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GUILD REPORTER

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New York strike is ended; 1,400 out in Vancouver

Unions start Express as strike paper

Vancouver — The Sun and Province and their Pacific Press joint publishing company suspended operations Nov. 1 when they were struck by members of the Vancouver-New Westminster Guild and Printing & Graphic Communications Union pressmen and promptly locked out the members of three other unions.

Two days later, members of the striking and locked out unions published the first edition of Volume 2 of the Vancouver Express, a triweekly founded and last published by the unions during a three-month lockout by the papers early in 1970.

Contracts of all five unions expired Oct. 31. They are bargaining, prosecuting the strike and publishing the paper through one of the senior joint councils of newspaper unions in North America.

Besides the Guild and Pressmen, the unions involved are the Vancouver Typographical Union, Vancouver Mailers' Union and the Graphic Arts Union.

Contract exemptions in the newsrooms and manning in the press and mail rooms are the chief issues in dispute, a representative of the unions said.

The F. P.-chain Sun and Southam-chain Province are demanding to carve 50 to 60 positions out of Guild contract coverage plus anyone else they conclude might be managerial, according to Jim Young, the Guild's executive secretary.

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Wilkes-Barre Citizens' Voice

UNDELIVERABLE TIMES-LEADERS FENCED IN ON DOCK AT WILKES-BARRE

Bundles of struck paper pile up at city's post office, too . . . Page 5

Guild defers some issues at the Times

New York—Members of this city's newspaper unions, including the New York Guild, are back at their jobs on the Times and Daily News and the papers are publishing again since Nov. 6 under terms of settlements that ended strikes against them after 88 days.

Leaders of the Guild local and its unit at the Times must now undertake to complete negotiation of the Guild-Times contract after the strike, which the Times Unit joined briefly near its end.

IEB asked to extend cash-scrip benefits policy ..... Page 7

For the Guild's settlement with the Times, approved 226 to 121 at a membership meeting late Nov. 5 and early Nov. 6, provides for mediation and arbitration to resolve many issues bargainers could not settle in intense Guild-Times talks during the strike's final days.

Among them are a number of the "giveback" demands the Times, Daily News and New York Post insisted had to be included in any settlement when talks between the Guild and the publishers began last spring.

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Merger units get proposal on finances

Washington — Members of TNG's Special Merger Committee have proposed a formula for financing a new, merged international union to their counterparts from the International Typographical Union.

The members of the ITU's Merger Negotiating Committee are studying it and will respond before or during the committees' next joint meeting, scheduled for Dec. 4-8 in Colorado Springs.

Based on preliminary available membership earnings data for both unions, the Guild's proposed formula would produce a monthly per capita of $7.02 for general operations and raise $597,000 a month, about $150,000 less than the two unions need now for individual operations but judged adequate for a combined union.

When necessary to maintain the new union's defense fund at an agreed upon level, the Guild proposal provides for an additional monthly per capita payment of $7.02, or a total per capita of $14.04, almost $3 less than that payable for the average Guild member under the full regular dues schedule now in effect.

The international-financing proposal along with the cost of administering a union with 85,000 full-time, working members and the development of an adequate defense fund were the key issues discussed by the unions' merger committees at their Nov. 1-3 joint meeting here, the Guild committee said in its report to locals.

The Guild committee's report emphasized that the international financing proposal deals only with payments to fund international operations and does not deal with total membership costs for funding both local and international expenses.

The Guild's proposal is based on data developed by a joint finance fact-finding subcommittee that studied the separate unions' financial resources, needs, present income and operations in advance of the joint meeting of the full committees.

The committees have not yet taken up the funding of local operations, concentrating first on the cost of administering a new international union and seeking

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Labor Dept. dismisses vote charges

Washington—The U.S. Labor Dept. has dismissed Warren E. Howard's complaint against the conduct of the rerun election for the Region 2 (U.S. South) seat on TNG's International Executive Board that Howard lost to Faye McCracken in January.

Carl Rolnick, director of the department's Labor-Management Standards Enforcement Office, said Oct. 23 that the department's investigation showed that no legal action was warranted. [For full text of Labor Dept.'s findings, see Page 4.]

The dismissal came after the investigation's findings were re-

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Boston ad tops raised by $95

Boston—A new three-year Boston Guild contract with Hearst's Herald American raises top and starting minima and over-minima salaries by as much as $95.50 a week.

The settlement was reached in co-ordinated bargaining with the Boston Typographical Union after both unions had taken strike votes. Both unions' settlements were achieved at about the same time and provide increases averaging $2 per hour per member over their terms.

Average Guild increase for its members' 37½-hour work week is $75. Average printing increase for its members' 36¼-hour week is $72.50.

The $95.50 increases in the Guild settlement take the top minimum for **display advertising solicitors** to $507 a week and their starting minimum to $457 a week.

The $95.50 comes in increments of $38.25 retroactive to Jan. 1, $31.75 on Jan. 1, 1979, and $25.50 on Jan. 1, 1980.

Outside classified solicitors' top and starting minima also are increased by $95.50 a week, reaching $430 and $487.50 on Jan. 1, 1980, in the same incremental steps.

Other top and starting minima increases and the resultant rates in the Guild settlement include:

Circulation roadmen and **general bookkeepers**—Up a total of $85.75 a week in increments of $34.25, $28.50 and $23, taking the top minimum for each to $435 and the starting minimum for roadmen to $395 while that for bookkeepers goes to $405.

Telephone operators, stenographers and **secretaries** — Up $68.25 in increments of $27.25,

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TNG makes proposal on merger finances

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agreement on that issue as their first priority, the Guild committee pointed out.

There is "general agreement" that a merged union "can operate for less—perhaps $150,000 per month less—than the two unions now spend on separate operations," the Guild committee also said in its report.

"There are also suggestions that a defense fund beginning at 10 million dollars may be necessary to insure that members faced with the increasingly difficult job of bargaining will have new clout with the publishers," it added.

The joint meeting was the fourth by the two unions' committees since each union's 1977 convention authorized their appointment and charged them with endeavoring to "blueprint" a merger of TNG and the ITU into a new, industrial union.

It was the committees' first meeting in just over eight months, an interval "both sides agree has been too long, but one necessitated by a succession of emergencies that occupied the leadership of both unions," the Guild report said, pointing out that three of its members missed all or part of the session because of bargaining emergencies in Vancouver and New York.

TNG President Charles A. Perlik, Jr., said that the committees' December meeting will be "a critical one if we are to achieve the goal of going before the [1979] convention with a merger document." Both unions' constitutions require approval of any proposed merger first by a convention and then by the membership in a referendum.

The Guild committee reported that the international financing proposal is to fund the costs of operating the new international union by levying an international per capita of one half of one percent (.5 percent) of the average monthly wage (4⅓ times the average weekly wage) of all 85,000 fulltime, working members.

The average weekly wage of all Guild members at present is $342.80, while that of ITU members is $314. The weighted weekly average of all 85,000 full-time working members of both is $324, or $1,404 a month, the finance subcommittee reported.

One half of one percent of the weighted average monthly wage would mean a monthly per capita of $7.02 per member for the operation of the new international union "and would raise $597,000 —the amount the committee has determined is necessary, plus a slight cushion," the report said.

The average wage would be updated periodically, providing an updated dollar per capita.

At present each Guild local collects dues of at least five percent of one week's earnings each month, plus $1, and pays TNG $6.64 per capita during periods of "reduced dues," the report pointed out.

(Each ITU local now collects at least a flat one percent of monthly earnings, plus $1, and forwards it to the international.)

Members of the Guild's merger committee also are proposing a similar formula for the new union's defense fund—one half of one percent of the average monthly wage to be collected when the defense fund would fall below an agreed upon level.

The "trigger-in, trigger-out" procedure would be "similar to present Guild practice," the report said, so that in a period such as that in which the Guild is now operating—with full regular dues in effect—it would mean a total of $14.04 per member per month to finance both the international operating costs and to provide for a defense fund.

Normally a Guild local collects $18.15 per month from a member receiving the present Guild average pay of $342.80 a week, forwarding $6.64 to TNG and retaining $11.51 for local operations, the report noted. Under full regular dues, it collects an additional $10.25 on average and passes it all along to the defense fund.

Based on the current weighted average weekly wage of $324 of the unions' 85,000 full-time, working members, under the finance proposal a local would collect for the international the basic $7.02 for operating costs and the same amount for the defense fund —a total of $14.04, against the present $16.89 total per capita under full regular dues.

After "several hours of frank discussion" by the joint merger committees, the ITU members said they had "some problems with the application of the concept" and wanted to develop more information before responding, the committee reported.

The paring of expenses possible in a merged union "was appealing to all the members of the committees," the report continued, noting that the finance subcommittee estimated that the Guild could cut about $20,000 from its monthly administrative expenditures of about $150,000-plus and "the ITU estimates even larger reductions" by eliminating duplicative functions.

Little progress is made as Guild, Mellus meet

Lincoln Park, Mich. — No meaningful progress was made in talks Nov. 3 between the Detroit Guild and Panax's strike-bound Mellus chain of weeklies, the Guild reported.

Administrative Officer Willard Hatch said that in fact the company had reduced its wage offer.

Forty-two Guild members struck the weeklies Sept. 25 while attempting to negotiate a first contract.

Hatch said the company at the Nov. 3 meeting proposed wage increases of seven percent to fit President Carter's anti-inflation "standard."

The previous company offer was two percent per quarter, Hatch said.

Even so, he added, the offer was insufficient because, for one thing, the company is insisting on maximum, rather than minimum, rates of pay.

The effect would be that some employees would get no increases at all.

Still on the table is the company's proposal for a management rights clause.

Until this comes off, "I see little chance of settling the strike soon," Hatch said.

The Guild represent employees in all non-mechanical departments. Mechanical work is handled by outside firms.

Meanwhile, the strikers' interim weekly, the Downriver Reporter, showed advertising and circulation gains while the Mellus chain's papers showed advertising declines, the Guild said.

Three area school boards and several city councils have pulled legal advertising from the struck papers.

One of the councils which pulled advertising was that of Lincoln Park.

Mellus' credit manager, who is crossing the picket line, is a member of the council. He was the only one who did not vote for the action.

Although he abstained, the credit manager, Thomas Murphy, said he did not have a conflict of interest.

This drew criticism from Mayor Victor Bonora, who told Murphy:

"We're up here to stand up and be counted. We don't chicken out or cop out—we vote 'yes' or 'no.'"



Edward Petrere, Downriver Reporter

SUBURBAN MAYOR TURNS PAPER BOY FOR 'DOWNRIVER REPORTER'

Thomas Coogan of Melvindale hand delivers Mellus strikers' interim weekly to Charles Primm

Vancouver papers are closed

(Continued from Page 1)

Pacific Press is demanding that its complement of pressmen be trimmed by attrition from its present 130, but it has not been possible to determine how many of their jobs the company wants to eliminate, according to William H. McLeman, TNG Canadian director.

The company also wants to pare its mailers' jobs by reducing the number of papers put together at the plant, having sections inserted at circulation drop points instead.

Pacific Press has offered $5,000 per pressman and mailer to buy out their union's manning clauses, McLeman said.

About 1,400 union members are involved in the strike-lockout: 840 in the Guild, 130 Pressmen, 40 drivers also represented by the Pressmen, 300 printers, 100 mailers and about 35 engravers.

Contract drivers, represented by the Teamsters, are refusing to cross the picket lines.

Young said that two days before the strike-lockout, J. N. Marr, assistant Pacific Press general manager, told the unions at the bargaining table that company accountants had said that this is the year the papers could afford "to take you guys on" and that the papers were prepared for a six months strike.

No bargaining was held during the strike's first week and none was scheduled, Young said.

Phil Needham, president of the Guild local and co-chairperson of the unions' joint council, said that the publishers' bargaining table approach is part of a concerted anti-union battle being waged across the continent by publishers.

He charged that the papers are attempting to set up "a scab labor force" by increasing the number of employees excluded from the Guild. The company denied it.

Meanwhile, the first issue of the unions' Monday-Wednesday-Friday Express ran 20 full-sized pages and carried about 65 percent advertising. Its 100,000 press run was "almost a sell out," the unions reported. The demand for advertising space pushed the paper up four pages from the number that had been planned.

The second issue, on Nov. 6, was 24 pages. Only the limitations of their leased equipment kept it from being 48 pages, Young said.

The paper is being run on the presses of the daily Columbian in neighboring New Westminster. Much of the type is being set at the North Shore Citizen.

Business, editorial and circulation offices are in a new building in downtown Vancouver.

Holt is named to head panel on organizing

Washington — At-large Vice President Robert C. Holt, Jr., of St. Louis was named chairperson of the International Executive Board's Organizing Committee at the board's fall meeting.

He replaces Dorothy M. Sain of Cleveland, who resigned from the IEB early in October after accepting a Guild-exempt position at the Press [Guild Reporter, Oct. 13].

Vice President Richard V. Sabatini of Philadelphia was appointed to Sain's spot on the Finance Committee and Vice President Elwood B. (Woody) Bigelow of Portland to fill the vacated position on the IEB's Appeals Committee.

The board also approved unanimously a resolution wishing Sain well in her new job.

SONG certified for circulation

Brantford, Ont.—The Ontario Labour Relations Board Oct. 30 certified the Southern Ontario Guild as bargaining agent for the ten outside circulation employees of the Brantford Expositor.

The Guild also represents the Southam paper's editorial and mail room employees.

Model contract provision is altered

Washington—The Guild Shop clause in TNG's Canadian Model Contract has been amended to state that new employees in Guild jurisdiction become members "immediately . . . on the date of hiring," rather than "no later than the 30th day" after hiring.

The International Executive Board directed the amendment during its fall meeting upon recommendation of its Collective Bargaining Committee. Vice President Roger L. Stonebanks of Victoria, committee chairperson, said that there is no legal bar in Canada to requiring immediate membership.

The IEB also referred the whole Canadian Model Contract to Canadian counsel for an overall review of its compatability with Canada's laws.

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Early leader to head 1978 Broun Awards

Washington — Chandler Forman, former TNG vice president at large and president and treasurer of the Chicago Guild, has been named chairperson of TNG's 1978 Heywood Broun Award contest.

Forman, who retired in March as associate travel editor of the Chicago Sun-Times after 37 years with the paper, served four consecutive two-year terms on the International Executive Board before deciding against seeking re-election in 1953.

A charter member of the Twin Cities Guild, he went to Chicago just in time to become involved in the 19-month Hearst strike that began in 1939. He had been sports editor of the Minneapolis Tribune. He was president of the Chicago Guild when the Sun-Times and Daily News were merged and retired when the Daily News was closed.

Forman was named to head the Broun Award contest by the IEB during its fall meeting Oct. 16-19. He will name the contest judges and preside over the conduct of the competition.

The Broun Award is presented annually for journalistic achievement "in the spirit of Heywood Broun," the Guild's founding president. It carries a citation and prize of $1,000.

Employees in the Guild's jurisdiction on newspapers, news services, magazines and broadcasting stations in the United States, Canada and Puerto Rico are eligible to enter, whether or not they are Guild members or working under a Guild contract.

The winner will be announced on the opening day of the IEB's winter meeting, Jan. 22, in Washington.

Entries should be sent to the Broun Award, c/o TNG at 1125 15th St. NW., Washington, D.C. 20005.

Deadline for entries is Jan. 12.

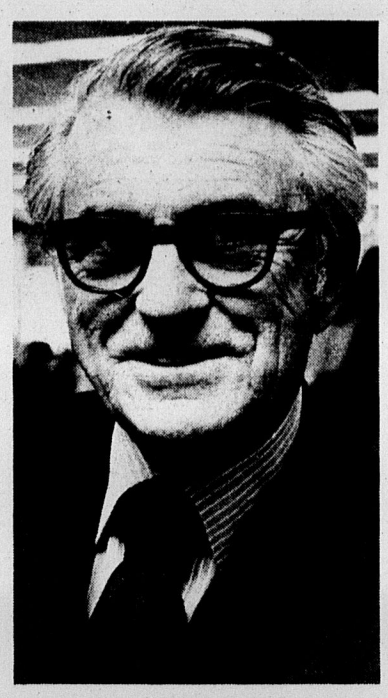
The same date is the deadline for entries in TNG's 1979 Guild Service Award, for achievement on the local level.

The IEB named Vice Presidents Robert C. Holt, Jr., of St. Louis and John M. Lowe of Toronto and Administrative Operations Director Ellis T. Baker to be judges of entries for the service award.

It is presented annually during the IEB's winter meeting to one of the nominees advanced by local membership meetings, executive committees or representative assemblies. It provides a scholarship of up to $1,500 for a course in labor education.

Established in memory of and originally bearing the name of Wilbur Bade, an early leader in the international and the Twin Cities local, the award is open to local members and unpaid officers only. Paid officers and staff are not eligible.

The IEB also named the judges for the 1979 David S. Schick Memorial Awards for local Guild publications.



CHANDLER FORMAN
Broun Award chairperson

They are TNG Vice Presidents Carla W. Beck of Great Falls and Floyd Tucker of San Francisco-Oakland plus David J. Eisen, TNG director of reasearch and information.

Winners of that award have been announced at the IEB's spring meeting each of the two years of its existence. Citations go to winning locals and editors and an appropriate prize, as well, to the editors.

The contest, named for the late, long-time administrative officer of the Philadelphia Guild, is financed with interest from a fund established by Schick's family and friends.

U.S. offers UNESCO compromise press plan

Paris—The United States has offered the Third World a compromise on the controversial UNESCO draft declaration on the press that is opposed by scores of Western press-connected individuals and groups, including TNG and the International Federation of Journalists [Guild Reporter, Oct. 13 and 27].

One of the latest to call for rejection of the draft was AFL-CIO President George Meany.

American delegates offered their three-point program during the 20th UNESCO General Conference that opened here Oct. 24 and runs until Nov. 28.

Ambassador John E. Reinhardt said it addresses the legitimate concerns of Third World countries.

The draft declaration, pressed by the developing nations and the Soviet Union, would call on governments to see that the press works against racism and warmongering.

Western nations see this as a lead-in to approval of government control of media content.

Reinhardt did not link the three-point plan to rejection of the draft declaration. But he said that unless the declaration was rejected, Congress probably wouldn't appropriate the money for the program.

The American plan would:

✓ Set up regional journalism training centers with broadcasting and printing facilities and send journalism professors and administrators to train Third World journalists.

✓ Establish a 25 million dollar communications satellite program so developing countries could send literacy, health and similar programs to remote areas.

✓ Establish an international consultative organization to coordinate the industrial nations' efforts to help Third World media.

The Soviet Union, meanwhile, criticized the United States for opposing the draft declaration on free-press grounds.

Igor N. Zemskov, deputy foreign minister, said Western press freedom means the freedom to publish pornography.

In the United States, he said, there are 300 pornographic magazines and 300,000 children have been pressed into the sex business.

"You call this freedom of information?" he asked.

Meanwhile, in Washington, AFL-CIO President George Meany said the declaration should be opposed because its "obvious purpose is to rationalize government infringement on freedom of expression."

Third World countries have been sensitive to what they consider to be sensationalized news of the developing nations.

They also say that the main flow of news is from the rich countries to the poor and that the Third World is not getting the constructive coverage it should.

Maraghy set for Latin survey trip, project rapped

Washington—Gerald Maraghy, president of the Portland Guild, has been named by TNG to represent it on a three-week trip to eight Latin American nations to help determine if the Guild should undertake a fullscale program to again assist journalists' unions there.

TNG President Charles A. Perlik, Jr., said Nov. 3 that Maraghy and Alberto Schtirbu of Buenos Aries, full-time secretary of a confederation of such unions under TNG's international program in the 1960s, will make the survey trip Nov. 15 to Dec. 5.

The survey is the first step under authorization voted to Perlik by the International Executive Board at its fall meeting to continue negotiations for, and to enter into, contracts with AFL-CIO-connected labor institutes for financing for new TNG international-affairs efforts. [Guild Reporter, Oct. 27.]

Maraghy and Schtirbu will visit Brazil, Chile, Colombia, Mexico, Paraguay, Peru and Venezuela together. Maraghy also will go to Barbados. Perlik will join them in Lima, Peru, over the Thanksgiving weekend at a meeting of hemispheric labor ministers and labor leaders where they will discuss the Guild's new efforts. Perlik had been scheduled to make the entire survey trip, but cancelled his participation because of the press of other business.

The survey trip is being financed by a $17,000 grant from the American Institute for Free Labor Development with funds it receives from the U.S. Agency for International Development.

Meanwhile, delegates to the fall meeting of the Middle-Atlantic District Council of Guild locals directed council officers to protest to TNG its move to revive its international affairs program in Latin America and elsewhere with government funds.

At the same time, the Western and New England District Councils also met after the IEB's action and discussed it, but took no formal action on it.

The Middle-Atlantic Council acted during its meeting Oct. 28-29 in New York City after hearing the proposal roundly criticized by several in attendance, including TNG Vice President Betsy Wade of New York who along with five other vice presidents voted against IEB authorization for the effort.

TNG Vice President Richard V. Sabatini of Philadelphia defended the IEB majority action, stating that it was in conformance with a TNG policy set by the 1967 Convention calling for the IEB to seek to continue TNG's international affairs program with "completely open" funding from outside the Guild, encouraging government funding, and stating that a contract with AID would be the "preferred relationship" for any secured.

Vote by council delegates was 23 to 4, with New York's voting delegates, President Thomas P. Murphy and Secretary-Treasurer Raymond A. Mann, abstaining.

The council also heard severe criticism of the IEB's adoption of an emergency system combining cash and promisory notes for payment of benefits to Guild members out of work because of strikes and lockouts [Guild Reporter, Oct. 27]. The criticism came largely from New York Guild members and delegates who charged that the action discriminates against members at the New York Times and Daily News who received unemployment benefits late in the strike against the papers.

The council also voted another $50 contribution to the Wilkes-Barre Guild's strike fund and directed Sabatini to determine which other locals' strike or lockout funds might be most in need of a council contribution.

The council's spring meeting was set for Feb. 3-4 at the Stadium Hilton Hotel in Philadelphia. A TNG institute on meeting the publisher assault on Guild contracts will be presented.



Raymond Crowell, Merkle Unit, Washington-Baltimore Guild

German unionists discuss automation with TNG officials

Six leaders of I. G. Druck und Papier, the big German printing, paper and journalists' union, visit TNG's Washington headquarters Nov. 6 as first stop on American tour to investigate newspaper automation. From left, clockwise: Uwe Korner, regional secretary; Werner Pfennig, executive committee secretary; Hermann Zoller, union's newspaper editor; Suse Weidenbach, political editor and labor writer for Stuttgarter Zeitung; Erwin Ferlemann, group leader and executive secretariat member; Rolf Walther, collective bargaining official; TNG President Charles A. Perlik, Jr.; David J. Eisen, TNG research and information director; Ellis T. Baker, TNG administrative operations director; Richard J. Ramsey, TNG Contracts Committee executive secretary, and Robert Dudnick, TNG associate research and information director. The Germans also will visit Twin Cities Guild to discuss worker participation and International Typographical Union in Colorado Springs for a further examination of automation. The visitors presented TNG with a cast medallion bearing the ancient shields of the various German printing crafts unions.

Labor Dept. dismisses charges in IEB election

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viewed by his office and the Solicitor of Labor was consulted, Rolnick said in a letter to TNG.

"We are therefore closing our file" on the case, he added.

Howard's complaint was the only time in the 19 years that the federal Labor-Management Reporting and Disclosure (Landrum-Griffin) Act has been on the books that a candidate in a TNG election has claimed irregularities in a complaint to the Labor Dept., which enforces the law.

TNG President Charles A. Perlik, Jr., called the Labor Dept.'s dismissal of the complaint "a testament to the integrity of TNG's election processes and of the members who work at the local and international levels to see that the results reflect the will of the membership."

The Region 2 election was rerun by the International Election & Referendum Committee after three-term incumbent Howard, of Washington-Baltimore, and McCracken, of Memphis, finished nearly even in the first election in September, 1977, and the IERC was unable to resolve a four ballot discrepancy, which could affect the outcome. The rerun election was conducted Jan. 2-7, 1978, and the results certified on Jan. 17.

McCracken had a two-ballot margin in the first election's tally. She won by 303 in the rerun.

In dismissing Howard's complaint count by count, the Labor Dept. said that:

✓ The IERC had correctly interpretted its own rule that local election committees act as its designees in overseeing the election. This interpretation "is reasonable" and does not violate the Labor-Management Reporting and Disclosure Act, it said.

✓ The IERC did not mislabel the rerun as a "special election" to evade one of its rules; what the election was called "had no significance" as to how it was conducted.

✓ There was no improper delay in holding the election. The decision to update eligibility lists was made to "enfranchise as many members . . . as possible . . . consistent with the purpose of the [law] . . . after consultation with the Labor Dept."

✓ The IERC and Puerto Rico Guild acted properly in not including in certified returns votes cast in one unit because of a discrepancy between the number of votes cast and the number of voters in the unit. The unit returns would not have changed the Puerto Rico vote, which went heavily for McCracken. A Howard observer in Puerto Rico reported no errors or wrongdoings by the local election committee.

The Labor Dept. found "no discrepancies" in other Puerto Rico units.

✓ Washington-Baltimore Guild members' votes were counted, making moot any allegation that there had been a threat by the IERC chairperson not to count them. The allegation was denied.

✓ A box of McCracken campaign literature found in a room at TNG headquarters was of no consequence. The room often was used by Washington Post Unit members. The literature was never taken out of the box, which was under a table. It had been left there and forgotten by a McCracken supporter. There was no evidence the room had been used for campaign activities and ". . . the presence of one box of campaign material in the Guild headquarters does not amount to a violation which may have affected the outcome of the election."

✓ Howard was not denied the right to inspect the membership list, with mailing addresses, of the Puerto Rico Guild. He received a mailing list of Region 2 members, but the Puerto Rico list had no addresses because it had been practice for TNG to send material to Puerto Rico for distribution to members by the local. Howard never requested TNG to conduct a mailing to Puerto Rico, nor obtain its members' addresses. If he had, TNG indicated it would have complied.

✓ Howard never made of TNG a specific request for any Puerto Rico mailing list. He was not denied the right to campaign there; one of his supporters did and was given full co-operation by the local. If anyone was denied access to work sites by an employer, it was not a violation of the law if the employer denied access to all candidates.

✓ Puerto Rico's reporting of per capita payments to TNG is not on the same form as are the reports of other locals, but this does not constitute a violation or mean that TNG does not have an accurate list of eligible Puerto Rico voters. Because of the language difference, Puerto Rico reports per-cap payments in longhand and the proper form then is filled in at TNG headquarters. The form in question isn't designed to provide voter eligibility requirements anyway. This is done on another form, which the Guild maintains.

✓ TNG election officials showed Howard the forms listing all Puerto Rico members and their dues payments. "The Dept. of Labor reviewed the financial records of the Puerto Rico local at the union headquarters. The record showed that the local was eligible to participate in the rerun election. Over the past three years the local was never more than one month in arrears."

Pilgrims' pensions

Washington—The first pension plan in North America was established in 1636—by the Plymouth colony—for disabled soldiers, according to the U.S. Labor Dept.

Text of U.S. report on Landrum-Griffin probe

This is the full text of the "statement of reasons" by the U.S. Labor Dept.'s Office of Labor-Management Standards Enforcement in its dismissal of the complaint by Warren E. Howard of Washington-Baltimore on the conduct of the rerun election for the position of TNG Vice President from Region 2 (the U.S. South). Howard lost the election to Faye McCracken of Memphis. The Labor Dept.'s dismissal was transmitted to TNG and to Howard by Carl Rolnick, director of the enforcemeent office, who said the decision had been made after an investigation by his office, "a careful review" of the investigation's findings and "after consultation with the Solicitor of Labor." He said he is "closing our file" on the case.

THE COMPLAINANT protested a rerun election for the office of Vice President of Region 2 conducted January 2 through 17, 1978[1]. The complainant alleged numerous violations of the LMRDA[2], each of which will be treated in turn as follows:

1. The complainant alleged that the International Election and Referendum Committee (IERC) violated its own rules by not conducting the rerun election under its own supervision.

THE INVESTIGATION disclosed that Rule 53(c) of the Election Rules for International Elections and Referenda is not interpreted by the IERC to require that the committee members physically oversee every phase of the new election. The IERC asserts that it has the responsibility for supervising the election and that the local election committees act as its designees in accordance with Rule 53(c). This interpretation of the rules is reasonable and does not constitute a violation of the LMRDA.

2. The complainant alleged that the IERC mislabeled the new election as a "special election" in order to evade the requirement of Rule 53(c).

THE INVESTIGATION revealed that naming the election a special election had no significance with regard to the manner in which the election was conducted.

3. The complainant alleged that the IERC delayed the election for three months and set up a new period for the determination of good standing for purposes of voting eligibility.

THE INVESTIGATION disclosed no improper delay in holding the new election. The decision to update the eligibility list was intended to enfranchise as many members of the union as possible. This decision was consistent with the purpose of the LMRDA and was made after consulting the Dept. of Labor.

4. The complainant alleged that the IERC certified the election results without recounting the ballots cast in Puerto Rico even through the complainant had noted a wide discrepancy between the number of ballots cast and the number distributed. The complainant also noted that the votes from one unit in Puerto Rico were not counted in the election.

THE INVESTIGATION disclosed that the Local Election Committee of Puerto Rico attached a note to their official tally return sheet indicating that the returns from the David M. Company Unit showed 59 ballots cast but only 51 eligible voters. As a result, the votes from this unit were not included in the certified election returns. An observer for the complainant was present during the tally of the Puerto Rico votes and reported no errors or wrongdoings on the part of the Local Election Committee. The Dept. of Labor counted the disallowed ballots and found 59 votes for the successful candidate McCracken[3], and one vote for the complainant. Thus, even if the votes from this unit had been included in the election results, they would not have changed the outcome of the election. The Dept. of Labor also examined election records from other units in Puerto Rico and found no discrepancies between the number of ballots cast and the number of signatures on the eligibility lists.

5. The complainant alleged that the chairperson of the IERC threatened not to count the votes from the Baltimore-Washington local.

THE INVESTIGATION revealed that the votes from this local were counted.

6. The complainant alleged that the IERC discounted the discovery of two boxes containing campaign literature for his opponent in a room at the headquarters of The Newspaper Guild. The complainant further alleged that this room had been used as a headquarters for a political campaign as well as by members of the union for meetings and other work.

THE INVESTIGATION disclosed that a box of McCracken campaign flyers was found at the union headquarters in a room often used by members of the Washington Post Unit. A McCracken supporter admitted having stored the box in the room, but had forgotten about it being there. The box was under a table and none of the literature was outside the box or posted in the room. None of the literature was distributed from the room. In addition, the investigation disclosed no evidence that the room was used for any campaign-related activity. Under the circumstances revealed by the investigation, the presence of one box of campaign material in the Guild headquarters does not amount to a violation which may have affected the outcome of the election.

7. The complainant alleged that he was denied the right to inspect the membership list, with mailing addresses, of the Puerto Rico local.

THE INVESTIGATION failed to substantiate this allegation. The complainant requested and received a mailing list of all members in Region 2 of the union. This list, however, as the union had previously informed the complainant, contained only the names without the addresses of the Puerto Rican members. It had been the practice of the union to send all mailings for Puerto Rico in bulk to the local. The local would then distribute the material to its members. The complainant never requested the union to conduct such a mailing to Puerto Rico, nor did he request the union to obtain the addresses of members in Puerto Rico. The union indicated that it would have complied with such requests.

8. The complainant alleged that he was denied the opportunity to campaign in Puerto Rico in that:
   (a) He was denied the mailing list;
   (b) He was denied access to work sites of Puerto Rico members; and
   (c) He was not permitted to distribute campaign material within the Puerto Rico local.

THE INVESTIGATION disclosed that the complainant never made a specific request for a mailing list of Puerto Rican members. It was further disclosed that a supporter of the complainant campaigned in Puerto Rico and was given full co-operation by the local there. The refusal of an employer to permit campaigning at worksites does not constitute a violation of the LMRDA if such policy is applied to all candidates. The investigation revealed no evidence of discrimination against the complainant in this regard.

9. The complainant alleged that the Puerto Rico local does not report per-capita payments on the form required by the international constitution. As a result, the union has no accurate list of eligible voters in Puerto Rico.

THE INVESTIGATION disclosed that because of the language difference, the Puerto Rico local does not use the same form (Form 106) for submitting per-capita payment information to The Newspaper Guild. The Puerto Rico local submits the required information in longhand and a Form 106 is then filled out at the union headquarters using this information. The Form 106 is not designed to provide information concerning the eligibility of voters. The Guild headquarters maintains a list of eligible voters in Puerto Rico based on information supplied on Form 108.

10. The complainant alleged that figures quoted by the Secretary-Treasurer of The Newspaper Guild to verify the good standing of Puerto Rico members did not include the names or numbers of the members for whom the per-capita tax payments were being made.

THE INVESTIGATION disclosed that on January 17, 1978, union election officials showed the complainant the forms submitted by the Puerto Rico local which listed all the members in the local and their dues payments. The form used to report such information, Form 108, differs from Form 106, which lists only the number of members in each job category and the per-capita payments made by the local. The Dept. of Labor reviewed the financial records of the Puerto Rico local at the [Local] union headquarters. The record showed that the local was eligible to participate in the rerun election. Over the past three years the local was never more than one month in arrears.

[1] Ballots were cast Jan. 2-7; protests were heard, ballots tabulated and the result certified by the IERC on Jan. 17.
[2] Labor-Management Reporting and Disclosure Act of 1959, commonly referred to as the Landrum-Griffin Act.
[3] Faye McCracken of Memphis.



45-FOOT TRAILER-LOAD OF TIMES-LEADERS ARRIVES AT RECYCLING PLANT
Thousands of copies of struck paper printed, but unsold

Wilkes-Barre unions meet with publisher

Wilkes-Barre, Pa.—Meetings of four unions with the struck Times-Leader, Evening News, Record, under the auspices of federal mediators Oct. 30-Nov. 2 recessed with the unions reporting no substantial progress toward settlements with the CapCities-chain paper.

Minor progress in "a couple" of areas dealing with benefits and expenses was made in Guild talks, but that was all, a union representative said.

The Guild had proposed to the company renewal of its old contract unchanged except for "a modest wage increase," said TNG International Representative James H. Orcutt.

Through a mediator, Orcutt said, the Guild had also asked the company to outline specific problems it had with the old contract. He called the response a 20-page "public relations exercise."

In a meeting with the Wilkes-Barre Typographical Union, Robert Ballow, the company's industrial relations counsel, admitted that no buy-out proposal had been put on the table for the printers.

Earlier, Richard Connor, Times-Leader operations director brought here from the Oakland Press in Pontiac, Mich., had said publicly that the printers were offered two million dollars, or $50,000 each to buy out the jobs of 40 printers.

Orcutt was chief negotiator for the printers as well as the Guild at the sessions.

About 240 members of the Wilkes-Barre Guild, Typographical Union, Pressmen and Stereotypers struck the Times-Leader Oct. 6 for new contracts.

The interim paper the unions launched shortly thereafter continues to grow, going to 40 pages Nov. 2 and planning 48 pages the following week.

Carrying a heavy proportion of advertising, the Citizens' Voice has been hampered by lack of press capacity. Pages in excess of 24 must be preprinted and inserted.

The Times-Leader, meanwhile, continued to publish and experience difficulty with distribution, attempted mostly through the mails.

Thousands of returned copies were piling up daily in the city's post office and a local recycling firm said it was buying more than three tons daily from the post office.

At least two area communities formally complained to the Times-Leader of thousands of undelivered copies of the paper littering their streets.

The guard force at the Times-Leader plant, meanwhile, was changed as of Nov. 4 from one supplied by the Wackenhut Corp. to a smaller one supplied by a firm in the Wilkes-Barre area.

About a week before the firm was replaced, several Wackenhut guards who had been among the hundreds at the paper asked the unions to let them join the picket line, the Wilkes-Barre Sunday Independent reported.

It was "an apparent display of resentment over working conditions inside the plant," the paper said.

Guild Reporter, Forum honored

Washington — The Guild Reporter has been judged second best international union newspaper with less than 100,000 circulation and the Washington-Baltimore local's Guild Forum the best local union paper with less than 2,500 circulation.

The awards were made by the International Labor Press Assn. for work done in calendar 1977.

The Guild Reporter also received a second place award for front-page layout and Dick Belland an honorable mention for an editorial cartoon in the Guild Reporter that showed a publisher holding closed a closet full of labor-law-violations while proclaiming publicly that the Labor Law Reform Bill was "a power grab."

First place for "general excellence" in the Guild Reporter's category went to the Seafarers' Log, a 40-page monthly.

The ILPA's panel of judges called the Guild Reporter a "concise, fast-paced newspaper" with "good photos and well-written, generally short articles" that keep members informed on bargaining and organizing and major labor issues in Congress. "It's a credit to the crafts of editor and reporter," the judges said.

The judges said that the Guild Forum "reflects the professionalism of the union members that it serves," pointing to "a lively format, good photos and concise writing." They praised especially its coverage of grievances and bargaining.

Among other union publications edited by Guild members, the ILPA judges singled out the following for overall excellence:

The Voice of the Cement, Lime & Gypsum Workers, edited by Patricia Strandt of Chicago, second place among magazines of less than 100,000 circulation; The Union Advocate of the St. Paul Trades & Labor Assembly, edited by Gordon Speilman of Twin Cities, second place among central body publications with more than 20,000 circulation; the California AFL-CIO news, edited by Glenn Martin of San Francisco-Oakland, first place for central body publications with less than 20,000 circulation; and the Graphic Arts Unionist of the Graphic Arts International Union, edited by Bill Moody of the New York Guild, honorable mention among magazines of more than 100,000 circulation.

IEB appeals unit raps Bakersfield local

Washington — The Appeals Committee of TNG's International Executive Board said in October that it has decided against bringing disciplinary charges against the Bakersfield Guild for failing to hold new elections as ordered by the committee this summer.

It said it came to the decision because the local's regular nomination and election process starts in November and a special election before then "would not serve the best interests" of the Guild.

"Nonetheless," the appeals committee said it "feels that Brother [Andrew] Millinich has been derelict in his duties as president by not complying with the decision of the committee" in July in directing the local to hold new elections.

The committee, acting then on a protest by five members of the local, found that the local had violated its by-laws in its conduct of the elections in January [Guild Reporter, July 14].

TNG to join press group

Washington—TNG's International Executive Board has voted to affiliate TNG with the World Press Freedom Committee, a year-old organization of Western press-associated groups.

The board acted at its fall meeting upon recommendation of its Research & Information Committee. The committee heard TNG President Charles A. Perlik, Jr., praise the organization for its work in training journalists and promoting press freedom "largely in third world countries."

Perlik represented the International Federation of Journalists, a committee affiliate, at its first bi-annual conference early in October [Guild Reporter, Oct. 13].

Perlik told the IEB committee that he felt the Guild should affiliate to help increase employee groups' influence in what is now a "very heavy management orientation" by the committee.

New England council picks Ritchie to be vice president

Portland, Maine—Thomas A. Ritchie, treasurer of the Boston Guild, has been elected vice president of the New England District Council.

He succeeds Donald Waterman of Brockton, who resigned after promotion to an exempt job.

Ritchie was elected at the council's fall meeting, here Oct. 28-29.

The council condemned an action of the Rhode Island AFL-CIO that seeks a state law forcing newspapers to sign editorials [Guild Reporter, Oct. 27].

The council said that an unfettered press is freedom's watchdog and that the AFL-CIO action would violate the Constitution's First Amendment.

In other action, the council purchased $100 of prepaid subscriptions to the Madison Press Connection, donated $300 to the Wilkes-Barre strike (with $200 more in 30 days), and authorized a study of a possible revision of its by-laws.

The council's winter meeting will be held in Wakefield, Mass., probably in February.

Westerners buy share in Madison

Eugene, Ore. — The Guild's Western District Council voted to purchase a $100 share of stock in the Madison Press Connection Cooperative, Inc., which publishes the daily that grew out of long strike there.

The council at its fall meeting here Oct. 21-22, also expressed its support of strikers in Vallejo, Calif., and of attempts to bargain a first contract with the Arizona Republic and Phoenix Gazette.

The council's meeting was attended by a member of the Phoenix Guild.

Next council meeting will be Feb. 3-4 in Phoenix.

CLUW 'recognizes' TNG

Washington—TNG has been awarded a "certificate of recognition" by the Coalition of Labor Union Women (CLUW) for "outstanding work to promote equality for women in the workplace and in society."

At-large vice president Floyd Tucker of San Francisco-Oakland, chairperson of the International Executive Board's Human Rights Committee, accepted the certificate on behalf of TNG.

Twenty-five other unions and associations, including the Graphic Arts International Union, Teamsters and Auto Workers, also received like awards at a CLUW dinner Oct. 19.

CLUW held the dinner in conjunction with its annual legislative conference and a quarterly meeting of its executive board.

The conference focused on the need for more affirmative action programs and the growing right-wing threat.

"Equal pay for work of comparable worth" especially is long overdue, CLUW's executive board said in a resolution.

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:

FREEDOM AND JUSTICE FOR J.P. STEVENS WORKERS

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

CARPETS
Contender
Gulistan
Merryweather
Tastemaker

HOSIERY
Finesse
Hip-Lets
Spirit

TABLE LINEN
Simtex

BLANKETS
Forstmann
Utica

TOWELS
Fine Arts
Utica
Tastemaker

THE SHORT OF IT

BRITAIN'S GOVERNMENT has dropped "spy" charges against two reporters and a former intelligence corporal the two interviewed nearly two years ago for a story that wasn't even written before the three were arrested. But all three still face two-year sentences under another section of the nation's Official Secrets Act—one dating from 1911 that prohibits giving or receiving unpublished "official information." The "spy" charges were dropped 15 days into a second trial when the defense showed that the "secrets" John Berry, now a social worker, had given Duncan Campbell of the New Statesman and Crispin Aubrey of Time Out had all been previously published, even in military house organs. Their first trial had collapsed in September when it was discovered that the jury foreman was a former military spy-commando who had been lobbying for convictions before the defense had begun its case. . . . Now the government is considering contempt charges against the New Statesman reporter who exposed the foreman's role.

Quote . . . close quote: **"For Time Inc. to say, 'We would like to come under the Failing Newspaper Act'. . . ." —Washington Post publisher Katherine Graham to a meeting of printing and publishing investment analysts when asked about the possibility of a joint publishing arrangement between the Post and Time's Washington Star. . . . "Every single penny of it was put into that pension fund by William Loeb and they weren't pennies either."—the aforementioned Loeb, publisher of the Manchester Union Leader, commenting to Editor & Publisher on Labor Dept. charges against him for having arranged a ten-percent, $500,000 loan from the paper's profit-sharing retirement plan to buy a new press. The government said the loan benefitted the paper at the expense of the plan. Loeb said politicians are mad at him for critical coverage by his paper.**

Overseas correspondence II: Early in Ocotber Rhodesia's government banned the Zimbabwe Times, a 15,000 circulation black daily, and its editor, Herbert Munangatire. The paper had been bankrolled by a London-based mining firm. Prime Minister Ian Smith said it had been "controlled and financed by Marxist-inspired enemies" of his regime. . . . In mid-October Smith's government banned a new black daily, the World, the day before it was to begin publishing, saying it would have been "a continuation or a substitution for" the Times since it was financed by the Times' owners. . . . In South Africa, meanwhile, the censorship board on Oct. 12 lifted a 21-year ban on the novel, "Peyton Place," but issued a new list of 13,000 other banned publications, including the September issue of Photography magazine. . . . The staffs of Iran's two largest dailies walked out and the papers closed Oct. 11 to protest imposition of government censorship. . . . Eight antigovernment papers in Pakistan suspended publication for three days in mid-October to protest new government censorship moves. . . . Erhard Hutter, the only Austrian correspondent in the Soviet Union, left there Oct. 12 after authorities withdrew his visa and accused him of spreading anti-Soviet propaganda and illegal business dealings. He had been there seven years.

The sports beat: **A federal judge refused to order the Philadelphia Phillies to permit a woman sports reporter, free lance Samantha Stevenson, into the team's locker room for interviews during the National League playoffs . . . The professional baseball owners are appealing a New York federal district court judge's earlier order to the Yankees to let Sports Illustrated's Melissa Ludtke Lincoln into that team's locker room [Guild Reporter, Oct. 13]. . . . The football Giants on Oct. 22 barred all sports reporters from their locker room and brought the players to another area for interviews instead when they heard that Betty Cuniberto of the Washington Post would seek equal access with male reporters to locker room interviews. . . . The Toledo Troopers of the National Women's Football League opened their locker room to male reporters for the first time after their game with the Columbus Pacesetters Oct. 21. The area was cleared after a fixed time for interviews to permit players to shower.**

Among ourselves: George H. R. Taylor, former Washington-Baltimore Guild member (below, right), has been named director of the AFL-CIO's new Occupational Safety & Health Dept. . . . Bob Cummings, Portland Guild executive committee member and environmental reporter for the city's three papers, has been named Maine's Journalist of the Year. . . . Kirk Smith, former reporter for the San Francisco Chronicle and Seattle Post-Intelligencer, administrative assistant to the governor of Guam, local representative of the San Francisco-Oakland Guild and administrative officer of the Pacific Northwest Guild, has been named the assistant managing editor of the Post-Intelligencer. . . . John K. Sloan, once of the Twin Cities Guild and a former TNG domestic and Latin American international representative, is the new director of the Labor Education Program in the University of Iowa's Industrial Relations Institute. . . . The Southern Ontario Guild, formerly the Toronto Guild, has a new monthly publication—named "S.O.N.G. Sheet."



Boston ad minima raised $95 to $507 at top, $457 to start

(Continued from page 1)

$22.75 and $18.25 to a top of $339 and a starting minimum of $309.

Inside classified solicitors—Up the same $68.25, to a top of $341.75 and a start of $307 a week.

Promotion copywriters—Up a total of $90.75 to a top of $456.50 and a starting minimum of $430.25.

Programmers—Up a total of $90.75, to $458 and $408.

Computer operators—Up a total of $75.75, to $375.75 and $335.75 a week.

Newsprint records clerks—Up a total of $71, to $356 and $326 a week.

Office boys and **messengers**—Up a total of $43.65, to $218.50 and $210.90.

An eighth holiday, the employee's birthday, also is added and the mileage rate is increased one cent, to 16½ cents for the first 200 miles per week and 13½ cents thereafter.

In addition to a $72.50 a week increase in printers' scale, taking the day rate to $401.66, the Typographical Union also won a comprehensive automation agreement at the Boston Globe and a somewhat less far-reaching supplemental agreement with the Herald American.

At both papers, printers who voluntarily retire at age 65 (before Dec. 31 at the Globe) will receive a $6,500 payment and are guaranteed medical benefits for life.

The Herald American will not introduce electronic front-end systems during the life of the contract, according to Henry F. Vitale, ITU Local 13 president.

At the Globe, which will introduce VDTs and optical scanners, there are added incentives for retirement before reaching 65 and an $8 per shift quarterly bonus.

There also is a formula for substitute printers to step into permanent positions as they open through the retirement incentives program (one for every three vacancies until the composing room workforce is reduced to about 300, and then one for one, with a maximum of 80 such advancements overall).

Every regular, fulltime printer, however, is guaranteed his or her job until death, resignation, retirement, disablement or discharge for cause.

In addition, through 1979 the volume of wire copy is limited to 48 standard columns per day in the Globe and 40 in the Evening Globe.

Correction

The increase and resultant new top minimum for computer operators at the St. Paul Pioneer Press and Dispatch were incorrectly reported in the Oct. 13 Guild Reporter. The minimum was increased by $44.55, to $277.30 a week, in the 25-month contract.



Russ Cain, San Jose Guild

Monterey's fifth anniversary

San Jose Guild's Monterey Unit members hold fifth annual Halloween party celebrating the Oct. 31, 1973, Guild victory in representation election at Peninsula Herald. At birthday cake (from left) are Everett Messick, Laura Sansom, Alex Hulanicki.

IT SEEMS TO US

Ethics violation is seen in endorsing candidates

RIDGEWOOD, N.J.

Editor:

The Guild leadership and the [Guild] Reporter continue to violate the most fundamental ethics of our journalistic profession, and as a Guild member I cannot remain silent any longer. I refer, of course, to the scandalous practice of endorsing political candidates, when our professional code requires us to be non-partisan.

The problem is compounded by the offensive phrase (10/13, p. 8) in which Mr. Perlik points out the power of "Guild locals and members" who are "in a position to influence" the outcome of elections. Are we to assume that the loyal Guild member should "influence" these Senate elections by what he writes? If not, let's say so—such sloppiness is inexcusable in a union that ought to represent news employees.

An aside—I find it interesting that there is such a preponderance of Democrats on your list. In Minnesota, if not elsewhere, one who shares your worry about "liberal strength" might well favor the Republican in the race.

But liberal or conservative, Democratic or Republican, loyal incumbent or new face, it is certainly immoral for a journalistic union and its publication to cast doubt upon the elemental fairness of the nation's press. It is time to clean up our act.

RICHARD N. OSTLING
Time Inc. Unit
New York Guild

Editor's Note: In his letter, Perlik informed locals of AFL-CIO (not TNG) senatorial endorsements. He did so, he wrote, for the guidance of local executive boards and political action committees (and whatever other use locals might find appropriate) in those states where Guild locals were in a position to influence the outcome of the elections—not, of course, by what their members write as newspersons, but by how they vote as citizens.

By TNG convention action, letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue. Deadline, Friday before publication.

Economics prof values GR as aid in classroom

DAVIDSON, N.C.

Editor:

For several years you have sent me a complimentary copy of your journal. As a teaching technique I have required my students in labor economics classes to read your journal, and journals from other unions. This has been one of the most successful techniques I have used in my attempt to give the students an understanding of the role and function of trade unions.

I shall retire from teaching at the end of this academic year. I am writing to thank you for sending me your journal, and to inform you that, because of the retirement, I will not need your journal; so you can cease sending it to me.

With best wishes for continued success of your journal and your union, I am,

E. F. PATTERSON
Professor
Davidson College

New York strike is settled after 88 days

(Continued from Page 1)

Talks between the Guild and the Times, as well as between others unions and the Times and Daily News, were resumed in earnest after the two papers and the Pressmen announced Nov. 1 that they had reached tentative agreement on a six-year contract.

Both papers, plus the Post, had been closed Aug. 9 when the Pressmen struck with the support of the Guild and other craft unions. The publishers had unilaterally posted work rules the Pressmen's Union said would cost half its members their jobs at the papers.

Early on, three other unions also struck one or all three papers—the Paper Handlers and two Machinists' locals.

For the next 12 weeks all attention was focused on the Pressmen's primary dispute with the publishers: pressroom staffing.

The publishers bargained jointly through the New York Publishers' Assn.

The unions, coalesced in the city's Allied Printing Trades Council, a month into the strike brought veteran industrial relations consultant Theodore W. Kheel into the situation to advise them. Despite initial publisher resistance, his role became increasingly that of mediator.

Early in October, Post publisher Rupert Murdoch broke from joint bargaining with the other two papers, made his own settlements with the Pressmen and other unions, including the Guild which had struck the Post itself Aug. 22, and the Post resumed publication on Oct. 5. Murdoch agreed essentially to accept whatever the Pressmen and the other two dailies worked out on pressroom staffing.

Kheel, the Pressmen, Times and Daily News jointly announced the Pressmen's tentative settlement after one of several marathon bargaining sessions conducted with Kheel's assistance in the strike's final weeks.

On the key staffing issue, the settlement reportedly provides that all the union's 1,508 members working regularly before the strike are guaranteed their jobs. Any staffing reductions are to be accomplished through attrition, with the publishers offering cash incentives for early retirements.

There are to be 11 journeymen on each press unit, reportedly one less than previously. The number of apprentices is to be determined by a fact finder. The 145 pressmen at the Daily News' rotogravure plant in Queens reportedly are guaranteed jobs if the plant is closed.

A publisher's representative said pressroom jobs could be reduced by a third during the six year contract.

Two days after the tentative Pressmen's settlement, Machinists striking the News reached agreement with that paper.

Early the same day, the unaffiliated Newspaper & Mail Deliverers Union announced that it had finalized agreements with both papers clarifying and supplementing those reached tentatively in the spring but never concluded.

The next day, Machinists striking both papers reached agreement and the day after that the Paper Handlers and Stereotypers initialed tentative agreements.

The Guild, meanwhile, said it was making no progress toward settlement. About 7 p.m. Saturday, Nov. 4, the Times Guild Unit put up its own picket line at that paper, but removed it in late afternoon the next day at the request of the unions' council.

The same day the Stereotypers, Machinists and Pressmen's memberships ratified their unions' settlements.

The Guild unit's bargaining committee took a proposal for a settlement worked out in part by Kheel to a membership meeting that began at 10 p.m. By the time it ended after 1 a.m. the next day, the package had been approved by a vote of 226 to 121. Damon Stetson reported in the Nov. 7 Times that the meeting was "bitter," long and loud.

Times Unit Chairperson Donald Barker told the meeting that leaders of the Allied Council had told the Guild that their unions could not support a continued Guild picket line if the Times was offering a settlement comparable to that made to end a four-day Guild strike at the Daily News in June, Stetson reported.

All the settlements provide the same three-year average wage-increase: $23 retroactive to March 31, $23 next March 31 and $22 on the same date in 1980.

Included in the Guild settlement also are a one-time $250,000 payment to its welfare fund, an increase in mileage rates and guarantees, upgradings for some jobs and a guarantee of oral evaluations for reporter trainees.

In addition, Kheel will mediate continued talks on Guild proposals such as for safety standards for VDTs, disability benefits for part-time employees and by-line and credit-line protections.

He will arbitrate company demands for a 50-week cap on severance pay for new hires, limitations on health and welfare contributions, exclusion of confidential secretaries, a five year extension to 15 years in the service time for "tenured" job security for new employees, lower minimum schedules for new hires based on Bureau of Labor Statistics figures and limitations on sick pay for repeated illness.

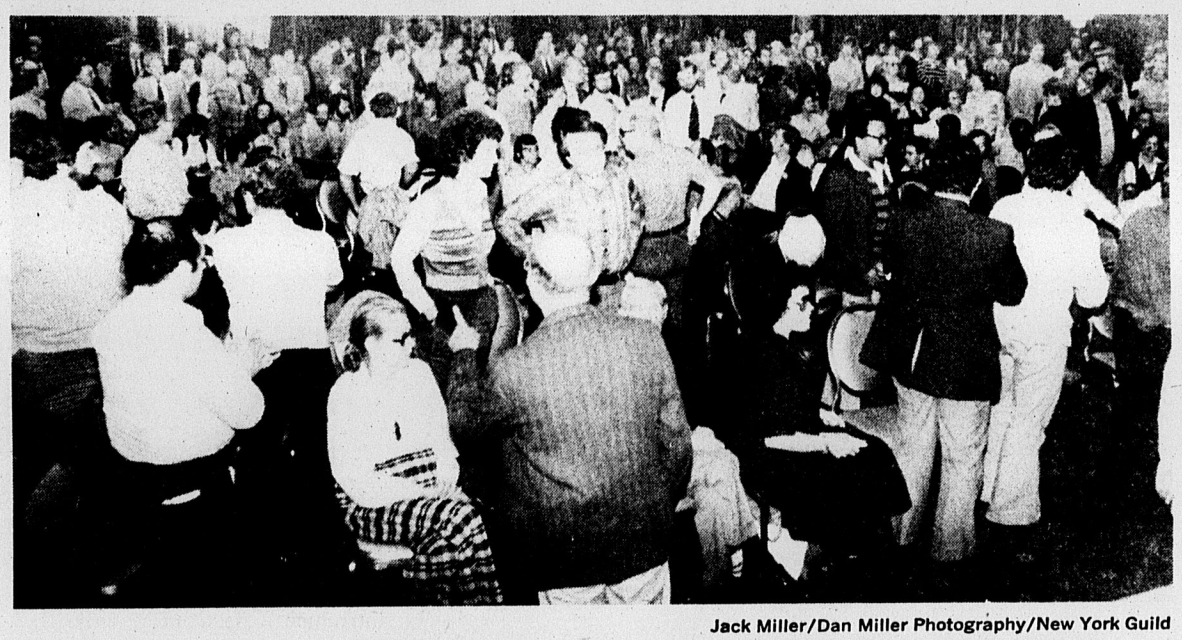
A local representative said the settlement also contains several concessions made in the earlier News agreement, including a four-day week at no reduction in hours at the company's option, a three-day week of the same total hours with the employee's consent, a 30-day limit on filing grievances "after awareness" (together with a requirement that the company respond within 20 days, ten on discharges, or lose the case), plus an agreement to "red circle" some persons in jobs the company is trying to have "clarified" out of Guild jurisdiction in labor board proceedings.

The first post-strike issue of the News was an ad-heavy 192 pages; the Times, 96 pages.

Page 86 of the Times carried the first installment of a two-part analysis of the strike. In the lede, reporter Jonathan Friendly said that the publishers expected the pressmen to strike, but thought it would be a short and ineffective walkout because the other unions either would persuade them to settle quickly or some would cross the picket lines enabling the papers to publish without the Pressmen. Publisher unity also was expected.

New York Pressmen's President William Kennedy called his union's settlement "just and equitable."

"It means we didn't have a Washington Post in New York," he said, referring to a Pressmen's strike at the latter paper three years ago that resulted in its loss of representaiton rights.



Jack Miller/Dan Miller Photography/New York Guild

NEW YORK TIMES MEMBERS APPROVE SETTLEMENT TERMS WITH STANDING VOTE
Discussion carried meeting from 10 p.m. Nov. 5 into the next day

IEB is asked to extend cash-scrip policy

Washington — TNG's International Executive Board has been asked to extend indefinitely the emergency system combining cash with promissory notes for Defense Fund benefits payments and to authorize more borrowing from outside the Guild for the fund.

The end of the New York strike "eases but does not end TNG's Defense Fund difficulties," President Charles A. Perlik, Jr., and Secretary-Treasurer Robert M. Crocker said in a Nov. 6 letter accompanying mail ballots on the questions to the IEB.

Five days before the New York strike ended, more than 800 Guild members struck Vancouver's two dailies and TNG, at least initially, is paying cash benefits to them. In addition Guild members in six other places—Pontiac and Lincoln Park, Mich., Montreal, Vallejo, Sacramento and Wilkes-Barre—remain out of work due to strikes. And TNG on Nov. 7 sanctioned a possible strike by the 80-member New York Guild unit at Scholastic magazines and said it would pay full benefits in cash if the strike occurs.

The IEB at its regular Oct. 16-19 meeting put the combination cash-promissory notes benefits system into effect through the week that began Oct. 29 and ended Nov. 4. [Guild Reporter, Oct. 27.]

The board also had scheduled a special meeting for Nov. 4 if necessary to review the Defense Fund crisis and take any possible further steps necessary if the New York strike appeared likely to continue much past then. That meeting was cancelled when New York settlements appeared imminent.

The new strike in Vancouver plus other continuing strikes and lockouts affecting Guild members make it necessary to continue the promissory note system, Perlik and Crocker said.

Under that system, promissory notes are issued in lieu of cash benefits that otherwise would be payable to members who receive unemployment compensation or more than $50 a week in other income, from any source, "first generated after the onset of the strike" or lockout.

In Montreal, where members at the Star are receiving unemployment, the cash benefit outlay was reduced by $26,400, to $2,000 a week during the system's first two weeks of operation.

In the first week of the system's operation in New York, when benefits for those qualifying were half in cash and half deferred, the cash benefit outlay to Times and Daily News members was halved, to about $88,700, the local reported to TNG. New York's experience was not immediately available for the second week, ending Nov. 4, for which benefits for those meeting the emergency system's criteria were to be wholly in the form of a pledge of later payment.

There were no reports of significant numbers of members from other locals qualifying under the promissory note system.

At the outset of the Vancouver strike, $50,000 was sent from the Defense Fund's available cash to make it possible to "at least start paying" cash benefits there.

The authority sought to increase borrowing from outside the Guild would make possible as much as $500,000 in addition to the 1.25 million dollars authorized by the IEB at the outset of the New York strike.

It would enable TNG to utilize a $300,000 line of credit the International Assn. of Machinists has opened up to the Defense Fund, interest free, Perlik and Crocker said.

Meanwhile, the International Typographical Union, which earlier had said it would be forced to cut off all benefits to striking and locked-out members, effective Oct. 30, said that it had moved that date back to Nov. 7. After that, it said, it would begin paying the half of the benefits it had deferred since mid-September to those entitled to them.

In adopting the emergency cash-promissory note benefit system for two weeks, the IEB said it was both to meet the "critical" needs of members out of work in industrial disputes and to maintain the "bargaining credibility" of every other Guild unit.

Post sues News for 'conspiracy'

New York—The New York Post has filed a federal antitrust damages suit against the Daily News and the Newspaper & Mail Deliverers Union, charging that they have conspired to keep the Post from starting a new morning daily here.

The newspaper, which would be called the Daily Sun, would compete directly with the Daily News.

The Post seeks damages totalling 75 million dollars.

Canada's price elevator

The table below records the ascent of Canada's Consumer Price Index over a 24-month period following a 0.2-point decline in the index in September to 177.5, up 14.1 points from September, 1977, and 26.8 points from September, 1976. The first column lists the index for each of the last 12 months, the second the percentage increase over the same month of the preceding year, and the third, the percentage increases over September, 1976.

		Percentage over	
	Index*	Same month prior year	September 1976†
October, 1977	165.0	8.8	9.5
November	166.1	9.1	10.2
December	167.2	9.5	10.9
January, 1978	167.8	9.0	11.3
February	168.9	8.7	12.1
March	170.8	8.8	13.3
April	171.2	8.4	13.6
May	173.6	9.0	15.2
June	175.1	9.2	16.2
July	177.7	9.8	17.9
August	177.7	9.4	17.9
September	177.5	8.6	17.8

*1971 = 100 †Index = 150.7

Decision months off on Cincinnati merger

Cincinnati — The Cincinnati Post-Enquirer joint operating hearings are over but a decision on the papers' application for Justice Dept. approval for their proposal to join business and production forces appears months off.

Administrative Law Judge Donald Moore now must go through 6,000 pages of testimony taken in 33 days of hearings, absorb post-hearing briefs from attorneys and make recommendations to Atty. Gen. Griffin Bell.

It is Bell who will decide if Scripps-Howard's afternoon Post is a failing newspaper under the Newspaper Preservation Act and eligible to combine its noneditorial departments with those of Combined Communications' morning and Sunday Enquirer.

The Cincinnati Guild, TNG, Cincinnati Typographical Union, the Justice Dept.'s anti-trust division, a suburban publisher and groups of Post employees have all opposed the combination.

More than 500 jobs would be lost in a joint operation, 250 of them covered by the Guild.

Under the Newspaper Preservation Act, the attorney general is the only one who can give permission for a joint operation. The 1970 statute exempts joint publishers from prohibitions against price fixing, profit pooling and market splitting.

As the hearings ended Oct. 26, the schedule was this:

E. W. Scripps Co. had three weeks to file briefs. Opponents had three weeks after that to file briefs. Then Scripps gets another week to file a reply brief.

After these seven weeks, Moore has four weeks to come up with recommendations to Bell.

Forty-five days are set aside for comment and counter-comment on the recommendations.

Although Scripps says quick action is imperative, most attorneys expect no decision before March.

In the final days of the hearings, Jeffrey Freund, attorney for the Guild and Typographical Union, charged that Scripps dealt with the unions in bad faith in September, 1977.

He said management never asked the unions for cost concessions before filing the joint operating application.

Management responded that it was up to the unions to propose concessions.

Tom Conlon, the Post's personnel-labor relations director, conceded under questioning that the paper had not proposed specific cost savings to the unions.

He said he told the unions in September, 1977, of the decision to seek a joint operation.

A similar declaration in 1975 led to a wage moratorium by the unions.

After the unions were told of the 1977 plan, Conlon testified, another meeting was held and the unions said they had no "magical solutions" to the paper's problems.

Freund said it was up to management to propose further economies, not the unions.

A surprise witness was James Ratliff, who was instrumental in the employee purchase of the Enquirer in 1952.

He said he had backers who wanted to buy the Post. But he refused to identify them.

Ratliff did say that he was a front man for a prominent local man who in turn was a front man for other possible purchasers.

By the end of his testimony, however, Ratliff conceded that his people had only a "serious interest" in buying the Post and weren't making a "firm offer."

Generally, opponents of the joint operation have claimed that Cincinnati can support two independent papers.

They said mismanagement and perhaps deliberate losses were behind the Post's problems.

Scripps held that the Post could not be saved and would lose 15 million dollars through 1985.

The problem, Scripps witnesses said wasn't costs — it was lack of revenue.

Scripps called economists to the stand to support that contention.

One of them spent 800-900 hours, at $75 per, studying the situation.

Revenue was increasing but not fast enough, Michael Glassman, the economist, testified.

He admitted that other Scripps-Howard papers which had folded or gone into joint operations had had declining—not increasing—revenues.

Glassman also conceded that in his study of newspapers relevant to the Post situation he had never looked into the Chattanooga, Tenn., operation.

There, the News-Free Press and Times ended a joint operation. The News-Free Press established a Sunday edition and today leads the Times daily and Sunday.

Another aspect to the parties' arguments was whether the Post would remain an independent voice under a joint operation.

Both Post and Enquirer witnesses said it would.

Earlier, however, a memo from an Enquirer official surfaced in which he said that his paper must run the show.

William J. Keating, Enquirer president, also said in a memo that the Enquirer had rejected earlier Scripps joint operations overtures.

"The Enquirer values its independence," he wrote. "If we became dependent on somebody else's equipment, we would reduce the Enquirer's market value as an entity."

The current joint operating proposal would have the Post produced on Enquirer equipment at a new Enquirer plant.

A 34th day of the hearings — Oct. 31 — was cancelled when the Justice Dept. reported to Moore that an accountant the government planned to call had been unable to receive time off from the firm employing him.

The Justice Dept. contended throughout the hearings that a complicated incremental cost-benefit analysis showed that the Scripps chain actually was making money on the Post even though the Post itself was operating at a loss. Scripps disputed the validity of the accounting method and produced its own accountants who said the chain did not receive a net benefit from tax writeoffs and other advantages accruing to it from the Post's losses.

The Justice Dept. said that its accounting method showed Scripps to have received a net cash benefit of $787,000 from operating the Post in 1977.

DATELINE: OTTAWA

Parliament settling strikes tip of portentous iceberg



By **HUGH WINSOR**, *Toronto Guild*

On Oct. 25, officers of the Royal Canadian Mounted Police raided offices of the Canadian Union of Postal Workers in several cities and seized documents and correspondence. Later that day the union's president, Jean-Claude Parrot, and four other union officials were charged with disobeying an act of Parliament. That evening, Mr. Parrot called off the postal strike that had commenced ten days before and ordered his men back to work.

The government had only tolerated 11 days of postal disruption, compared to 42 days three years previously, before moving heavily with legal sanctions. At the same time as the government was seeking injunctions against the striking postal workers Parliament legislated an end to the strike of deck officers on ships on the Great Lakes.

What both developments illustrate clearly is a decreasing tolerance both on the part of the public and on the part of their elected representatives towards strikes that have wide-scale impact, whether or not the strikers are actually civil servants.

The deck officers, for instance, all work for private shipping companies but they were legislated back to work because the shipping trade was deemed essential to the economy, especially the cargoes of wheat, coal and iron ore that would be caught in the annual freeze-up if the strike were allowed to continue.

Nobody is very happy about the increasing frequency with which Parliament has been thrust into the middle of the collective bargaining process.

In many instances, such as the Post Office, the government is both employer and the holder of the majority in the Parliament which forces an arbitrated settlement, leading to a concern about the possible conflict of interest.

Secondly, there is a concern that neither side will bargain realistically in the knowledge that the dispute may end up in Parliament. Experience has shown that arbitrators' awards following Parliamentary intervention have been more generous than those reached in bargaining.

The pressure to bring strikes to Parliament is part of a broader disenchantment. When there is a sour feeling abroad in the land exacerbated by sluggish economies, unions become an easy target.

This is especially so in essential services such as the postal system and public transportation. There has not been one year in the past five when some major service, like mail or air travel, has not been disrupted by strikes.

About the only popular thing Prime Minister Pierre Trudeau has done in the past few months is to announce that he would turn the Post Office into a crown corporation and put an end to the frequent disruptions and bad service.

Everybody knows there are no magic solutions to the Post Office's problems, that go far beyond labor relations. Nevertheless, Mr. Trudeau's tough-talk struck a responsive chord.

The official opposition Conservative Party is making political gains by promising to be even tougher when and if it forms the next government. It is questioning the whole principle established in 1965 that civil servants have the right to organize and strike. It will certainly move very strongly against civil servants in essential services such as hospitals, police forces or air traffic controllers.

All of this indicates that civil service unions and the Canadian labor movement as a whole must give serious and sustained consideration to their public image. Demands that are formulated primarily for tactical bargaining purposes have been damaging to labor's credibilty far beyond the bargaining table.

In the future, unions will not only have to consider what they can gain in their next contracts, but also how those gains can be sold to the public.

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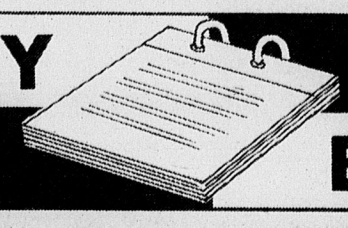
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Midwest District Council, fall meeting, Nov. 18-19, Kenosha, Wis.

Great Lakes District Council, fall meeting, Nov. 18-19, Executive Inn, Buffalo.

TNG Special Merger Committee and ITU Merger Negotiating Committee, 5th joint meeting, Dec. 4-8, Colorado Springs.

TNG Special Merger Committee and ITU Merger Negotiating Committee, 6th joint meeting, Jan. 8-12, Washington.

International Executive Board, winter meeting, Jan. 22-25, TNG headquarters, Washington.

Middle-Atlantic District Council, winter meeting and TNG regional institute, Feb. 3-4, Stadium Hilton, Philadelphia.

Western District Council, winter meeting, Feb. 3-4, Phoenix.

International Executive Board, spring meeting, April 23-27, TNG headquarters, Washington.

46th Annual TNG Convention July 2-6, 1979, Biltmore Plaza Hotel, Providence.

The Guild Reporter

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