

Montreal Star shutdown ends as Guild, others approve pacts

Montreal—The Montreal Star, closed since June 14 when it was struck by the Pressmen, was scheduled to resume publication Feb. 12 after its employees ratified both new contracts and back-to-work agreements between their unions and the paper.

The Montreal Guild's 500-member unit at the F.P.-chain paper voted its approval Feb. 6 and most members returned to work Feb. 7. Members of the Pressmen's, Typographical and Mailers' unions voted their approval three days earlier.

Key tops up by \$129 to \$149

All are three-year contracts.

The new Guild contract provides increases totalling \$129 for experienced newsroom employees, taking reporters, photographers, artists and layout persons to \$512.50 a week on Jan. 1, 1981.

Top minimum for retail and national ad sales representatives and circulation district representatives is raised a total

of \$134, to \$506, while that for outside classified sales is raised a total of \$149, to \$494.50 a week.

Pressmen's, printers' and mailers' scales are increased by \$125 a week and printers' and pressmen's workweek is cut to four days and 32 hours, from five days and 35 hours. The two unions made some concessions on what the company called "restrictive work prac-

tices," a Guild representative said. Their day scale goes to \$457 a week.

Although Guild bargainers had reached tentative agreement on a new contract Jan. 11 and the printing crafts unions late in December, disagreements over conditions under which members would return to work held up ratification. The company said early in the shutdown that it would not try to resume publication until it had new contracts with all four unions.

Back-to-work terms include no break
(Continued on Page 4)

Benefits continued to 1,500 in strikes

Washington—TNG's Defense Fund—which provided more than \$3.3 million for benefits for members involved in strikes from last July through mid-January—should be able to continue to meet its benefits' obligations through mid-April, it was reported during the International Executive Board's winter meeting here Jan. 22-25.

The single qualification: no unforeseen new emergencies that would add large numbers of members to the benefit rolls.

With the end of the New York and St. Louis strikes the fund's income was running close to the cost of benefits for seven groups totalling more than 1,500 members in six locals who remained out of work due to strikes.

The fund's income plus other available money in the fund should permit continuing benefits at least until the IEB's spring meeting, scheduled to begin April 23, TNG Secretary-Treasurer Robert M. Crocker reported to the board.

Fund study begins with idea search

Washington — Leaders and members of Guild locals are being invited to submit suggestions to an ad hoc committee of the International Executive Board that is studying TNG Defense Fund expenditures and funding.

In a Jan. 29 letter to all locals, TNG International Chairperson Harry S. Culver said the "unparalleled demands of recent months upon the fund caused the IEB at its winter meeting to create the committee to seek a long-range solution to the fund's problems, which include debts of over \$3 million.

To be explored, he said are such topics as additional revenue sources, the level of benefits and permissible outside earnings, the fund's floor and ceiling, its "paper assets" and "possible expansion of the criteria for Defense Fund commitments."

Appointed members of the ad hoc committee were Secretary-Treasurer Robert M. Crocker and Vice Presidents David M. Mulcahy, Richard V. Sabatini, Louis M. Calvert and Faye McCracken. Culver said he and TNG Presi-

(Continued on Page 2)

(Settlement of the 8-month-old Montreal Star shutdown a week and a half after the IEB met will do little to relieve pressure on the fund, however, since most Guild members involved were receiving promissory notes in lieu of cash benefits under an emergency system established by the IEB in the fall.

(Under that system the pledges of future payment go 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.")

Crocker and the IEB's Finance Committee also reported that the impact of the strikes and lockouts also affected income to TNG's General Fund substantially during the fiscal quarter ended Dec. 31 since the many members idled by work stoppages were not paying regular dues and their locals were not liable for regular

(Continued on Page 2)

THE GUILD REPORTER

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William M. Brown/Philadelphia Guild/Federation of Guild Representatives

Launching the institute season

Some 30 members and leaders of Middle-Atlantic District Council locals attend the season's first TNG regional weekend institute in Philadelphia, Feb. 3-4. Sessions — on the publisher assault on Guild and other union contracts and how best to meet it — are conducted by TNG Field Operations Director J.

William Blatz, International Representative Charles Dale and Administrative Operations Director Ellis T. Baker, from left facing camera at right of blackboard. Additional weekends presently scheduled are being sponsored by the Midwest, Great Lakes, Southern and Western Councils (see: Daybook, Page 5).

Publishers abuse NLRB, Guild charges

New York — News industry employers are abusing the National Labor Relations Board's processes to try to severely weaken the Guild, the Guild charged before the NLRB's regional office here Feb. 6.

The charge comes in a 24-page brief supporting a motion by the

Wire Service Guild for dismissal of a petition by the Associated Press that seeks to have more than 120 employees disqualified from continued Guild representation and contract coverage.

The Guild also asks that the dismissal motion be transferred immediately to the full NLRB in

Washington for oral argument and decision because of its importance and complexity.

The brief charges that the AP's action is part of "a developing pattern" in the industry and links the AP's petition to similar efforts by the "Washington Post, New York Times, New York Daily News and New York Post.

The Guild also is asking that further hearings on AP's petition be postponed until the full NLRB acts on the dismissal motion.

The AP petition would cut the Guild bargaining unit by ten percent; the Washington Post's would cut it by 20 percent and the New York papers' by 20 to 25 percent.

The employers are asking the labor board to declare the positions exempt from union representation as supervisory, man-

agerial or confidential.

Each case involves a long bargaining history which has seen the positions "consistently" covered by the Guild "by agreement," the Guild points out.

Also, it notes, there is "no indication of any material change

(Continued on Page 4)

Post leader gets service award

Washington — Eugene L. Meyer, vice president of the Washington-Baltimore Guild this year and chairperson of the local's Washington Post Unit last year, has been named winner of the Guild Service Award.

The award—up to \$1,500 for a union-education course — is given annually for outstanding service to the Guild at the local level.

In announcing Meyer's selec-

tion from among ten nominees during the International Executive Board's winter meeting Jan. 22-25, the judges cited Meyer for "his leadership in rebuilding the Guild unit at the Washington Post."

His achievements in that rebuilding "most notably exemplify the kind of leadership, dedication and just plain hard union work above and beyond the call of duty that the Guild Service

Award is intended to recognize and encourage," the judges said.

Judges were TNG Vice Presidents Robert C. Holt, Jr., of St. Louis and John M. Lowe of Southern Ontario (Toronto) plus Ellis T. Baker, TNG's director of administrative operations.

"As the Washington-Baltimore Guild noted in nominating him," the judges said, "the Washington Journalism Review last October

(Continued on Page 4)

Two locals mark 'roots'

IN SEATTLE

A book ... P. 7

IN ROCKFORD

A ball P. 2

Defense Fund benefits continue for 1,500 members in strikes

(Continued from Page 1)

per-capita payments to TNG for them.

Despite the fact that General Fund expenditures for the period were \$11,981 under the amount budgeted, the result of the reduced income was a \$39,536 General Fund deficit for the period. The quarter's shortfall brought the deficit for the first nine months of the year to \$91,631 and the fund's cumulative deficit to \$575,648.

The Oct.-Dec. quarter was the one in which, "other things being normal," TNG had expected to "turn onto the plus side of the General Fund ledger" under the 75-cent per-capita increase voted by the 1978 Convention, the committee noted.

And while most of the employed-member per-capita shortfall was due to 1,600 to 2,100 members being idled in strikes during the quarter, some of the income shortage also was due to "a number of locals, including some large ones," failing to send remittances to TNG by the end of December, the IEB noted.

Largest item of underspending during the quarter was for per

capitas to organizations with which TNG is affiliated, where only \$1,936 of \$21,900 budgeted was spent.

The AFL-CIO and its Industrial Union Dept. have "exonerated" TNG from all per capita for six months because of its strike-produced straits and TNG is not paying per capita to the Canadian Labour Congress for striking members.

Other items of underspending included miscellaneous organizing, \$8,522 under, delegates and committees, \$3,125 under, IEB meetings, \$1,200 under, contributions/tickets, \$1,095 under, organizing literature, \$1,000 under.

Items for which more was spent than was budgeted included representatives' expenses, \$14,098 more, largely because of the strikes, clerical salaries, \$4,737 over due to a budgeting error, Guild Reporter printing, \$6,352 over, transportation, \$1,802 over.

Because of the large number of members still out of work in strikes and the "uncertain" status of per capita from some recently returned to work, the IEB estimated income for the fourth quarter at \$497,105 and expenses of \$532,650—which would produce a deficit of \$35,545.

Defense Fund expenditures during the Oct.-Dec. quarter totaled \$2,393,663, with nearly half—\$1,076,756—going to the New York Guild for benefits to News, Post and Times members.

Other large Defense Fund items were \$340,716 to St. Louis, \$13,650 to Washington-Baltimore as obligations for later payment, \$338,942 to Montreal, mostly as obligations, \$420,261 to Vancouver-New Westminster, \$40,546 to San Francisco-Oakland's Vallejo Unit, and \$12,896 to Detroit's Mellus and Pontiac units.

The Defense Fund's net worth, which had stood at \$1,932,510 at the end of June and \$406,067 at the end of September, "plunged to a minus figure of \$1,332,626 at the end of December with total liabilities of just over \$2.5 million," the IEB said.

Of its total liabilities, \$1.7 million is for loans from locals and other international unions and a bank and about \$800,000 is for deferred benefits in four locals.

As of mid-January, just under \$65,000 in cash was needed for benefits payments to seven groups of members each week, just over \$360,000 in cash was available and monthly income from full regular dues was running about \$200,000 to \$220,000, Crocker reported. If all members were working, it would be about \$30,000 a month more, he said.

In other financial actions, the IEB also:

- ✓ Approved "minimal" contributions of \$100 to the United Way of the National Capital Area and \$50 to Group Research, an organization that publishes a newsletter on the right wing.
- ✓ Approved payment by TNG of legal fees incurred by the New

Higher dues at least 18 months more

Washington—It will take at least 18 months more of full regular dues to pay off TNG's Defense Fund debts and restore the fund to its constitutional \$2 million level, TNG President Charles A. Perlik, Jr., told the IEB Jan. 24.

And for each month past January that demands on the fund remain undiminished, an additional month will be added to the higher dues period, he said.

The higher dues were triggered Sept. 1, for the first time in more than two years, when about 4,800 members were on benefits.

Longest period of the equivalent of higher dues in TNG history was 46 months, from January, 1968, through October, 1971.

York Guild to then in a case involving resignations by members at the Times, Post and Daily News—estimated at about \$18,250. Vice Presidents Betsy Wade and David M. Mulcahy, both of New York, were recorded as voting "no," after attempting unsuccessfully to extend TNG's payment to cover the full cost.

✓ Denied a request that TNG assist the New York Guild with legal fees in defending against unit clarification petitions at the Times, Post and Daily News, in a 9-to-4 roll call vote. Fees were estimated at \$70,000 through mid-January.

Voting in the majority were Vice Presidents Elwood B. Bigelow, Louis M. Calvert, John M. Lowe, Faye McCracken, Richard V. Sabatini and Floyd Tucker, plus Crocker, TNG President Charles A. Perlik, Jr., and International Chairperson Harry S. Culver.

In the minority were Vice Presidents Mulcahy and Wade, Carla W. Beck and Diane M. Woodstock. Vice Presidents Robert C. Holt, Jr., and Roger L. Stonebanks were absent. Stonebanks later said that he would have voted with the minority.

✓ Okayed continuing monthly payments of \$1,250 to the Buffalo Guild to assist it with legal fees in defense of several complex unfair labor practices charges by two members.

✓ Agreed to settle for \$6,660.29 a servicing bill of \$8,192.18 owed by the Peoria Guild.

✓ Authorized Perlik and Crocker to sign new contracts negotiated with the unions representing TNG's clerical and administrative staffs and approved extension of the benefits in the proposed Federation of Guild Representatives' settlement to TNG's unrepresented department heads.

The two-year office workers' contract raises top minimums by from \$33.50 to \$44 a week over its term and the tentative FGR contract raises top minimums by from \$44 to \$80.50 over its 26-month term, with \$9 to \$17.50 effective from Jan. 1.

The IEB also approved merit increases of \$10 and \$7.50 a week for two office workers, Patricia Jacklin and Eric Pohl, and of \$15 for David J. Eisen, director of research and information.

The reference was to a poll that NOW said showed a strong majority in the state in favor of the ERA. The vigil was begun when the state legislature opened early in January.

Only council local not to at-

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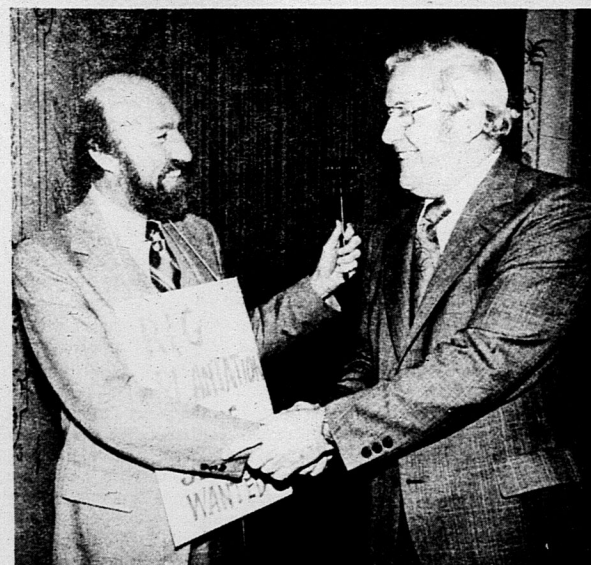
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WESTERN DISTRICT COUNCIL AND GUESTS INDUCT PHOENIX GUILD'S NEW PRESIDENT, JACK SWANSON, LEFT

TNG President Charles A. Perlik, Jr., does the honors, while others from council and local applaud best wishes; Swanson's sign reads: 'R & G [for Arizona Republic and Phoenix Gazette] plantation, more slaves wanted'

Western Council joins Arizona ERA vigil

Phoenix—Some 35 delegates from ten Western District Council locals joined a "vigil for the Equal Rights Amendment" on the steps of the Arizona state capitol here Feb. 3 midway through the council's winter meeting, hosted by the Phoenix Guild.

TNG President Charles A. Perlik, Jr., addressed the vigilers briefly to tell them of TNG's early support for the measure and of a council resolution praising Arizona members of the National Organization for Women for their "energy and determination" and joining them in demanding that the legislature "accept the expressed wishes of the state's residents" and ratify the measure.

The reference was to a poll that NOW said showed a strong majority in the state in favor of the ERA. The vigil was begun when the state legislature opened early in January.

Only council local not to at-

tend the meeting here was Pacific Northwest (Seattle-Tacoma). Its membership voted against sending delegates because Arizona has not yet ratified the ERA. Its executive committee instead contributed \$750 to the young Phoenix Guild's treasury.

In other actions, the council called for federal legislation to guarantee newsmen's right to maintain confidences and to insure Fourth Amendment rights against surprise searches "both at home and in places of work."

The delegates also endorsed legislation to limit the size of news media holdings and called for locals in the West to launch letter-writing campaigns to urge members' U.S. Senators and Representatives to pay special heed to guaranteeing that citizens' constitutional rights and privileges be preserved in any new effort to revise and recodify the federal criminal code.

Gerald L. Schultz of San Diego was re-elected council president while Lanny Larson of Central



John Young/Phoenix Guild

California, Judi Hunt of Pacific Northwest and Robert L. Jones of Bakersfield were re-elected: 1st vice president, 2nd vice president and secretary-treasurer, respectively.

TNG's Perlik officiated at the installation of the Phoenix Guild's new officers during a council dinner Feb. 3, the first anniversary

of the local's victory in an NLRB election among editorial employees of Pulliam's Phoenix Gazette and Arizona Republic. Among guests at the dinner was Roy Gerhardt, president of the Arizona Typographical Union.

The council set its spring meeting for May 12-13 in San Jose and its fall meeting for Oct. 27-28

Study of retiree transfers launched with poll of locals

Washington—Local presidents and administrative officers are being asked what they think of a proposal that would permit retired Guild members to transfer their memberships to other locals.

Vice President Louis M. Calvert of San Jose, chairperson of the International Executive Board's Constitution Committee, sought the opinions in a letter Jan. 25.

He noted that the 1978 Detroit

Convention referred the matter to the IEB for an interim study. TNG's Constitution provides that retired members may keep their membership only in the local from whose jurisdiction they retired.

Supporters of the change "argued that it simply was not good membership relations to deny a retired member... freedom of affiliation," Calvert wrote. Opponents, he said, "expressed fears of adding undue expense or the troublesome obligatory burden of servicing persons who have had no previous connection with the local," including problems with benefits that are controlled by other contracts in other cities.

Calvert asked for views to be sent to him at 18189 Bayview Dr., Los Gatos, Calif. 95030.

The board's committee also intends to revise a 1953 TNG pamphlet on strike papers to include an equipment directory plus accounts on how locals have successfully set up and run strike papers.

"Local conditions will continue to determine whether or not a strike paper is feasible," the board said, however.

The IEB also discussed a resolution by the Midwest District Council calling for additional assistance to small locals by TNG's Collective Bargaining Dept.

While noting that the text of the resolution was not sent to the IEB or TNG, the IEB recommended that locals that have problems get in touch with an international vice president.

Correction

Washington—The amendment to the U.S. Civil Rights Act that makes employment discrimination because of pregnancy illegal goes into effect April 29. The Jan. 12 Guild Reporter reported the effective date incorrectly.

SIX LOCAL 5 'ORIGINALS' HONORED

Snows pause, Rockford celebrates its 45 years in Guild

By NORMA ROTH
Rockford Guild

There's been a Guild local in Rockford for 45 years, so this year we decided to celebrate with a Page One Ball—our first in 15 years.

Last August, January 20 was selected as the date.

On Jan. 1, came the Blizzard of '79. On Jan. 13, came Part II of the Blizzard of '79. Part III was scheduled for Jan. 20. During the night, however, someone decided the party was more important and the storm went elsewhere.

All systems go!—with a jerk and a cough.

TNG President Charles A. Perlik's plane found O'Hare airport and he found Rockford under all the snow.

But the florist goofed, and it was late when Rick Greenberg walked into the Hoffman House East, nearly hidden behind a big box of unarranged flowers. There was some quick improvising by volunteers. Presto! Twelve table-centerpieces.

IEB member Diane Woodstock was delayed, but finally arrived to speak to and with us.

After dinner, Dwight Conrad gave an interesting history of the local—the same subject Perlik has chosen for his speech. Perlik ad-libbed.

Former local president Terry Koper, a reporter-photographer, was supposed to take pictures for the Guild Report-

er, but he forgot his camera. Larry Warne, president of ITU Local 213, was pressed into service.

Local president Mike DeDoncker really tried to get to the party after an

excursion to Chicago on Amtrak. Amtrak won.

Other things went more smoothly. Hal (C. Hjalmar) Nelson, in whose bachelor pad Local 5 was born in



A GOLD PIN TO 'THE FATHER' OF THE ROCKFORD GUILD
C. Hjalmar (Hal) Nelson, right, gets taken from TNG's Charles A. Perlik, Jr., during party marking local's 45th anniversary

1933, recalled when the reporters at Rockford newspapers discovered that their brothers in the back shop didn't have their pay cut nor were they forced to take a week's vacation without pay every few weeks—all because they had a union.

Nelson also remembered conventions with Heywood Brown, and his own insistence that Rockford have equal pay for women—"probably because I was dating Isy at the time."

"Isy" (Isadora) Nelson, his wife, whom Perlik called "the first woman reporter in Rockford to make \$40 a week," accepted a gold Guild pin from Perlik as the first woman member of Local 5. Himself got one for being "the father" of the local.

Perlik also presented gold Guild pins for outstanding service to charter members Fritz Asprooth, who was accompanied by his wife Betty, Local 5's first woman president; to Robert L. Jacobs and to Howard Blomberg. Paul Wollstadt was unable to attend.

Then, the band swung into action, and so did all the guests. Much too soon, hotel folks turned on the bright lights and the party was over.

But the glow remains. Thank-you notes are sprouting on the Guild bulletin board, and everybody is saying, "Hey! Let's do this again—and don't wait 15 years."

And Perlik promised to come back when Rockford celebrates our 90th.

1st contract at suburbans has \$322 top

Detroit—Top minimum for reporters, photographers and copy editors goes to \$322 a week July 1 under an initial Detroit Guild contract with the Observer & Eccentric chain of suburban weeklies.

The rate is more than \$120 higher than experienced persons in those same jobs were paid before a Guild organizing effort began inside the editorial-only group less than two years ago.

Present top minimum for the jobs under the settlement is set at \$295 a week, retroactive to last July 1.

When Guild organizing began, they were paid less than \$200 a week. The company raised them to \$265 just before the Nov. 22, 1977, representation election, which the Guild won, 38 to 21.

Top minimum for special editors, copy desk leader and photographic leader is established at \$315, also retroactive to last July 1, going to \$342 this July 1.

At the start of the organizing campaign, they were paid a top of \$205, and were raised to \$285 just before the election, Guild leaders said.

Top minimums are reached after four years of experience in both classifications.

Receptionists reach their top minimum after two years of experience—\$165 retroactive to last July and \$175 this July.

A full Guild shop is provided. Six paid holidays plus five "personal days" and vacation of four weeks after five years, three after three and two after one are guaranteed.

Extra pay for working in higher classifications also is guaranteed.

The settlement also guarantees photographers required to use their own equipment a depreciation allowance of \$55 a month, going to \$60 July 1. Mileage is set at 16 cents, going to 18 on July 1.

Paid leave for pregnancy is guaranteed on the same basis as for any other disability, for up to 26 weeks.

Life insurance equal to each employee's annual wage, to the nearest \$1,000, also is guaranteed.

Canada's price elevator

The table below records the ascent of Canada's Consumer Price Index over a 24-month period following a .5-point increase in the index in December to 181.3, up 14.1 points from December, 1977, and 28.6 points from December, 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 December, 1976.

	Index*	Percentage over	
		Same month prior year	December 1976†
January, 1978	167.8	9.0	9.9
February	168.9	8.7	10.6
March	170.8	8.8	11.9
April	171.2	8.4	12.1
May	173.6	9.0	13.7
June	175.1	9.2	14.7
July	177.7	9.8	16.4
August	177.7	9.4	16.4
September	177.5	8.6	16.2
October	179.3	8.7	17.4
November	180.8	8.8	18.4
December	181.3	8.4	18.7

*1971 = 100

†Index = 152.7

Guild: Publishers abuse labor law

(Continued from Page 1)

in the structure of the bargaining unit or in the content of the jobs in question" and the cases have produced long periods of "confusion and uncertainty among many employees."

In each case, the employers are using the "limited resources of the NLRB" in efforts to cripple the union and "corrode the collective bargaining process," the Guild charges.

AP filed its "unit clarification" petition last October, shortly before the beginning of negotiations for a new Guild contract. The Guild subsequently filed a petition of its own seeking to "clarify" into Guild coverage about 90 employees heretofore excluded as "confidential." Through early February there had been 15 hearing days. About 20 more were scheduled through March.

In the Washington Post case there were more than 90 hearing days, more than 12,000 pages of transcript, more than 200 exhibits and "the Guild's brief alone was 634 pages," the Guild noted.

As of Jan. 23 there had been 35 hearing days and more than 5,100 pages of transcript in the Times case; as of Jan. 11, 55 hearing days and 5,700 pages of transcript in the Daily News

case, and as of Jan. 9, 40 hearing days and 5,200 pages of transcript on the New York Post petition, the Guild added.

"These cases are being observed with interest," the Guild said. "If the board holds that [unit clarification] petitions can be utilized in these circumstances, other employers in this industry and beyond will resort increasingly to the same tactic," resulting in "unwarranted and repeated disruptions in stable labor-management relationships."

Citing NLRB case law, the Guild said that the clarification process has been limited to avoid its use as a substitute for collective bargaining.

In the AP case, the motion said, "no new classifications have been created. No material change in the duties, responsibilities or work practices has taken place."

No significant changes have occurred, by automation or otherwise, in the employer's operation and management structure such as would justify a need for 'clarification.'

Moreover, the AP has neither said nor shown that any of the above factors exist, the Guild said.

There is no doubt that the AP's petition seeks to overturn the contract in regard to unit

composition, which runs counter to established board law, the Guild said.

In effect, the AP wants to "certify a new unit," the Guild said.

The NLRB has been limited in its scope so that it cannot interfere "with the balance of economic weapons employed by either party to secure concessions at the bargaining table," the motion declared.

Processing the AP petition would, instead, make the NLRB party to the negotiations, a role not envisioned by the National Labor Relations Act, the Guild said.

"Nor does the act contemplate the use of the board as a tool of the employer to gain tactical or economic advantages that it had failed to gain in 30 years of collective bargaining," the Guild said.

It could be, the Guild continued, that the AP will rely upon the doctrine that it is appropriate for the NLRB to exclude from the unit persons who, by law, should not have been included in previous negotiations.

"We maintain that to the extent of this conflict, the policy favoring the collective bargaining process must prevail," the Guild said.

It is reasonable to assume that

somewhere in the bargaining history one of the parties gave up something to keep something, the motion indicated.

Therefore, it continued, "elimination of this subject [unit composition] from bargaining by dint of a . . . petition would remove employer-made concessions, but leave in the basic structure of the agreements those concessions previously made by the union."

For three decades the AP's conduct has caused the Guild and AP employees "to rely on . . . bargaining . . . and to build up accrued benefits and vested rights in reliance thereon," the Guild said.

Now the AP is asking 10 percent of its covered employees possibly to lose such rights and benefits, either wholly or partly.

AP wants to exclude from contract coverage the following classifications:

News editors, correspondents and photo editors who supervise one or more employees, New York General Desk day, night and overnight supervisors, deputy broadcast editor, business news supervisor, news feature art director, World Service supervisor, photo darkroom supervisor here, and all other supervisors as defined by the National Labor Relations Act.

Dispute over assignments ends in quit

Cleveland — The reporter whose removal from coverage of the city's electric companies touched off a series of Guild-led protests in mid-January has resigned from the Plain Dealer.

In a memo to "dear brothers and sisters" on Guild bulletin boards at the paper Jan. 29, Robert H. Holden said he was resigning because the paper's management had reneged on an agreement that he would return to covering the utilities without restriction and that the Guild had done as much as it could.

The Cleveland Guild's Plain Dealer Unit earlier had voted to censure management in the dispute, had mounted an informational picket line outside the Newhouse paper, conducted a by-line strike and approved a negotiated settlement of the dispute [Guild Reporter, Jan. 26, Page 1].

Holden said that management had pulled him off a series on the city's contending electric companies Jan. 10 and told him he would never again write about them because he "would be unfair," though it did not present evidence of previous bias.

A member of the Cleveland Guild's executive committee, Holden said Jan. 29 that since further opportunities for "constructive action were extremely limited," he felt he had "no choice but to resign."

He called the Guild's response in the dispute "precisely on target . . . militant, well organized and effective . . . a genuine precedent for united action on so-called 'professional issues'."

"I have never been prouder to be a Guild member," he concluded.

David Abbott, chairperson of the Plain Dealer Unit, said Holden's resignation "underscores" that "without the Guild there might be many more abuses by management like this one."

Said a member of the unit: "We tried to do as much as we could without a wildcat strike."

a four-day, 32-hour work week.

They also will receive a \$6 per shift night differential at the top minimum, scaled proportionately for those below top minimum.

These employees will get two consecutive days off and, wherever possible, the third day off shall be consecutive with the other two.

Nighttime sports copy editors will work a three-day, 32-hour week and get a top night differential of \$8 per shift, at least three consecutive days off and the fourth day off consecutive with the other three, if possible.

In all these cases, mutual employee-employer agreement is required to split the odd day off from the others.

Employees who work these

shorter weeks shall be paid at the regular, straight-time rate for regularly scheduled shift work on Sundays, and at double-time for Sunday overtime work.

Meanwhile, all regular full-time employees working a five-day, 35-hour week who are on the payroll as of June 15 of each year and still on the payroll as of the following Jan. 1 will get an extra week's vacation.

The Star will pay these employees the equivalent of time off in cash for any of the extra five days off not taken or scheduled before the end of the calendar year involved, or upon termination.

A sixth week of vacation is added after 25 years of service, effective next year.

Post leader gets service award

(Continued from Page 1)

cited Meyer as the "individual largely responsible for the Lazarus-like resurrection of the bitterly divided union" at the Post in the aftermath of the Pressmen's strike three years ago."

Continuing to cite his nomina-

tion by the local, the judges also pointed out that while chairperson of the Post Unit Meyer "expanded the unit leadership to encompass a broader range of departments and points-of-view and worked hard to bridge the gap between the unit and the local."

"During the year," the judges continued, "as bargaining for a new contract continued, Meyer issued some 50 issues of the Post Unit News—virtually one a week—and under his leadership . . . a long dormant shop steward system was restructured and revitalized [and] the first unit grievance committee in memory was established."

"Most importantly, a membership decline was reversed—without, as his nomination emphasizes, the cushions of union security or a dues checkoff," the judges said.

These, plus "a wide variety of other effective and imaginative activities . . . under Meyer's leadership were instrumental" in the revival of the Post Unit, "which was (and is) of the highest importance not only to his

local but to Guild locals everywhere," the judges said.

The other nine nominees for this year's award — from six locals and including two others from Washington-Baltimore — presented "an admirable range of union activity and accomplishment, from crisis bargaining and strikes through local administration, organizing, contract enforcement and interunion co-ordination to health and safety and women's rights," the judges noted.

Meyer, 36, has been a reporter for the Post since 1970 and presently covers the state of Maryland. He was chairperson of the Post Unit bargaining committee last year and is co-chair this year. He was elected vice president of the local for 1979 without opposition.

He is the sixth member of the Washington-Baltimore Guild to win the service award. Last previous was Mary Esslinger of its National Catholic News Service Unit, the local's secretary, who shared the award last year with Donald Waterman of the Brockton Guild.



EUGENE L. MEYER
Guild service winner

Montreal Star publishing after 8 months

(Continued from Page 1)

in service for Guild members for computation of all benefits, such as vacations and pensions, plus an extra week's pay at the new rates. In addition all were to be returned to the payroll within three days of ratification.

The Star and the unions also agreed to drop various lawsuits, grievances and arbitrations arising out of the strike and the company's furloughing of union members after the Pressmen struck.

The Guild's new contract provides minimum and general increases retroactive to last June 10 (Guild members were furloughed July 1), on this June 16, on March 16, 1980, and on Jan. 1, 1981. Dollar differentials above the key reporter top minimum are to be maintained.

The \$129 in increases for experienced newsroom employees comes in increments of \$45, \$31.50, \$30 and \$22.50, producing the following top and flat minimums, in addition to the \$512.50 for reporters:

✓ Op-ed page, business, news, Ottawa, Quebec and other editors—\$555.50 a week.

✓ Assistant city, news and photo editors; rewrite and copy-control chiefs plus chief photographer—\$539.50.

✓ Wire editor, assistant entertainment, finance, lifestyles, sports and scene editors, plus columnists—\$534 a week.

✓ Critics, rewrite and copy

editors—\$523 a week.

Other increases and resulting top minimums include:

Librarian — \$35, \$23, \$22, \$16.50 (total, \$94.50), to \$374.

Secretary-stenographers — \$25, \$17.50, \$16.50, \$12.50 (total, \$71.50), to \$284.50.

Clerks — \$23, \$16, \$15.50, \$11.50 (total, \$66), to \$261.50.

Senior mechanic—Same as the top editorial classifications, to \$437.50. Mechanics, painters, body repair—Same as top editorial classifications, to \$430.50.

Dispatchers — \$35, \$24.50, \$17.50 (total, \$100.50), to \$400.50. Driver-clerks—Same as dispatchers, to \$399.

Drivers—\$33.50, \$23.50, \$22, \$16.50 (total, \$95.50), to \$379.50. Janitors and elevator operators—\$25.50, \$18, \$17, \$12.50 (total, \$73), to \$289. Night and split shift workers get \$10 more.

Display sales representatives—\$45, \$31.50, \$35, \$22.50 (total, \$134—\$5 more than editorial key), to \$506.

Classified outside sales representatives — \$45, \$46.50, \$35, \$22.50 (total, \$149—editorial key plus \$20), to \$494.50. Classified solicitors — \$26.50, \$18.50, \$17.50, \$13.50 (total, \$76), to \$303.

Circulation district sales representatives, city and county agency sales representatives — \$45, \$31.50, \$35, \$22.50 (total, \$134—editorial key plus \$5), to \$506.

Nighttime editorial copy editors and rewrite employees will have

Meany recalls Broun's 'finesse'

Washington—The spirit of Heywood Broun, TNG's founding president, was marked by relentlessness in rooting out wrongdoing and aiding its victims, AFL-CIO President George Meany told other guests at this year's Heywood Broun Award luncheon.

But, stressed Meany, who knew him when both were working in New York, Broun was "never mean" as he "went after people in high places with finesse."

Paul Magnusson, who shared this year's award with Susan Watson for work published in the Detroit Free Press, said TNG's sponsorship of the contest "makes me proud of my union." Both are members of the Detroit Guild.

Struck paper's lineage off 72%

Wilkes-Barre, Pa. — Advertising in the Times-Leader here was off 72 percent from 1977 during October and November, the first two months of the ongoing strike against the Capital Cities chain paper by members of four newspaper unions.

The drop, revealed in measurements by the Advertising Checking Bureau, Inc., and published in Editor & Publisher magazine, totaled 2,192,122 lines. The unions—the Guild, Typographical, Pressmen's and Stereotypers—struck the paper Oct. 6 and it has been publishing abbreviated editions behind picket lines every day but three since.

The unions' interim Monday-Saturday daily, the Citizens' Voice, meanwhile reported that in November it had fully paid lineage of 539,103, 107,274 more than the struck paper, which a union representative said has nearly halved its rates and given away many ads in an effort to combat the strikers' paper.

At the same time the Citizens' Voice is selling just over 48,000 copies a day while the struck paper is giving away 30,000 to 35,000 copies a day. The unions' paper, which published its 100th edition Feb. 1, has launched a circulation building campaign

Voice's Washington 'bureau'



Frank Zini, 30, pauses outside the U.S. District Court in Washington where he was sent by the Wilkes-Barre Citizens' Voice to cover the bribery trial of U.S. Rep. Daniel J. Flood that ran from Jan. 15-Feb. 3. Flood is from Wilkes-Barre. Zini joined the Guild in June when he went to work for the Wilkes-Barre Times-Leader, struck since October by the Guild and three other unions, now publishing the Citizens' Voice.

aiming for 60,000 paid copies a day by late April.

The Wilkes-Barre Sunday Independent, which continues to publish under contracts with all four unions, had a lineage increase of 42 percent in November, to 865,446.

The surplus of income over expenses from publication of the

Citizens' Voice has enabled a \$35-a-week supplement to TNG benefits to Guild members involved, a Guild leader reported. An additional supplement of \$10 a week may be possible by mid-February, he said. All of striking printers' benefits are being paid from the paper's "profits," he said.

IEB calls for new memo on organizing

Washington—TNG's International Executive Board has approved preparation of a comprehensive memo on organizing policy, pitfalls and priorities within the Guild.

It will be titled, "What to do until the doctor comes," the IEB decided at its winter meeting here.

The board also learned that a national committee of the AFL-CIO has been established to try to combat the proliferation of anti-union employer consultants. The committee's membership is composed of organizing directors and representatives of some 20 AFL-CIO affiliates, including TNG's J. William Blatz.

The committee will disseminate information on what it calls the anti-union "industry," develop legal strategies to counter it, trace the use of public funds for possible legislative remedies and conduct a public relations effort, the IEB was told.

The anti-union "industry" include many labor relations consultants, personnel psychologists, trade associations and right-wing groups, the IEB noted.

NLRB counsel fined for protecting cards

New York—A federal district court judge has found the labor board's general counsel in contempt for refusing to turn over union authorization cards in a racketeering case.

John S. Irving, the general counsel, was fined \$10,000 and \$1,000 a day for each day he doesn't produce the cards.

The sentence was stayed pending appeal.

"We felt that the validity of the cards was not relevant to the criminal proceeding," Irving said in a statement.

"Even if relevant, we felt we could not turn over the cards without assurances that the iden-

tity of the engineers could be protected," he said.

He cited "this agency's longstanding policy of maintaining the confidentiality of authorization cards, particularly where, as here, a petition for election is pending."

One union is seeking to replace another as bargaining agent and the latter union is target of a racketeering probe.

Rights for 34 more are sought in Malden

Malden, Mass.—The Boston Guild has petitioned the labor board for a representation election among 34 advertising, business and circulation employees at the Malden News, Medford Mercury and Melrose News.

The petition was filed after the employer did not respond to the local's request for voluntary recognition. A substantial majority of employees has signed Guild authorization cards.

The Times-Advocate, a Chicago Tribune paper, had passed out higher benefits after the Guild filed for the election.

MEANWHILE, IN VALLEJO . . .

San Jose turkey caper lays an egg

San Jose—The biggest turkeys at the San Jose Mercury and News just might not be the ones for which the company gave employees gift certificates this Christmas past.

For more than 20 years the papers have issued certificates redeemable for turkeys at supermarkets. In December, publisher P. Anthony Ridder again sent out the certificates as "an opportunity to wish you and your family a Happy Holiday season."

The San Jose Guild—as it has in the past—posted a notice on its bulletin board suggesting that members might want to contribute their certificates to those less fortunate—in this case, strikers at the Vallejo Times-Herald.

Enter John B. Hammett, Mercury and News employee-community relations vice president,

Relations Act so that it could bargain intelligently.

The Guild also had sought the information on the ground that it was necessary for it to frame proposals covering the correspondents, who are not covered by the contracts.

Both the administrative law judge and the board panel ruled, however, that the union wasn't entitled to the data on that ground because the law doesn't compel the employers to bargain on the nonunit persons.

Moreover, the panel said, there was no evidence to show that use of the free-lance's material endangered bargaining unit work so that nothing in that nonunit material "vitally affected" bargaining unit members, the panel held.

Otherwise, the work done by the nonstuffers and that done by regular employees is so close that the Guild has a legitimate need for information on the former, the panel said.

"We do not think it appropriate to specify the amounts paid to designated individuals for specific columns," the board panel said in its amended ruling.

It cited a General Electric case in which "the court showed some concern for protecting the confidentiality" of employees who had supplied GE with wage rates for comparability purposes.

Limiting the information the papers must give the Guild to "the aggregate sum expended for non-unit editorial work" means that "amounts paid individual non-unit writers will remain confidential" between the writers and the papers.

In seeking clarification, the Guild had said:

"To limit data to percentage of editorial budget would not supply meaningful data and to say that the Guild was 'interested in this' is a misconstruction of . . . testimony."

"If it is an unfair labor practice not to supply data at the time requested, as determined by the board, the test is what the Guild requested at that time," the Guild added.

The Guild had filed unfair labor practices charges when the papers refused to provide all of the information it requested during bargaining for renewal of contracts that expired at the end of 1976.

with a letter to Guild Administrative Officer Gene Bryant, saying:

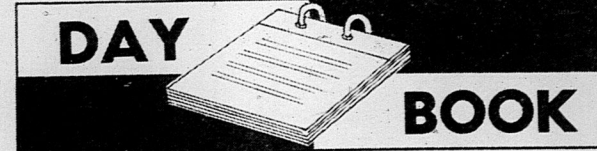
" . . . we feel that a unilateral solicitation like that on the part of the Guild is a breach of the good faith that we extend to our employees at this time of the year."

Hammett wrote that another union had asked management about its members donating their certificates. "We did deny the request," Hammett told Bryant, adding: "The difference in approach is well noted."

Responding, Unit Chairperson Bill Davis pointed out to Hammett that the certificates belonged to Guild members and their giving one away was "no different than cashing one in for a turkey and then driving the bird itself to Vallejo."

Noting that Guild members for more than 20 years have been donating certificates "to worthy groups and needy persons," Davis informed Hammett:

"Considering management's aggressive campaign to get Guild members to contribute to United Way, your position is hypocritical at best."



Great Lakes District Council, winter meeting and TNG regional institute, Sheraton Inn-North, Columbus, Feb. 17-18.

Southern District Council, winter meeting and TNG regional institute, Memphis, Feb. 24-25.

TNG Special Merger Committee and ITU Merger Negotiating Committee, 7th joint meeting, Feb. 26-March 2, Washington.

TNG regional weekend institute, March 24-25, San Francisco, sponsored by Western District Council.

TNG Special Merger Committee and ITU Merger Negotiating Committee, 8th meeting, March 26-30, Colorado Springs.

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

Middle-Atlantic District Council, spring meeting, May 5-6, Wilkes-Barre.

Western District Council, spring meeting, May 12-13, Honolulu.

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

Key top up \$20 in year in Pawtucket

Pawtucket, R.I.—A new, one-year Pawtucket Guild contract with the Times raises the top minimum for reporters, photographers and advertising sales representatives by \$20.98, to \$370.62.

Among other classifications, increases and resulting top minimums include:

Copy editors—Up \$21.23, to \$375.03; billing, statement and payroll clerks—Up \$13.77, to \$243.20.

Switchboard operators, classified ad takers, subscription clerks—Up \$11.22, to \$198.30; maintenance employees "A"—Up \$13.63, to \$240.75; maintenance employees "B"—Up \$12.24, to \$216.20.

Sports editor—Up \$21.48, to \$379.42; librarian—Up \$11.88, to \$209.91; proofreaders—Up \$10.80, to \$190.80; ad clerks—Up \$11.97, to \$211.40, and assistant display ad schedulers—up \$14.32, to \$253.

Cashiers, classified ad schedulers, billing machine operators—Up \$11.88, to \$209.91.

Higher classification pay ranging from 75 cents to \$2 per shift will be paid in several commercial classifications when employees perform "higher" work.

Gravure contract is for one year

Hoboken, N.J.—Top minimum for production job operators rises \$18, to \$297.75, in a new, one-year New York Guild contract at Alco Gravure here.

Other increases and resulting top minimums include: general accountants, up \$16, to \$215.75; accounting, production and general clerks, up \$16, to \$170.75; secretaries, up \$16, to \$185.75; telephone operators, up \$16, to \$185.75; and maintenance mechanics, up \$17, to flat minimum of \$246.75.

The company will pay full cost of health insurance for employees and two-thirds for dependents, instead of two-thirds for both.

A side letter setting forth so-called management rights is eliminated under the settlement.

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
Beautica
Fine Arts
Peanuts (comic-strip figures)
Tastemaker
Utica
Utica & Mohawk
Designer labels:
Yves St. Laurent
Angelo Donghia

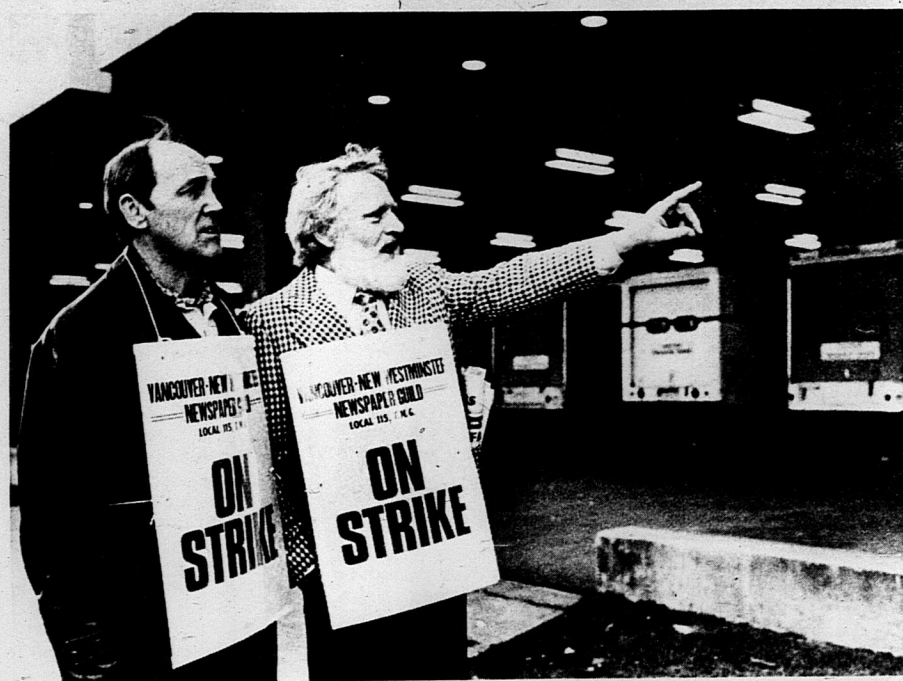
CARPETS
Contender
Gullistan
Merryweather
Tastemaker

HOSIERY
Finesse
Hip-Lets
Spirit

TABLE LINEN
Simtex

BLANKETS
Fortmann
Utica

TOWELS
Fine Arts
Utica
Tastemaker



Vancouver-New Westminster Guild

Help on the line in Vancouver

Hubert Beyer of the Victoria Guild, pointing, takes a turn on the picket line at the Vancouver Sun and Province with Vancouver-New Westminster Guild Treasurer Reg Pinniger.

Beyer also brought a check for \$487 in contributions from members in Victoria. The Guild and Pressmen struck the Vancouver papers and their joint production company, Pacific Press,

on Nov. 1. Members of the Typographical, Mailers and Graphic Arts unions were locked out and the papers suspended publication. Talks have been suspended since Dec. 4 when a mediator called for a "cooling off period." Victoria Guild and individual members had contributed more than \$3,000 to the strike through January.

State finds sex bias in Massillon pay

Akron, Ohio — There is "probable cause" to believe that the Massillon Independent discriminates against its society writers, the Ohio Civil Rights Commission has found.

Citing confidentiality requirements of state law, however, the commission, in a Jan. 31 notice of its findings to the Cleveland Guild, said it could not disclose its precise findings except to re-

fer to a complaint by the Guild in August, 1977.

Society writers' top minimum at the paper is \$87.42 a week less than general reporters' top minimum.

After attempting unsuccessfully to eliminate the disparity in negotiations that ended a 4½-month strike in 1977, the Guild filed a sex discrimination complaint against the publisher, in

keeping with TNG convention policy.

Next step is a conciliation process between the commission and the paper.

If the Guild isn't satisfied with the results, it will take the matter to the Federal Equal Employment Opportunity Commission, according to J. Stephen Hatch, the Cleveland Guild's executive secretary.

Newport News bias case taken to court

Newport News, Va. — The Equal Employment Opportunity Commission has asked U.S. District Court here to order the Daily Press and Times-Herald to stop discriminating against blacks.

The EEOC asked the court to enjoin the papers from discrimination in hiring, classification and promotion.

It also wants an affirmative action program established and persons who suffered discrimination to be "made whole."

Since 1972, the EEOC's petition said, "the company has intentionally engaged in discriminatory employment policies and

practices based upon race . . . in violation of . . . Title VII" of the 1964 Civil Rights Act.

Refusal to hire or promote blacks and the segregation of classifications by race were charged by the EEOC.

The Peninsula Newspaper Guild which assisted the EEOC in developing the case, was named as a limited defendant, an automatic procedure designed to assure that all parties to the employer-employee relationship

implement whatever the court might order.

The EEOC's discrimination charges cover the entire plant. It could not be determined whether any other unions were named.

Trial is scheduled to begin July 17.

The Peninsula Guild was an independent association before it affiliated with the Guild in 1977. It won bargaining rights last year after the company challenged its majority status.

Writer in Taiwan jail 8 years, out one, back in since July '76

Huang-Hua, journalist and writer in Taiwan, was arrested July 26, 1976, on sedition charges and on Oct. 8, 1976, sentenced by a military tribunal to ten years in prison for alleged involvement in "seditious activities."

Huang, 42, had been released in July, 1975, after eight years in prison on the same charge, then involving his association with the Society for Promoting Unity of Taiwanese Youth.

After his 1975 release under an amnesty, he contributed articles to The Taiwan Political Review (Taiwan Ghenglu), an independent journal, on the need for political reform. The magazine was banned in December, 1975.

The court ruled in his 1976

Here, through the International Federation of Journalists and in co-operation with Amnesty International, is a brief synopsis of the case of their latest journalist "prisoner of the month." It is published here as part of an international effort to secure improvement of such prisoners' condition, if not their release. Others will be published as demands on the Guild Reporter's space permit.

trial that he had used the Review "to propagate rebellious thoughts" and that he had "attempted to instigate armed rebellion" after the magazine was banned.

Amnesty International said that according to information available to it, Huang had not engaged in any violent activity but only exercised his right to freedom of opinion.

Huang is believed to be in a prison camp on an island off

A settlement is reported at Scholastic

New York—A three-year New York Guild settlement with Scholastic Magazines raises the top minimum for editor, production chief and production director by \$74.60, to \$458 a week.

Flat rate for associate editorial director rises \$65.80, to \$541.

Among other classifications, increases and resulting top minimums include:

Art director—Up \$69, to \$447; associate editor, senior artist, associate production chief—Up \$60, to \$330; librarian, assistant editor, artist—Up \$44.68, to \$265.

Proofreader, photographer, production assistant—Up \$31.84, to \$250; writer, junior photographer—Up \$21.16, to \$208; library gal/guy Friday—\$34.80, to \$213.

Library clerk, production clerk—\$22.88, to \$200; editorial clerk—Up \$20.96, to \$197.

All increases are retroactive to Feb. 20, 1978.

Employees who work in higher classifications will get the higher classification's pay or \$20 extra, whichever is more.

The year's service requirement for maternity leave is dropped. Six months of maternity leave upon request is continued while an additional three months of leave will be granted on an employee's request, rather than at company discretion.

Continued in the new contract is provision for two weeks pay at the beginning of the leave for employees with a year's service, three weeks for those with two years, and four weeks for those with three or more years.

Added is provision that an employee on maternity leave who suffers a disability directly caused by a pregnancy complication will get base pay for up to three months starting with date of disability and ending no later than three months after delivery.

Deducted from this, however, will be disability pay, maternity leave pay or other company payment, either directly or through an insurance carrier, or by a state or other agency.

Paternity leave upon a child's birth is increased two days, to six.

Also up two days, to six, is leave upon adoption of a baby.

The settlement was reached 4½ hours before a deadline for a strike that had been sanctioned by TNG.

Put Post on the block, unions again urge New press is sought in Vallejo

Cincinnati—If an experienced, successful newspaper publisher bought the Anchorage Daily News—which doesn't even have a printing plant or press—there is probably a buyer for any daily including the Cincinnati Post.

That is the argument in a new TNG-International Typographical Union motion that would enter McClatchy Newspapers' recent purchase of the Anchorage paper into the record of hearings on the Cincinnati Post's proposal to enter a joint publishing arrangement with the Cincinnati Enquirer.

The Post's owner, E. W. Scripps Co., has maintained that since it is a "failing" paper it shouldn't have to try to find a

buyer who would continue to publish it separately since no one would buy anyway because it has not been profitable.

The unions' new motion was filed Jan. 30 in Cincinnati during oral arguments before Donald R. Moore, a Justice Dept. administrative law judge who conducted several days of hearings last year.

Moore will make a recommendation to Atty. Gen. Griffin Bell, the only official who can approve the Post-Enquirer joint operating proposal under the Newspaper Preservation Act. The act exempts jointly published newspapers from antitrust laws' prohibitions against profit pooling, market splitting and price fixing.

If the proposal is approved, about 300 Cincinnati Guild members will lose their jobs. Only the

Post's editorial department would remain.

The Anchorage Daily News formed an agency with the Anchorage Times in 1974 when the News qualified as a failing paper under the law. The Times performed all non-editorial functions for the News.

The joint operation will break up March 31 when News suits and Times countersuits will be wiped out. At that time, the News will have to obtain equipment and staff commercial departments.

McClatchy, Newspapers, publisher of the Sacramento, Fresno and Modesto Bees and, through a subsidiary, the Gilroy (Calif.) Dispatch, purchased 80 percent of the News after Christmas. Katherine Fanning retained 20 percent.

Although it won a Pulitzer Prize in 1976, the News has never been financially successful as a morning paper.

This is a much more difficult position than that which Scripps says the Post has experienced, a TNG and ITU attorney said. Until recently, the Post led the Entering; now the papers are close.

The same day another TNG-ITU motion to reopen the record was denied by Judge Moore.

That motion compared Time Inc.'s tough bargaining at the Washington Star to Scripps' lack of effort to initiate cost-saving bargaining at the Post.

It also cited Time's planned expenditure of \$60 million over five years to make the Star into a money-maker.

Vallejo, Calif.—A drive to collect at least \$50,000 for down-

payment on a press has been started on behalf of the Vallejo Independent Press, a four-union strike paper here.

The drive was announced by a new community group—the VIP Club—which was formed Feb. 1.

The VIP newspaper was started by the San Francisco-Oakland Guild and Bay Area Typographical, Mailers' and the Pressmen's unions when their members struck the Vallejo Times-Herald last June after the unions tried for 18 months to negotiate new contracts with the Donrey-chain paper.

Times-Herald circulation has fallen sharply, a strike representative reported, while the VIP is distributing 30,000 copies twice a week. Thrice weekly publication is under study.

Strikers are receiving supplemental benefits from VIP proceeds to bring them to \$150 a week when combined with regular benefits.

Meanwhile, the Times-Herald has rejected a proposal by the unions that the dispute be submitted to arbitration and that strike activity cease pending that proceeding's outcome.

LOCAL ELECTIONS

Phoenix
Jack Swanson, president (Swanson, 64; Jim Vail, 36); Linda Vachata, vice president; Bonnie Bartak, secretary; Carol Sowers, treasurer.

Pueblo
Judy Hildner, president; Gil Zamora, vice president; Jodi Talmadge, secretary; Betty Carnes, treasurer.

Salem
Fred Berry, president (Berry, 21; Benjamin Burnham, 5); Peter Homan, vice president (Homan, 22; Fred Spaine, 4); Nelson Benton, secretary; Henry Collins, treasurer.

Toledo
Sidney Goldberg, president; Keith Sparrow, vice president; Robert Speck, secretary; Robert Dailey, treasurer.

Schick entry deadline is April 1

Washington—April 1 is the deadline for entries in TNG's 1979 David S. Schick Memorial Awards contest for local publications.

Judging will be at the International Executive Board's spring meeting, April 23-27, and awards will be presented at TNG's Convention July 2-6 in Providence, R.I.

Named as judges by the IEB were Vice Presidents Carla Beck of Great Falls and Floyd Tucker of San Francisco-Oakland and

Research & Information Director David J. Eisen.

There are three categories—mimeograph and multith, line-cast and camera-ready.

Entries must be regular local publications issued at least four times during 1978. Three consecutive issues must be submitted.

Citations will be awarded to editors and locals. Editors also will receive prizes.

The contest is named for a former administrative officer of

the Philadelphia Guild and is financed with interest from a fund established by the Philadelphia local, area unions and the Schick family.

"There is no union with less excuse than the Guild for not having a publication in every local," Eisen wrote in announcing the deadline.

"A local that doesn't have one is neglecting a vital means of maintaining regular communication with its membership," he said.

THE SEATTLE GUILD'S HEARST STRIKE OF '36

Story is a significant chapter in labor history

By TERRY PETTUS

Seattle

ON THAT WARM, sunny early morning of August 13th, 1936, only a few of those hurrying to work in downtown Seattle noticed anything unusual around the entrance to the Post-Intelligencer building. Not everybody was going in. Those who did carefully skirted the ragged line of fellow employees self consciously pacing back and forth with bold lettered signs reading "HEARST UNFAIR TO LABOR."

On the surface there was much to sustain the belief that this pitifully weak display of labor power would end up a futile challenge to the nation's most powerful publisher—a Press Lord who boasted that his editorial departments would never be tainted with unionism. Certainly this feeling was shared by most of the members of the fledgling Newspaper Guild, only recently chartered by the American Federation of Labor which did not look kindly on strikes against employers with other union contracts. Hanging like a pall over the small

band of pickets was the conviction that they were on a necessary but suicidal mission that would forever end any hope of future jobs in the newspaper business.

But events beyond the control of any individual or group were rapidly merging to make this the right strike, at the right time, in the right place and against the right employer. Out of this contest between the powerful William Randolph Hearst and the struggling white collar union would come many surprising events:

✓ The unexpected if momentary unity of the bitterly divided labor movement, soon to be divided into AFL vs. CIO.

✓ The launching of the struggling Newspaper Guild on the path to survival as an industrial union.

✓ And the use of the strike by Dave Beck in his march to power which would put him into the presidency of the Teamsters union and eventually into a federal prison cell.

At a tense and noisy meeting of the Central Labor Council the night before, warring factions had united in

support of a motion to put the Post-Intelligencer on the unfair list. This sanctioned a Guild strike. Significantly, it was backed by unions with membership in the powerful Printing Trades Federation, all under contract with the paper to stay on the job come what may. During the morning hours, news of this action spread from the Labor Temple to hiring halls, to the waterfront and Skid Road. Soon gangs of strike-wise union men were transforming the scrawny picket line into a mass demonstration—a street-thick living wall of pickets no prudent person would try to penetrate. Few did. None succeeded. Unable to print,

the paper suspended in late afternoon. The presses remained idle for 91 days until Hearst threw in the sponge and recognized the Guild.

Now 43 years after the fact this significant chapter of labor history is told in "Unionism or Hearst?" by William E. Ames and Roger A. Simpson, faculty members at the University of Washington's School of Communications. Both are former newspaper persons, Ames on the Midwest dailies and Simpson on the Wall Street Journal and the Detroit Free Press.

The book was a long time gestating. The seeds were sown in 1958 at a graduate seminar, conducted by Ames and participated in by Simpson. After a cursory examination both agreed that this "was not just another strike." It was a fateful decision. Looking back on it they write: "Years later, thousands of hours of research, interviewing and writing has resulted in our version of the first major Newspaper Guild strike victory. The story of the birth, development and loss of innocence of the Seattle Guild is told in detail out of our respect and affection for the men and women who fought that first battle."

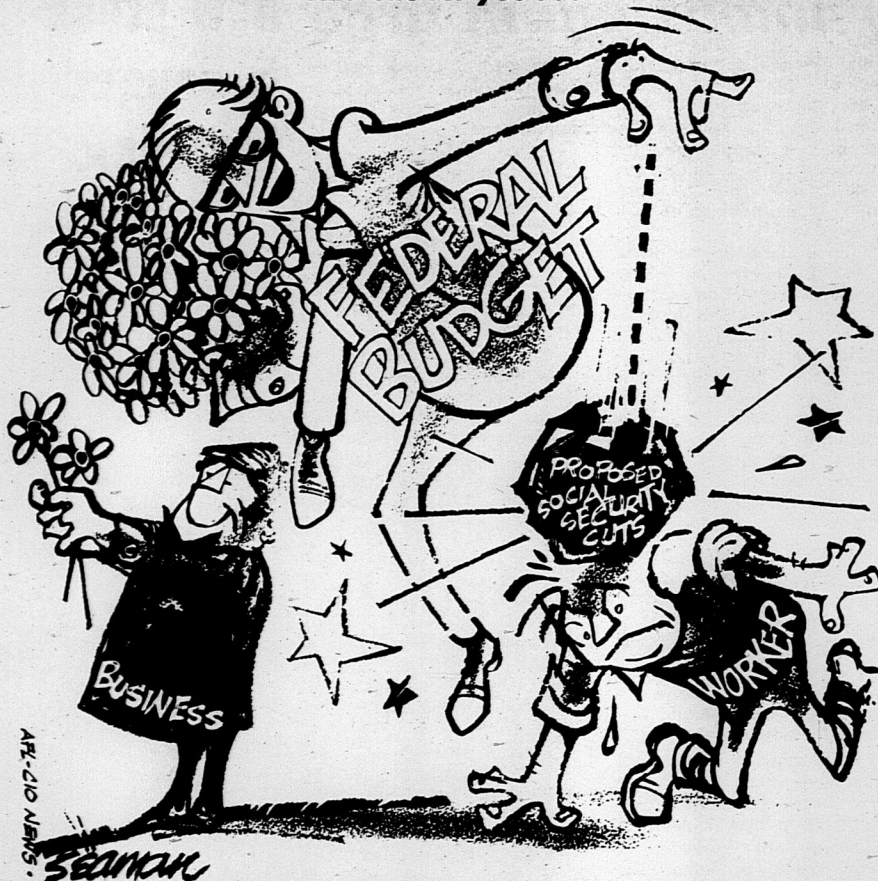
"Unionism or Hearst?" should be of particular interest to Guild members and to those with an interest in labor history, all too little of which gets into print. The University of Washington Press shied away from the manuscript so it is fitting that the book has now inaugurated the publishing program of the Pacific Northwest Labor History Assn. There is an interesting collection of photographs courtesy of the Post-Intelligencer (a galant gesture) as well as a bibliography, appendix and index.

"Unionism or Hearst: The Seattle Post-Intelligencer Strike of 1936." William E. Ames and Roger A. Simpson. Pacific Northwest Labor History Assn., P.O. Box 25048, Northgate Station, Seattle, Wash. 98121. \$6.00. Illustrated.



At party Jan. 31 marking publication of a book on the 1936 Seattle strike are, from left: Dave Beck, former Teamsters' international president; Art Chamberlin, pre-strike sports reporter at the P-I; William E. Ames, co-author of the book, and Edna Daw and Abe Cohen, two other strikers. Beck swung the Seattle labor movement behind the strikers. In foreground is the Guild Daily strike paper. Pacific Northwest Guild contributed \$1,000 to help publish the book.

'And one for you ...'



A COLUMN BY BAYARD RUSTIN

Myths that plague the unemployed

WHEN I WAS IN elementary school, I had a classmate blessed with an amazing talent. No matter the predicament, he created a host of imaginative excuses. If he arrived late, as he frequently did, he blamed the weather, the roads and even his poor mother who allegedly overslept. Because of his addiction to excuses, he soon scorned any attempt to analyze problems in a rational and mature way.

I recount the story because many modern economists have apparently fallen into the habit of preferring excuses to solutions. For example, current discussions of unemployment seem far more concerned with finding simplistic excuses than hard-headed solutions.

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

High unemployment, the economists tell us, is caused by too many women, too many youngsters and too many old people seeking jobs. If all these "marginal elements" would quietly return to the kitchens, the street corners and the old folks homes we would, according to these theories, have full employment.

FOR DECADES the civil rights movement fought the idea that America could justifiably turn its back on the unemployment and degradation of "marginal groups."

Some contemporary economists assert that the high jobless rates among women—the new "marginals"—are somehow natural. Such people advise us to look exclusively at the unemployment rates for males who head households. These rates always relatively low, are supposed to be the true indicators of our affluent economy.

That approach ignores fundamental, rarely discussed facts.

Compared to 1890, the proportion of women seeking jobs today is considerably higher, yet the increase in recent years is negligible. In 1967, for example, 41.1 percent of women aged 16 and over were in the labor force. In 1976, the proportion was 47.3 percent—hardly a mammoth increase. And part of this increase was offset by a drop in the proportion of males over 16 who were working or seeking work. But while all this was occurring, the overall unemployment rate

more than doubled.

With this information, I find it difficult to believe that the small increase in the proportion of working women caused or even contributed to the feverish increase in unemployment.

Nor is it true that the vast majority of working women are in the labor force for ego-building kicks, or "pin money."

Presently, nearly eight million families—roughly 14 percent of all American families—are headed by women. And within the black community, one of every three families is headed by a woman.

According to a study by Beverly Johnson of the Labor Dept., one of every three families headed by a woman lives in poverty. In 1976, these families had a median annual income of scarcely \$7,200. For black families headed by women, the median income was \$5,069—under \$100 a week.

This scandalous situation must be dealt with on several levels. First, and perhaps most importantly, we must firmly establish the principle that every American—regardless of sex, age, or race—has a right to a good-paying, dignified job.

Attempts to establish separate employment goals for different groups would, I believe, signal a dangerous reversal for women as well as blacks.

CLOSELY ALLIED with this demand for an authentic right-to-work is the campaign for ratification of the Equal Rights Amendment. If this amendment succumbs to underhanded attacks of the New Right, I fear women will have an even more difficult time pressing their legitimate demands for equal treatment in employment.

Now is the time to challenge the myths and excuses of those who would blame our current economic malaise on women, youngsters or minorities.

As they put it

A breach of faith

The following is taken from remarks by AFL-CIO Secretary-Treasurer Lane Kirkland to the "Save Our Security" group.

Nearly every American worker has a personal stake in the social security system. Workers have paid their share in the full expectation of an earned right to social security protection.

Now that personal stake and right are in jeopardy because of Administration proposals to cut back on benefits.

Congress has made clear its pledge to the American people that the social security commitment will be honored. Though the Administration proposes to impair that commitment, we are sure the Congress will not. We intend to exert every effort to that end.

The unions of the AFL-CIO have many retired members. Most union members are contributors to—not beneficiaries of—the social security program, but there will be no breach between contributors and beneficiaries over this issue. All of us will be senior citizens some day and all of us have a stake in making this retirement system as good as it can be and keeping it secure.

But social security is more than retirement or pensions. It provides a guaranteed income for the spouse and children when a younger worker dies and the same sort of income in the event of his or her total disability. These safeguards are for those still at work. It is those presently employed who would bear the brunt of these cutbacks.

These workers have paid contributions during their working lives confident of receiving specified benefits. It would be a breach of faith to deprive them of these benefits. Nothing would do more to shatter confidence in the social security program.

The AFL-CIO is anxious to relieve the burden of the social security tax on low and middle-income workers. That is why we still advocate the use of general revenues to partially finance social security with this revenue based on progressive taxation—the position advocated by the Administration when it first took office. But we object to any solutions that cut back benefits at the expense of some of the nation's most economically vulnerable.

The AFL-CIO intends to join with other groups, not only to vigorously fight against these proposals but to improve the law as well. For American workers know there is no better buy than social security.

... and heaven ain't tellin'

It's against Guild Reporter policy to publish unsigned letters-to-the-editor, but the following deserves a fate better than the circular file. It is modeled on the notice in the Dec. 20 issue that the issue was put out three days earlier than usual.

Seattle—Due to habitual preholiday dilatory practices of persons involved in the Guild Reporter's delivery, this issue was dated 13 days earlier than it was received, more than usual under the paper's semimonthly publication schedule.

The next issue may be published and dated in accordance with its regular publication schedule, . . . but with the present molasses-in-January approach of the U.S. Postal Service, heaven only knows when we'll get it.

The Guild Reporter

JAMES M. CESNIK
Editor

ROBERT DUDNICK, Associate Editor

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