreme Court had declined to hear a challenge to the legality of the comprehensive affirmative-action program at the American Telephone and Telegraph Co., the chairperson of the Equal Employment Opportunity Commission warned that employers "proceed at great risk if they use Bakke to retreat from their obligations" under civil rights law.]

"If Bakke struck down a strong remedy in education," Eleanor Holmes Norton said, "the Supreme Court's refusal to hear the AT&T challenge left standing equally strong remedies in employment, the strongest we have ever applied in affirmative action."

In adopting a report of the convention's Human Rights Committee, chaired by Diane M. Martino of Manchester, delegates emphasized that "regression has dominated programs during the past year in the area of human rights."

This has been exemplified, the report said, by indecision on the legality of affirmative-action programs, increasing opposition to the Equal Rights Amendment (which it described as a "rallying point" for reactionaries), and a "misdirected attempt to slash taxes at the expense of the working class and the poor."

While there has been some progress toward achievement of the Guild's human rights goals, the report declared, "the distance yet to go and the necessity of accelerating our efforts are readily apparent."

The report noted that local responses to TNG surveys in fiscal 1978 showed that, although women constituted 34 percent and minorities 13.4 percent of Guild membership, they held proportionately few key jobs, being concentrated in lower-paid classifications such as clerical and maintenance.

L.A.'s Jim Cadilli dead at 66

Los Angeles—James V. Cadilli, former president of the Los Angeles Guild and winner of the 1969 Guild Service Award, has died at the age of 66.

He had been a Guild member since 1943. During the 40's he was unit chairperson and a shop steward while a district manager at the old Los Angeles Daily News.

Cadilli joined the Hearst papers in the early 1960's and served on every Herald-Examiner bargaining committee from then until the strike-lockout in 1967.

And, the survey on women showed, this condition prevailed equally in the United States, Canada and Puerto Rico.

TNG's surveys on the employment of women and minorities must be continued to enable the Guild to identify and "root out" discrimination in its jurisdiction, the convention emphasized.

"Nothing is more important to the future of our union and to the labor movement in general," its report concluded. "Intensification of our efforts should be a top priority for all locals and members."

The convention, in adopting a second report of its Human Rights Committee, expressed concern over the small number of minority delegates at this year's convention as well as at previous conventions.

Noting the Guild's policy on affirmative action—which it said it feels is not being pursued "to its greatest possible extent within the decision-making councils of the Guild" — the convention urged TNG and locals to intensify efforts to attain a more equitable representation of minority groups at all levels, including convention delegates.

The convention directed that, in bargaining, locals intensify their efforts to achieve (and enforce) fair employment practice clauses, provisions such as job posting and promotion clauses that are essential to upward mobility for women and minorities, wage parity for all employees in key classifications, and improved wage settlements for clerical, business, maintenance, mechanical and delivery employees and settlements eliminating wage disparities for women and minorities.

It also called upon locals to seek to eliminate disparities in pension benefits between men and women where sex-based tables are used that presume women will live longer than men, thereby providing women smaller monthly benefits.

To determine patterns and the extent of discrimination in Guild jurisdiction, the convention directed that locals regularly obtain and forward to TNG "full and accurate" payroll data by age, race and sex. It called upon

Minority caucus issues agenda

Detroit—The Minority Caucus of delegates to TNG's Detroit Convention announced an eight-point agenda of caucus objectives for the coming year, including increased minority participation in all Guild activities.

He also was a member of the local's Representative Assembly and represented LANG at the Western District Council and at several TNG conventions.

In 1971, Cadilli became a circulation district manager at the Los Angeles Daily Racing Form, where he continued his Guild activity.

"Jimmy played a crucial role in the Herald-Examiner strike, particularly in the circulation and advertising boycott effort, and has been credited with keeping the Guild unit together during its darkest days," said Linda L. Zink, the local's president and administrative officer.

Cadilli died of a massive stroke on June 8.

locals and TNG to furnish the convention with comparable payroll data for their own staffs and upon locals and district councils to furnish TNG annually with data on the representation of women and minorities among their officers, executive boards and representative assemblies.

The convention called upon locals and TNG to continue to support the Journalism Council's Job/Scholarship Referral Service for minorities and subscribe to and utilize its job-candidates bulletin.

[The International Executive Board, at its pre-convention meet-

ing, voted contributions of \$300 to the Journalism Council's referral service and \$75 to its summer intern program, the latest of what have become annual contributions to each.]

The convention also called upon Guild locals and Guild members alike to seek opportunities to associate with other union organizations—such as the Coalition of Black Trade Unionists (CBTU), the Coalition of Labor Union Women (CLUW) and the Ontario Coalition of Labour—and other groups that share the Guild's human rights objectives.



Ron Unternahrer, Detroit Guild

Along for the ride

Amy Schulz, daughter of Don, picket chairperson for the Detroit Guild's locked-out unit at the Royal Oak Tribune, gets an early lesson in basic industrial relations as she rides along with her father during his own picket shift at the paper. Tribune locked out all its organized employees June 19, a day ahead of a strike deadline by the unions.

"Recognizing our responsibilities to The Newspaper Guild and its human-rights objectives," the caucus said in a statement presented to the International Executive Board at its post-convention meeting, "the Minority Caucus of the Guild outlines for itself the following goals for the coming year."

In addition to increased minority participation in Guild activities, including local and international committees and task forces, the goals include establishment of inter-local communication and local minority caucuses to work with local Human Rights Committees and to seek to organize or otherwise assist employees of minority publications.

Caucus goals also include monitoring minority recruitment and hiring at the local level (with quarterly reports to the IEB), establishing a working relationship with minority leaders outside the industry and sending at least one caucus member to next year's convention of the Coalition of Black Trade Unionists as a representative of the Guild.

Its statement said the caucus would seek formal recognition and office facilities at next year's Guild convention (and other official Guild functions) and space in the Guild Reporter for periodic minority reports.

The caucus statement was signed by Don Barker of New York, chairperson, Patricia Odoms of Philadelphia, vice chairperson, and Joyce Walker-Tyson of Detroit, secretary.

TNG members set 7th record

Washington—Guild membership has climbed to its seventh record in nine months—33,571 active dues payers as of May 1—according to the union's latest accounting of per capita payments.

The May 1 total was up 78 over that for March and up 1,005 from May 1, 1977.

The figure does not include retirees or members of new groups yet without contracts.

Delegates back 'stopping the clock' on ERA



Ray Crowell, Washington-Baltimore Guild

Marching again for ERA

About two dozen from the Guild join marchers estimated to number 40,000 to 50,000 July 9 in Washington demonstrating support for extension of time for ratification of the Equal Rights Amendment. Carrying Guild banner at right is Pat Wert and sign at left is Karen

Woll, both of Washington-Baltimore. Wearing the sign, center, is Kandi Kane, daughter of Ted, in dark hat, legislative intern with the AFL-CIO. To Wert's right is TNG President Charles A. Perlik, Jr. Others are from Baltimore Sunpapers and Time Inc.-Alexandria.

Guild's education aims detailed

Detroit — Calling "committed fellow workers" in the locals "the most potent force in organizing," TNG's 1978 Convention renewed TNG's commitment to train them to do it and declared that the union's "ultimate aim" is to establish a full-time education department.

More knowledge and information on organizing and other areas of Guild activity will enable people in the locals to shoulder greater responsibility, the convention said in adopting a report of its Organizing Committee, chaired by Orville Hancock of Memphis. (TNG's edu-

cational activity now is carried out under its director of administrative operations.)

The proposal for ultimate establishment of a full time education department originated at a meeting of delegates from small locals, the report noted. It was roundly praised by delegates from large and small locals on the floor.

In adopting reports from other committees earlier, the convention committed TNG to resuming its regional weekend institute series and to using them to deal with joint or co-ordinated bargaining.

A motion to amend the Organizing Report to urge the IEB

to consider holding seminars "aimed particularly at the small locals" was defeated.

In adopting another report of its Organizing Committee, the convention also called for expansion of TNG's field staff "as new funds become available" and urged development of joint, co-ordinated and simultaneous organizing with other unions.

It also reminded locals of the necessity of having local organizing committees, clearing organizing campaigns with TNG, advising TNG of organizing in Guild jurisdiction by other unions and furnishing TNG with copies of all documents by all parties involved in organizing campaigns.

'No compromise' on health, convention urges Carter

Detroit—"There can be no compromise with death and disease," the Guild's 1978 Convention said in urging passage of comprehensive health security legislation in the United States.

Forty million Americans have no health insurance at all, the convention noted, and for those who do, insurance pays less than a third of their bills.

The convention called upon President Carter and Congress to approve legislation containing the essential elements of the Kennedy-Corman bill, endorsed by previous Guild conventions.

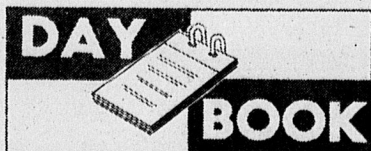
These are universal coverage, comprehensive benefits, tight cost controls on hospitals and doctors, reforms such as preventative medicine and early diagnoses, public accountability, and a consumer policy role.

The convention also renewed its support for S. 50, the Humphrey-Hawkins full employment bill, which would make national

policy an overall unemployment rate of no more than four percent by 1983.

The problem is as pressing now as it was when the Guild first endorsed Humphrey-Hawkins two years ago, the convention said.

The bill has passed the House and is in the Senate. The convention urged it be passed without further diluting amendments.



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.

46th Annual TNG Convention, June 25-29, 1979, Biltmore Plaza Hotel, Providence.

Detroit—The calendar is the most serious threat in the six-year struggle to win ratification of the Equal Rights Amendment, TNG's 1978 Convention declared and called upon U.S. locals, district councils and members to support a measure to extend the time limit for ratification.

If the measure, H.J.R. 638, is not approved by Congress, the constitutional amendment to ban sex discrimination will die next March 22.

It takes 38 states to ratify the amendment. So far, 35 have.

"Equal rights must not be foreclosed by an arbitrary time limitation," the convention said in adopting a resolution reported to the floor by its Resolutions Committee, chaired by William Davis of San Jose.

The House of Representatives was expected to take up the deadline-extension proposal sometime in July.

In its Human Rights Report, the convention also called upon U.S. locals and members to continue to work for the ERA's ratification and to "guard against moves to rescind ratification actions already taken."

It also endorsed TNG's pledge last year to not hold meetings in states that have not ratified the measure and urged district councils to "do the same."

(At its pre-convention meeting, the International Executive Board voted a \$100 contribution to the Ad Hoc Labor Committee for ERA, a coalition of unions supporting the measure.)

The convention also called upon locals and members to work for passage of a bill before the House (H.R. 638) which would require employers to give women absent from work because of pregnancy or childbirth the same benefits as employees absent with other disabilities.

The legislation is an answer to

the U.S. Supreme Court's decision in December, 1976, that discrimination because of pregnancy is not sex discrimination under Title VII of the 1964 Civil Rights Act. A similar measure was passed by the Senate last September by the lopsided vote of 75 to 11.

The convention also voted opposition to an amendment to the House bill that would exempt employers from the bill's provisions in cases involving abortion except where it may be necessary to save a woman's life. The amendment would add "a new form of discrimination" in place of the one the bill seeks to eliminate, the convention said.

One delegate, Jim Scheer of Ottawa, asked to be recorded as "personally opposed" to the resolution's statement on abortion.

The convention also called upon locals that have not achieved it to increase efforts for contractual paid leave for pregnancy-related disabilities.

On another aspect of discrimination, the convention endorsed legislation to outlaw mandatory retirement.

"Age discrimination is an insidious practice throughout the working places in both the United States and Canada, denying older workers their livelihoods capriciously when they reach a certain age and thus relegating many to the whims of government action, and damning some to outright poverty," the convention said.

The Resolutions Committee considered 39 resolutions submitted to it by delegates, the International Executive Board and locals. Thirteen were referred to other committees. Twenty-three were reported to the floor by the committee. Two others were withdrawn by their initiators.

And a resolution from the Rockford Guild seeking reallocation of convention votes was referred to the IEB.

The Guild Reporter

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