

Program for \$5M Defense Fund, increased benefits, urged by IEB

Washington—Pointing to the depredation of TNG's Defense Fund by a year of industry assault on Guild and other unions' contracts—and no end in sight—TNG's International Executive Board is recommending to the 1979 Convention an eight-point program to:

- ✓ Increase the Defense Funds' size by 150 percent.
- ✓ Restructure and increase the benefits it provides striking and locked-out members.
- ✓ Improve the fund's liquidity.
- ✓ More nearly equalize the rate at which members

support it during periods of higher dues, such as now, increasing its income in the process.

✓ Protect the General Fund against losses of per-capita income during strikes and lockouts.

Acknowledging that its program "will require many months of sacrifice" by working members, the IEB said that the effort is necessary to rearm the Guild so its contracts and the members who mount picket lines to defend them can survive the industry's continuing "all-out assault."

The Defense Fund has been "weighed in the bal-

ances and found wanting," the IEB said. Paraphrasing Adlai Stevenson, it said it is time to "talk sense to the membership . . . tell them the truth—that there are no gains without pains."

Pointing to Defense Fund expenditures of \$5,416,689 and a decline of more than \$3.5 million in its net worth during the year ended March 31, the IEB at its April 23-27 meeting voted to recommend specifically that the convention:

- ✓ Increase immediately the fund's floor to \$3.5
- (Continued on page 2)

Operations' needs put at \$2.1 million, surplus projected

Washington—The International Executive Board expects that TNG will need more than \$2 million for its General Fund operations in this fiscal year and estimates that income will exceed those needs by more than \$40,000, for the union's second General Fund surplus in the last ten years.

So said the board in voting at its spring meeting to recommend that the 1979 Convention approve a budget for the year ending next March 31 that totals \$2,062,293, along with an income estimate of \$2,128,306.

It would make this the Guild's first fiscal year with income of \$2 million and it would be the union's first \$2 million budget.

Only line item in the proposed budget that reflects more than routine cost increases is that for international representatives, TNG President Charles A. Perlik, Jr., said.

It contemplates the addition of a 12th permanent person to TNG's field staff, in keeping with a pledge to the 1978 Convention when it approved a special 75-cent increase in per-capita payments for the General Fund, Perlik said. He noted that the high impact of strikes and lockouts on the Guild last year meant a dollar loss of nearly \$90,000 to the General Fund over the course of the year as about 16,000 per capita went unpaid. TNG continued to lose about 1,000 per capita per month into the new fiscal year because of strikes.

While the surplus would enable adding still another person to TNG's field staff, other demands upon the Guild under the "publishers' onslaught against our contracts" would appear to make it advisable to keep the funds in reserve, Perlik noted.

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Wage guides called too costly to observe

Washington—The Guild "can hardly afford not to follow" the lead of the major unions that have divorced themselves from the Carter Administration's wage guidelines, the International Executive Board declared at its spring meeting.

The board pointed to ten-percent inflation over the previous year and a current inflation rate of 13 percent against U.S. Guild settlements' average increases of seven percent at the reporter top minimum in the first year and 5.5 percent the second.

"Guild settlements cannot continue distant stragglers to the cost-of-living juggernaut without inflicting serious economic injury on all our members," the IEB said.

"If there are to be sacrifices in the cause of halting inflation, they must be sacrifices by all—those who reap lush profits as well as those who glean growingly meager wages," the board said.

"Even labor's worst enemies concede that wage increases bear little or no responsibility for the latest surge of inflation. With pay lagging far behind prices, they could hardly do otherwise," the board said. (Full text of IEB statement, Page 8.)

The IEB also voted to recommend that the 1978 Convention

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Mulcahy to seek third, Davis first, term on IEB

David M. Mulcahy of New York and William T. Davis of San Jose have announced they will be candidates for TNG at-large vice presidencies in the union's elections this summer.

Mulcahy, an incumbent, will be seeking his third term; Davis his first.

Mulcahy made his announcement during the Middle-Atlantic District Council's spring meeting

in Wilkes-Barre on May 5 and 6.

Davis announced his candidacy at a San Jose membership meeting May 3 and was voted the local's endorsement.

The two are the fourth and fifth persons to announce for the six at-large seats on the IEB.

Earlier Vice Presidents Elwood B. Bigelow of Portland and Robert C. Holt, Jr., of St. Louis said they will seek second terms and Joyce Walker-Tyson of Detroit said she will run for an at-large seat for the first time. One at-large incumbent, Louis M. Calvert of San Jose, has announced he will not seek re-election [Guild Reporter, April 27].

Mulcahy, chairperson of the

New York Guild's Standard & Poor's Unit, has been a member of the IEB's Finance and Constitution Committees for both his terms on the board and in his second term also is chairperson of the IEB's Appeals Committee.

An editor on Standard & Poor's daily news desk, he is a former member of the New York Guild's executive committee and is a delegate to the local's representative assembly. He has been a delegate to the last five TNG conventions.

As chairperson of the Standard & Poor's Unit he led four organizing drives that brought more than 140 persons into the unit,

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Convention is moved to Boston

Washington—TNG's 46th Annual Convention July 2-6 will be held in Boston, rather than in Providence as originally scheduled.

The change became necessary when the hotel in Providence, the Biltmore Plaza, "was unable or unwilling to make concessions deemed necessary" to settle an uncertain labor climate that has prevailed at the hotel since its opening early this year, TNG President Charles A. Perlik, Jr., wrote locals May 4.

Providence President Frank Prosnitz told the International Executive Board during its spring meeting the week before that a number of unions were having organizing difficulties at the Biltmore and there was a possibility there would be a picket line around it during the Guild's convention dates.

The convention hotel in Boston will be the Boston Park Plaza.

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William M. Brown/Federation of Guild Representatives

'Solidarity . . .' on the Wilkes-Barre line

R. Victor Stewart of the Albany Guild, with banjo, finishes a chorus of 'Solidarity Forever' during Middle-Atlantic District Council delegates' visit to Times Leader picket line during spring meeting. Council also passed a resolution calling on TNG and ITU merger committees to meet again in effort for a merger pro-

posal in time for action this summer (Story, Page 3). Other council delegates above are David J. Delzingaro of York, Patricia Pierce and Mary White of Philadelphia and Joy Cook of New York. The striking Wilkes-Barre unions reported no progress in mediation sessions May 7 and 9.

IEB proposes to boost strike fund, benefits

(Continued from Page 1)

million and its ceiling to \$4 million (from \$1.5 million and \$2 million, respectively), and 30 months after the \$4 million ceiling is reached increase the ceiling to \$5 million and the floor to \$4.5 million.

Eliminate the optional dependency-based schedule of strike and lockout benefits so that each member receives the same basic stipend and immediately increase the remaining weekly percentage benefit schedule to 35 percent (from 30 percent) of basic pre-strike salary, to a maximum of \$70 with a ceiling of 90 percent of that salary after taxes.

Simultaneously institute a three-step increase in the maximum dollar benefits tied to Defense Fund growth which, in its final step, would provide a \$100 weekly benefit for those making \$285.70 or more a week.

The maximum would go up \$10, to \$80, when Defense Fund assets reach \$2 million, another \$10, to \$90, when assets reach \$4 million and another \$10, to \$100, when assets reach \$5 million.

Maximum basic benefit under the dependency schedule is \$75 a week, for a member with five or more dependents. Basic benefit for a member with no dependents is \$45 a week.

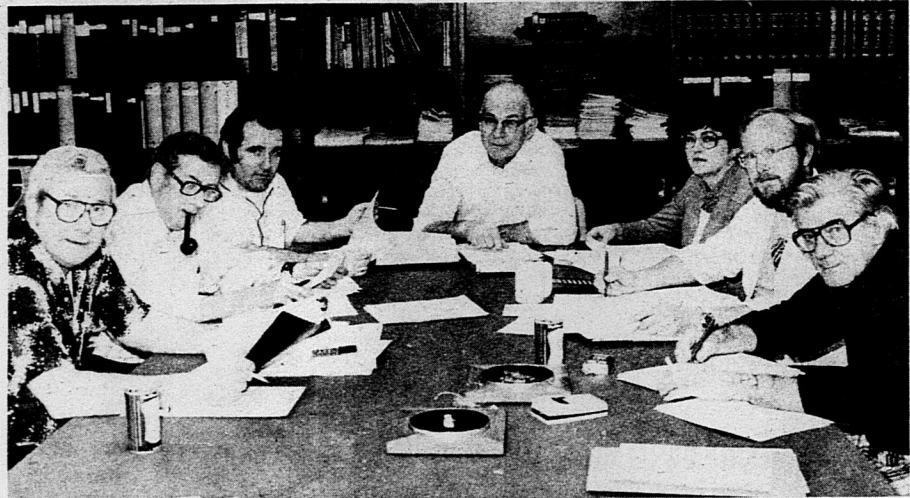
The amount of new income a striking or locked-out member is allowed to earn before it affects his or her weekly benefit entitlement would be increased immediately to \$75, from \$50.

And unemployment compensation would be treated the same as any other income first generated after the start of a strike or lockout.

Write off a total of \$895,958 of the fund's so-called "paper assets." \$768,608 owed by the General Fund, \$101,821 by the Los Angeles Guild and \$25,529 by the Madison Guild.

Forbid using accounts receivable in determining when the fund has reached its floor or ceiling, which are the triggers for higher and reduced dues.

Adjust the higher, defense-



THE INTERNATIONAL EXECUTIVE BOARD'S SPECIAL DEFENSE FUND FINANCE COMMITTEE. Clockwise from left: President Perlik; Vice Presidents David M. Mulcahy, Richard V. Sabatini; Chairperson Culver; Vice Presidents Faye McCracken, Louis M. Calvert; J. William Blatz

fund dues brackets (now \$25) so they correspond to the \$5 lower-dues brackets. Extra amounts paid under higher dues—all of which go to the Defense Fund—would continue to increase by 75 cents for each \$25 salary multiple, but there would be new, interval increases of 15 cents for each \$5 increase in salary.

Besides providing an additional estimated \$9,000 per month to the Defense Fund during higher dues periods, the adjustment would make more equal the percentage rate of the extra defense dues paid by members within the \$25 brackets.

The highest of the restructured defense-dues brackets would be extended to salaries of \$695 a week and more effective Oct. 1, 1979, and both the defense-dues and the minimum-dues brackets extended to salaries of \$745 and over on Oct. 1, 1980, and by \$50 each Oct. 1 thereafter.

Authorize monthly transfer to the General Fund of the amount of any reduction in its regular per-capita receipts caused by a strike or lockout.

Without the large numbers of Guild members on strike or

locked out during the past fiscal year, the General Fund would have had a surplus rather than a deficit for the year, the IEB noted. When the General Fund's income falls short it now must borrow from the Defense Fund. Almost \$90,000 of expected General Fund income failed to materialize because members were on strike, the IEB said.

Eliminate the 60-day exemption from higher, defense-fund dues for new members, except those involved in an organizing campaign and exempted by the secretary-treasurer.

Authorize the IEB or the convention to levy special assessments in "other than reduced dues periods." This would enable TNG to cope with unforeseen financial circumstances such as those it faced from the outset of the New York citywide strike last summer and fall, the IEB said.

The program was presented to the full IEB by a Special Defense Fund Finance Committee of six IEB members and TNG Director of Field Operations J. William Blatz [see picture above].

The IEB called last year's \$5.4 million in Defense Fund expenditures, \$3.1 million in Defense Fund borrowing and the increase

new fiscal year, the IEB noted, \$1.2 million was payable to locals for strike benefits under a promissory-note policy adopted last fall, \$522,000 was in direct loans from locals, \$875,000 was for loans from other unions and \$500,000 for an interest-bearing loan from the Amalgamated Bank of New York.

The board passed its eight-point Defense Fund financing recommendation without a single negative vote, though Vice President David M. Mulcahy of New York took formal exception to the proposal to treat unemployment compensation received by striking or locked-out members the same as other income first generated after the start of a strike or lockout.

New York is one of the few states that provides unemployment compensation for victims of management-relations disputes, after an eight-week waiting period. Many New York members received unemployment compensation during the final weeks of last summer's Pressmen's strike.

Two motions by Mulcahy to amend the unemployment compensation portion of the IEB program failed, with only Vice President Betsy Wade, also of New York, joining Mulcahy in support of each.

Mulcahy's first motion would have specifically exempted unemployment compensation from being offset against benefits. His second would have specified that persons on unemployment compensation would be eligible for half their normal benefit.

Mulcahy said the IEB committee's proposal would penalize members for living in a state with an "enlightened" legislature. Wade said the committee proposal would be seen as "a slap" at people in New York and other places that pay unemployment compensation in strikes and lockouts.

Vice Presidents Roger L. Stonebanks of Victoria and John M. Lowe of Southern Ontario both noted that as much as \$165 a week in federal unemployment compensation is available to strikers in Canada and said they did not regard the proposal as "a vengeful act, or even a slap."

In the General Fund's overall deficit by \$68,658 "part of the price tag for the newspaper industry's all-out assault" on its employees' union contract—the cost of trying to hold on to the benefits our members have in the face of unprecedented demands from publishers for "take-backs."

Strikes that have continued into the new fiscal year and ones that have started since are consuming virtually all revenue coming to the Defense Fund, the board pointed out.

At some time during the past fiscal year more than 6,000 persons were paid TNG strike or lockout benefits—about one-fifth of the Guild's membership. Among them: more than 4,000 members at the New York Times, the Daily News and the Post during the 88-day Pressmen's strike; 800 in St. Louis, again observing a Pressmen's strike, and 800 in Vancouver, where both the Guild and the Pressmen struck.

TNG benefits obligations during fiscal 1979 totalled more than \$2.2 million in New York, nearly \$1 million in Vancouver, \$858,283 in Montreal, \$564,150 in St. Louis and nearly \$2 million elsewhere, the board reported.

Of the Defense Fund's \$3.1 million in debt coming into the

No need seen for retiree change

Washington—Its Constitution Committee has found "neither a consensus nor majority support" for changing TNG's Constitution to permit retirees to transfer their membership status from the local in which they retire, the International Executive Board said during its spring meeting.

Consequently it is recommending no change in the pertinent provisions of TNG's Constitution, the IEB said. A study of the matter was directed by the 1978 Convention.

A dozen letters were received on the subject and committee members solicited the views of local officers and members to assist them in their deliberations, the committee reported.

As far as it could determine, the only request for such a transfer in the Guild's history was the one that precipitated last year's convention action.

The IEB said it believes that "the current practice" of locals "extending friendship and providing minimal services" to retired

members from other locals "is appropriate and should continue to be encouraged."

The IEB's Constitution Committee deferred until its pre-convention meeting consideration of a recommendation from the Washington-Baltimore Guild that the IEB recommended that TNG

IEB asks push on programs for membership education

Washington—Guild locals should be encouraged to consider developing educational programs in co-operation and consultation with university labor-studies departments, labor federations and TNG, the International Executive Board said at its spring meeting.

The programs would aim to activate locals' memberships and encourage leadership, the board said in its Research & Information report to the 1979 Convention.

The report also calls upon all

conventions to be held every two years instead of every year.

Noting that the local advanced the proposal in a letter dated March 23, the committee said it expects to have cost details necessary to "deal effectively with the topic" at the meeting in late June.

locals to seek to make nominations for TNG's annual Guild Service Award.

It calls for locals with publications to enter them in the annual David S. Schick Memorial Awards competition and for locals without publications to establish them for better communications with their memberships.

And it calls upon locals to make sustaining contributions to the Irving Leuchter Memorial Scholarship program and increase such contributions if they are already making them.

Give strike papers new priority, IEB urges

Washington—Examination of the feasibility of publication of an interim paper should become an "integral part" of preparations for every possible strike or lockout and TNG policy should say so, the International Executive Board declared during its spring meeting here.

Accordingly—pointing to union operated interim papers' roles in five strikes during the past year—the IEB is recommending that the Guild's 1979 Convention adopt a new policy on strike papers, replacing an 18-year-old one it called "unduly negative."

At the same time the board directed that a 26-year-old Guild handbook on producing strike papers be revised by this autumn and made available to all Guild locals.

The handbook the IEB said, will include a directory of suppliers of equipment and materials for purchase or lease plus appendices on how locals have set up and operated strike papers.

The policy the board is recommending would point out that a union-run interim paper "can fill a void" when a strike or lockout results in a conventional daily's temporary suspension of publication. And it can be "an attractive alternative for advertisers and readers" if a conventional daily is able to continue publishing during a strike or lockout.

Locals should be prepared for publication of the interim paper "contemporaneously with the start of a strike."

The same sort of preparations should be made "when a lockout

appears imminent, or immediately upon a local's members being locked out," the IEB said, while noting that local conditions, "as always, will determine whether a strike newspaper is feasible."

The IEB also is recommending reaffirmation of the 1961 Convention's policies permitting TNG to add to local funds directly for strike-paper operation, directing that on financially successful strike papers "top priority be given to increased benefits" to strikers and directing that at a strike's end "any remaining assets . . . accruing to the Guild be prorated on a basis proportional to the total amounts of benefits paid, between TNG and the striking local."

The last direction provoked

the only debate during the IEB's consideration of the recommendation. The IEB's Collective Bargaining Committee had recommended its deletion, with its chairperson, Roger L. Stonebanks of Victoria, reporting that its members felt that except for TNG recovering any "seed money" it might advance, a strike paper's final "profits" should be distributed among strikers.

TNG President Charles A. Perlik, Jr., in moving to retain the direction for division of "remaining assets," pointed out that payment of TNG strike or lockout benefits makes it possible for an interim paper to be staffed and that only under the twin conditions of a strike being successfully settled and a strike paper having been financially successful is there "anything left to distribute."

Stonebanks was recorded against directing that TNG share in any remaining assets at a strike's conclusion.

Other recommendations from the IEB to the convention include:

Adding "irrelevant handicaps" to forbidden discriminatory bases enumerated in the antidiscrimination portion of

TNG's Collective Bargaining Program.

Recommending that locals negotiate mileage escalator clauses with monthly adjustments based on the Private Transportation Index of the Canadian and U.S. Consumer Price Indexes. The transportation indexes reflect total costs of driving a car—depreciation, repairs, parts, insurance and registration fees as well as the cost of petroleum—the IEB noted.

Encouraging locals to seek joint or co-ordinated bargaining with other unions in their shops.

Directing locals to increase efforts for job protection through adequate jurisdiction clauses, including protection against contracting-out work and against bargaining unit work being performed by persons excluded from contract coverage.

Reaffirming TNG's policy that the IEB Contracts Committee refuse permission to sign any settlement proposal containing any discriminatory provision unless the local return to bargaining to seek its elimination and, failing at that, inform the employer before signing that the local will begin legal proceedings to eliminate the discriminatory provision.



Marching in Monessen

Members of the Pittsburgh Guild's 21-member Monessen Unit picket the Thomson-chain Valley Independent as they have since striking the paper April 20, with the support of the 14-member Typographical Union chapel there. From left are: Stephen Menzler, unit chairperson;

Kathy Gerda; Marie Shipley, and Mike Fuoco, unit vice chairperson. Struck paper has been publishing abbreviated editions all but bereft of local copy and ads since the strike's third day at another Thomson plant, believed to be that in nearby Weirton, W.Va.

Renew merger talks, council urges

Wilkes-Barre, Pa. — Delegates to the spring meeting of the Middle-Atlantic District Council of Guild locals here May 5-6 called upon TNG's and the International Typographical Union's merger committees to make "one more effort" to reach agreement on a merger proposal in time for action this summer.

Earlier, similar actions had been taken by the Central California (Sacramento) Guild executive board, two West Coast Typographical Union locals and two regional ITU conferences.

The MADC action, introduced by TNG Vice President Betsy Wade of New York, calls upon the merger committees to aim at completing a merger proposal "in time for the ITU Convention" scheduled for Aug. 18-24 in St. Paul.

Talks between the two internationals' merger committees were recessed April 1 after their eighth joint meeting, to be resumed at the call of ITU President Joe Bingel and TNG President Charles A. Perlik, Jr.

The two said in a joint statement that while the six-day session had produced new agreements and new insights the com-

mittees had not been able to "completely close the gap" between the unions' policies and methods of operation.

Perlik said a few days later that if a final plan was not completed "within weeks" it would be "impossible to present" to TNG's 1979 Convention July 2-6 "within the confines of our time-tables." [Guild Reporter, April 13.] He told the International Executive Board April 27 that he does not see "a very strong possibility of a merger plan" being presented to the Guild convention in July.

Resolutions late in April by the Central California Guild executive board, the Bay Area (San Francisco) and Central Valley (Sacramento) Typographical Unions and the Empire (New York) Typographical and Mailer and the Virginia and Carolinas Typographical Conferences called for merger talks to resume immediately and continue as long as necessary to complete a proposal for submission to each union's convention this summer.

In other action, delegates to the MADC meeting also voted a \$100 contribution to TNG's Irving Leuchter Memorial Scholarship Fund in memory of Rob-

ert M. Crocker, TNG's secretary-treasurer who died April 7.

Most delegates also took a turn on the picket line at the struck Wilkes-Barre Times Leader and joined more than 1,000 striking Wilkes-Barre newspaper union members and their supporters at a reception in the hotel that houses the news, advertising and circulation operations of the strikers' interim daily, the Citizens' Voice. Delegates also toured the Citizens' operations.



New England District Council, spring meeting, May 26-27, Park Plaza Hotel, Boston.

International Executive Board, pre-convention meeting, June 29-30, Park Plaza Hotel, Boston.

46th Annual TNG Convention July 2-6, 1979, Park Plaza Hotel, Boston.

International Executive Board, fall meeting, Oct. 15-18, Ottawa.

Middle-Atlantic District Council, fall meeting, Oct. 20-21, New York.

International Executive Board, winter meeting, Jan. 28-31, TNG headquarters, Washington.

International Executive Board, spring meeting, April 28-May 2, TNG headquarters, Washington.

47th Annual Convention, July 7-11, 1980, Chattanooga.

Checkoff for politics backed for contracts

Washington—The Guild's 1979 Convention should call upon U.S. locals to seek to bargain provisions for members' employers to check off voluntary political-action contributions, the International Executive Board said at its spring meeting.

Pointing to the phenomenal growth of the number and influence of corporate political action committees since 1974, the IEB also urged that locals at the same time alert their members to the importance of utilizing such checkoff clauses.

At the end of 1974 there were but 89 corporate committees spending \$4.8 million on Congressional campaigns. Unions, spending \$6.3 million, were still ahead, the IEB said in its political action report to the convention.

Today there are more than 800 corporate committees, "multiplying like rabbits" and "doing their best to buy every senator, every representative and every issue in sight," as Sen. Edward Kennedy put it, the IEB noted.

Corporate committees spent \$15.1 million against union's \$14.5 million on last year's Congressional campaigns, according to the Federal Election Commission, the board continued.

In addition, 500 trade associations spent \$23.7 million and right-wing committees another \$15.3 million.

And corporate committees are expected to double in number by next year's U.S. elections, with most of their money going to conservatives, though a "hefty portion" also goes for what a Common Cause official called "investments" in Democratic incumbents, the IEB said.

While union members can never match their employers' contributions dollar for dollar, the IEB said, echoing the AFL-CIO executive council, "we are confident that now that the extent of the business and right-wing challenge is clear, union members will

do more to support the candidates who support them in legislative battles."

The checkoff of voluntary political contributions was made lawful in the United States by the 1976 Federal Election Campaign Act amendments, the IEB pointed out.

"Individual employees . . . would, of course, be under no compulsion to authorize any specific amount, or any amount at all," the IEB added.

While there has been no outpouring of corporate political contributions in Canada comparable to that in the United States, voluntary political-action contribution checkoffs can also be negotiated in that nation, the IEB said.

It reminded members that U.S. publishers have not hesitated to become involved in political efforts—pointing to the role of their associations in the campaign against labor-law reform and to several Missouri publishers contributing to the ultimately unsuccessful effort to enact a law banning union shop agreements in that state.

Vice Presidents Elwood B. Bigelow of Portland and Diane M. Woodstock of Madison were recorded as voting against the political action checkoff proposal.

The IEB also called upon U.S. locals and district councils to make every other effort, as well, to fulfill the Guild's 1979 quota of \$6,265 in contributions to the AFL-CIO's Committee on Political Education (COPE), noting that a copy of COPE's report to the Federal Election Commission is available from the commission in Washington.

It also called upon Canadian locals to consider making contributions to provincial political education committees and upon locals in both countries to be vigilant against any effort to ban union shop agreements and to join labor efforts to repeal such bans where they exist.

Higher dues—how much longer?

Washington—If all strike and lock-out benefits ended immediately, it would take a year for current income to retire existing debts and restore the Defense Fund to its \$2 million ceiling, the IEB points out in its finance report to the convention.

Assuming the same condition and convention approval of the IEB's program to bolster the fund, it would take another six to seven months for the fund to reach the proposed new, first-step \$4 million ceiling, according to the Guild Reporter's arithmetic.

TNG, local staffs to meet on management's unit raids

Washington—TNG has called a national conference here June 4-5 of its field staff and U.S. locals' administrative officers on ways to defend the Guild against employer attacks on composition of its bargaining units.

TNG President Charles A. Perlik, Jr., noted that bargaining is coming up before the end of the year for several major units and said "it would be folly not to expect employers to seize upon these opportunities" to try to further pare Guild representation rights by excluding jobs from contracts.

The conference will be led by David S. Barr, TNG's general counsel.

It is intended to help field staffers and administrative officers defend against management unit "clarification" demands at all steps from bargaining table to labor board.

"More of us must learn to do it ourselves," Perlik said, noting that TNG cannot muster much more local, international or joint financial resources "to pay high-priced legal talent."

Perlik cited pending unit clarification cases at the Washington Post, where management seeks to ax 180 jobs from the Guild's bargaining unit, the Associated Press (120 jobs) and the New York papers, where more than 900 jobs are at stake.

New York, Big 3 settle settlements

New York—The New York Guild and the New York Times, Daily News and Post finally have reached agreements on the specific terms of contract settlements made last summer and fall.

All are three-year contracts that extend to March 30, 1981. They cover more than 4,000 Guild-represented employees at the three papers.

Although the basic wage package is the same at all papers, different applications produce various increases and top minimums. Increases and top minimums for the bulk of covered employees include the following:

At the Times— Reporters, photographers, copy editors, rewrite, display ad sales representatives, circulation consumer marketing representatives (roadmen)—An \$84.66 increase, to \$570.93 a week. The increases are \$28.64 retroactive to March 31, 1978, \$28.63 retroactive to March 31, 1979, and \$27.39 on March 31, 1980.

Assistant editors—A \$93.12 increase (\$31.50, \$31.49 and \$30.13), to \$628.

Typists, file clerks, office clerks—A \$44.63 increase (\$15.10, \$15.09 and \$14.44), to \$300.99; **classified telephone ad-takers—**A \$50.07 increase (\$16.94, \$16.93 and \$16.20), to \$337.60.

News clerks—A \$73.31 increase (\$18.47, \$18.46, and \$17.66), to \$368.13; **computer operators—**A \$73.31 increase (\$24.80, \$24.79 and \$23.72), to \$494.41; **assistant salad-makers—**A \$41.11 increase (\$13.91, \$13.90 and \$13.30), to \$277.23.

At the Daily News— Reporters, photographers, circulation roadmen—An \$81.57 increase (\$27.59, \$27.59 and \$26.39), to \$538.85; **various editors—**An \$87.34 increase (\$29.54,

Classified ad-takers—A \$48.81 increase (\$16.51, \$16.51 and \$15.79), to \$322.41; **various clerks—**A \$45.44 increase (\$15.37, \$15.37 and \$14.70), to \$300.09.

At the Post— Reporters, photographers, rewrite—A \$75.10 increase (\$25.55, \$25.55 and \$24), to \$532.05. Rewrite top is reached in a shorter time.

Classified telephone ad-takers—A \$49.70 increase (\$16.80, \$16.80 and \$16.10), to \$350.55; **various clerks—**A \$45.55 increase (\$15.40, \$15.40 and \$14.75), to \$321.10.

Clerk-typists—A \$38.75 increase (\$13.15, \$13.10 and \$12.50), to \$272.75; **Circulation roadmen—**A \$68.57 increase (\$22.60, \$23.50 and \$22.47), to \$489.72.

At all three papers the increases average \$23, \$23 and \$23. The figures are converted to percentages and applied to the top minimum of each group.

Minimums will be frozen at the old contracts' levels for employees hired after Dec. 31, 1978, at the Times and News and after June 9, 1978, at the Post.

The Times and News minimums will stay frozen for at least a year after which the "new" employees will receive the new contracts' increases then applicable. There will be a joint Guild-management adjustment committee at each paper, with arbitration if the parties can't agree.

The adjustment procedure at the Post has not yet been determined and the issue may be arbitrated.

Cost of living adjustments will be made for March 1979 and 1980 over the year-ago periods for increases of more than 6 percent in the Consumer Price Index.

The settlements will index months of retroactivity owed Guild-represented employees.

The disagreements over the agreements' terms ranged back to the 88-day Pressmen's strike last fall and, in the case of the News, to the end of the Guild's strike last June.



Michael J. Zaremba/Plain Dealer Unit/Cleveland Guild

CLEVELAND GUILD PRESIDENT RICHARD PEERY, RIGHT, WAITS TO TESTIFY
Others backing ordinance to regulate security guards include, from left: Ben Shouse, Upholsterers' Union; Mel Witt, Cleveland AFL-CIO; John Vinegard, Hotel & Restaurant Workers

Cleveland backs rent-a-cop bill

Cleveland — The Cleveland Guild has joined a city-wide union campaign for a city ordinance to place stringent controls, including hiring and training standards, on private security guards and their employers.

The proposed ordinance is inspired by the death of Thomas Moss, Jr., a member of the Upholsterers Union, who was shot by a security guard while on a picket line at metal fabricating firm here.

Richard M. Peery, Cleveland Guild President, pointed out in testimony before the city council April 26 that the ordinance as introduced by Councilmember

Michael R. White could be interpreted to mandate the licensing of investigative reporters along with private investigators. White said the ordinance would be changed to eliminate the possibility.

"Newspaper Guild members know well the dangers of picket line duty when bosses provoke violence by attempting to break strikes," Peery also told the council's safety committee.

"We consider it a miracle that no one was seriously injured in 1972 when policemen on horseback were ordered to overrun our picket line in front of the Plain Dealer," Peery said, noting that

he was one of the pickets who were run over by the horses and spoke from first-hand experience.

The Guild was responsible for the passage of an ordinance in 1973 that prohibits the use of police horses on union picket lines in Cleveland. It is believed to be the only city in the nation with such a prohibition.

Mel Witt, Cleveland AFL-CIO Federation of Labor president, told the council committee that the killing of innocent union pickets by security guards in Cleveland must stop. Too many security guards act like wild west characters and endanger the lives of unionists, he said.

Witt asked that the legislation be amended to ban the use of armed guards near picket lines and demonstrations. "Labor unions do not hire armed security guards to protect union pickets," he noted.

William Hargraves, the security guard who admitted killing Moss, was to come to trial in May.

Boston is new site for convention

(Continued from Page 1)

The IEB authorized the Providence Guild to move the convention. It did so following a visit to the Boston hotel May 3 by Perlik and Prosnitz.

The Providence local will cancel any reservations made at the Biltmore by other locals and will arrange refunds of any deposits, Perlik said.

The local expects to be able to keep its planned child-care pro-

gram intact, Perlik added [Guild Reporter, April 13].

Only alternative to the Biltmore with sufficient room in Providence itself was two hotels three miles apart, Prosnitz told the IEB.

Ignore wage guidelines, IEB advises

(Continued from Page 1)

raise TNG's wage goal for the top minimum for key classifications by \$75, to \$825 a week, with a starting minimum of at least two thirds that amount, or \$550, and that the goal for the top minimum for all other jobs

be raised to \$412.50, half the goal for the key top minimum.

The goal for the key top minimum is established by applying increases in living costs and the productivity index to the goal of \$100 a week set by the Guild's 1946 Convention.

The U.S. price elevator

The table below records the ascent of the Urban Wage-Earners' Consumer Price Index in the United States over a 24-month period following a 2.2-point rise in the index in March, to 209.3, up 19.6 points from March, 1978. The first column lists the index for each of the last 12 months, the second the percentage increase over the same month of the preceding year and the third the percentage increase over March, 1977. Figures for 1978 and 1979 are from the revised Urban Wage-Earners' and Clerical Workers' index.

	Index*	Percentage over	
		Same month prior year	March 1977†
April, 1978	191.4	6.6	7.4
May	193.3	7.0	8.5
June	195.3	7.4	9.6
July	196.7	7.7	10.4
August	197.7	7.9	10.9
September	199.1	8.2	11.7
October	200.7	8.8	12.6
November	201.8	8.9	13.2
December	202.9	9.0	13.9
January, 1979	204.7	9.4	14.9
February	207.1	9.9	16.2
March	209.3	10.3	17.5

*1967 = 100 †Index = 176.2

Pressmen absent as Vancouver talks shift to economics

Vancouver—Representatives of five of the six union bargaining groups on strike and locked out at the Vancouver Sun and Province since Nov. 1 continued joint discussions of economic issues with the papers' representatives through May 9, but no progress was reported.

Representatives of the sixth bargaining group at the papers, the Printing & Graphic Communications Union pressmen, have been absent from the unions' joint bargaining committee since April 25 when discussion of economic issues began before the Pressmen's staffing dispute was resolved.

The day before San Francisco mediator John Kagel had issued a report highly critical of the Pressmen's refusal to consider any proposal involving any changes in their staffing tables.

Shortly before the Pressmen's membership had voted overwhelmingly to reject a proposal on the staffing issue advanced by the unions' joint council, including the Pressmen's own representatives.

After a one-day absence from the economic talks, representatives of the papers' wholesale drivers, represented by the same union as the pressmen, rejoined the unions' joint bargaining committee.

Kagel, who entered the talks March 22, returned to San Francisco April 29-May 5, but returned for the resumption of economic bargaining on May 6.

A membership meeting of the Vancouver-New Westminster Guild's units at the papers that evening voted to request the Pressmen's union to submit their staffing dispute to arbitration.

Kagel had noted in his report that the Pressmen earlier had rejected a management proposal for arbitration, advocating instead that the question be put to a union-management committee while everyone returned to work. Management rejected that.

The Vancouver Express, the strikers' interim paper, reported that the joint union council's proposal rejected by the Pressmen's membership included a reduction of one pressman per unit.

Meanwhile, the Vancouver-New Westminster Guild reported a total of \$16,584.90 in contributions to its local strike fund

through May 2, including the following from Guild locals:

Akron	125
Buffalo	200
Canadian Wire Service	1,300
Central California	150
Chicago	200
Cincinnati	75
Cleveland	400
Denver	325
Detroit	200
Erie	75
Gary	100
Hawaii	300
Hudson County	25
Los Angeles	100
Montreal	100
New York	100
Ottawa	1,000
Pacific Northwest	800
Pawtucket	200
Philadelphia	500
Pittsburgh	25
Providence	600
Pueblo	100
Rockford	100
San Diego	200
San Francisco-Oakland	600
San Jose	550
Southern Ontario	2,000
Terre Haute	100
Toledo	50
Victoria	4,538
Washington-Baltimore	50
Winnipeg	300

In addition to the contributions from the Victoria Guild, the Victoria newspaper unions' council also has contributed \$1,800 to the Vancouver joint council, with \$300 of it coming from the unions' members directly in a collection among them.

Justice aide backs merger in Cincinnati

Washington — The Cincinnati Post is a failing paper under the Newspaper Preservation Act and should be allowed to operate jointly with the successful Cincinnati Enquirer, a special judge has recommended to U.S. Atty. Gen. Griffin Bell.

If Bell approves the plan—he is the only one who can—more than 200 Cincinnati-Guild members will be thrown out of work when the Scripps-Howard paper is reduced to an editorial operation alone.

The recommendation to Bell came May 1 from Donald R. Moore, a special administrative law judge who conducted seven weeks of hearings in Cincinnati that covered more than 6,000 pages of transcript.

TNG, the Cincinnati Guild, the International Typographical Union and the Cincinnati Typographical Union were main intervenors against the Scripps-Enquirer application.

The application was made under the Newspaper Preservation Act, which gives papers antitrust exemptions if one of them is in "probable danger of financial failure." If so, they can combine



Police-press relations—Newport News style

Note paper scatters on sidewalk as Yolanda Jones, Newport Daily Press reporter and Peninsula Guild secretary, struggles to regain her feet after being knocked down while covering April 16 turmoil in Steelworkers' strike against Newport News Shipbuilding & Dry Dock Co. Helmed policeman bending over her reached into the back of Jones's pants and hoisted her

up by the waistband, only letting go when she shouted, "I'm press!" She doesn't know who knocked her down. She had stopped at the sight of police dog, being restrained by officer in background. Several strikers were bitten severely by police dogs during 80-day strike, suspended April 22, pending the outcome of labor board proceedings.

any or all of their noneditorial operations.

Bell will rule after a 45-day period allowed for intervenors to make further comments to Bell.

Moore rejected every intervenor objection except that the Post was overcharged by the E.W. Scripps Co. for its United Press International and Newspaper Enterprise Assn. services.

The overcharges did not, however, materially change the Post's economic position, which was one of lack of revenues rather than high costs, Moore said in agreeing with Scripps' position.

Without the overcharges, the Post from 1972-1977 lost \$9,782,000, Moore said.

E. W. Scripps projected losses of \$1.3 million for 1978, rising to \$4.5 million in 1982.

Meanwhile, the wage moratorium agreed to by the unions starting in 1976 saved the paper \$361,000 that year, \$845,000 in 1977, and \$261,000 in 1978 when deferred wage increases began to be phased back in.

Scripps, Moore found, advanced the post \$8.3 million from 1973 to 1977 and another \$896,000 in the first half of 1978 for working capital, capital programs and to underwrite operating losses.

Without this the Post would have been insolvent in 1973, Moore said.

Moore rejected a key proposal by TNG, the ITU and the Justice Dept.'s antitrust division that Scripps' tax gain should be netted against the Post's operating losses.

This would be contrary to the preservation act, which requires that a paper's financial performance be judged without regard to its ownership or affiliations, Moore said.

Moore's 145-page recommendation went deeply into the complexities of big-city newspaper economics.

Basically, he agreed with Scripps that it had done all it could to keep the afternoon Post going in the face of Combined Communication's morning and Sunday Enquirer.

Lack of a Sunday Post probably doomed the daily, Moore implied. Sunday is the basic advertising buy in Cincinnati and the Enquirer was able to offer a combined rate with its daily paper.

By the time Scripps began to think about going Sunday, it was too late, Moore said, again agreeing with Scripps witnesses.

Scripps owned the Enquirer along with the Post from 1956 until trustbusters forced it to sell the Enquirer in 1971. During this period there was no reason to start a Sunday Post, Moore noted.

No one would buy the Post now as no one had in the relatively better late 1960s; Moore said, responding to the inter-

venors contention that Scripps should be required to seek a buyer who would continue the Post separately from the Enquirer. Nor is there a statutory requirement that they do so, Moore said, adding that the record failed to show any buyer "ready, willing and able" to buy the Post.

The joint operating agreement, in which the Enquirer will perform all noneditorial functions of the Post, is structured to guarantee a profit for each.

Of the first \$10.8 million of revenues in excess of noneditorial expenses, 40 percent would go to Scripps and 60 percent to the Enquirer. This tier of sharing has an adjustment mechanism that changes the base—in 1978, for example, the base would be \$11.45 million.

Of the next \$6.4 million, for the first three years, \$550,000 would go to Scripps and \$5.85 million to the Enquirer. Thereafter, the Enquirer would get all of this tier.

Of the rest, 20 percent would go to Scripps and 80 percent to the Enquirer.

The day after Moore's recommendation, a U.S. District Court judge set June 20 as the tentative trial date for a suit against the Post by 107 printers who contend that the Typographical Union contract with the paper guarantees them jobs for life or payment of what they would have earned if they continued to work at the Post. Their attorneys say that comes to about \$50 million.

The judge, Timothy S. Hogan, said he would begin the trial four days after Bell issues his decision on the joint operation.

\$440 to fund in Crocker's memory

Washington—The members of TNG's International Executive Board during their spring meeting contributed a total of \$440 to TNG's Irving Leuchter Scholarship Fund for the Harvard Trade Union Program in memory

of TNG Secretary-Treasurer Robert M. Crocker, who died April 7.

Of the total, \$375 came from the vice presidents on the IEB in a collection by Diane M. Woodstock of Madison and \$65 from the IEB's "tardy fund."

Two more declare candidacies

(Continued from Page 1)
taking it to more than 450 members.

Davis, presently chairperson of the San Jose Guild's Mercury-News Unit, has been active in the local for more than 19 years and also has worked as a local and TNG representative.

During a 21-month period

from 1973 to late-summer 1975—eight of them as a special TNG organizing staffer — Davis was chief bargainer of the initial contract at the Monterey Peninsula Herald and helped organize new units in Fresno and Modesto and the Detroit News's editorial department.

For 18 months ending in Jan-

uary, 1978, he worked on bargaining and organizing projects for both the San Jose and San Francisco-Oakland Guilds as a local representative.

A copy editor on the San Jose News, he has been a delegate to the Western District Council since 1964 and a member of all Mercury-News Guild bargaining committees for the same period. He was chairperson of the Resolutions Committee at TNG's 1978 Convention.

Two incumbent regional vice presidents—John M. Lowe of Southern Ontario (Toronto), elected from the U.S. South—have announced that they will be candidates for second terms on the IEB.

One regional vice president—Diane M. Woodstock of Madison, elected from the U.S. Midwest—has announced she will not seek a third term. John B. Mitchell of Gary and Richard M. Peery have announced for the seat.

International Chairperson Harry S. Culver of the (U.S.) Wire Service Guild also has announced that he will seek a second term in that position.



DAVID M. MULCAHY
Seeks 3rd at-large term



WILLIAM T. DAVIS
Declares for at-large seat

IEB recommends TNG's first \$2M budget

(Continued from Page 1)

Had the 1978 Convention's plans materialized, the board noted, the General Fund would have come out of the fiscal year ended March 31 with a surplus.

As it was, however, it wasn't until the fourth quarter that the fund was able to operate in the black—to the tune of \$23,000 for the three months—but not enough to offset the deficit of the previous nine months and fiscal 1978-79 ended with a General Fund deficit of \$68,658. This put the fund's cumulative deficit at \$552,675. Coupled with the experience of the Defense Fund, this plunged TNG's net worth to minus \$2,085,711 at the fiscal year's end, compared to a figure of plus \$1,515,983 a year before.

General Fund income for the year totaled \$1,874,218, a record, and its expenditures were \$1,942,876, also a record. The income was \$56,578 less than estimated and the expenses were \$50,006 more than anticipated.

Items in last year's budget with expenditures substantially over budget were salaries and expenses of field staff, Guild Reporter printing and mailing, miscellaneous organizing and servicing and salaries for office management, the IEB reported.

Areas of substantial under-spending included per capita for the AFL-CIO, its Industrial Un-

ion Dept., the Canadian Labour Congress and International Federation of Journalists (thanks to exonerations and waivers), employee pensions, IEB meeting costs, office supplies and telephone and telegraph.

Because of ongoing and potential strikes and the generally volatile bargaining situation, its recommended income estimate for the new fiscal year is based on an assumption of 500 fewer monthly per capita than last year, the board said.

In other actions upon recommendation of its Finance Committee, the IEB:

✓ Adopted a first-quarter budget of \$559,816.

✓ Approved acceptance of \$25,000 from the Philadelphia Guild in full satisfaction of a \$32,568.83 servicing bill.

✓ Contributed \$4,000 to the Reporters' Committee for Freedom of the Press, \$600 to the Leadership Conference on Civil Rights, \$100 each to ERAmerica and the National Organization for Women's ERA Fund, and \$50 to the National Consumers League.

The funds to the Reporters' Committee are \$1,500 more than TNG's previous annual contributions, to help support a "First Amendment Fellow," a law student who provides direct and immediate advice on free-press

More staff tied to funding

Washington—As new funds become available, TNG's field staff should be expanded to provide additional help for what continues to be a heavy demand for organizing assistance, the International Executive Board says in its organizing report to the Guild's July convention.

And the convention should second the motion, the report recommends.

The report also recommends encouragement of exploration and development of joint, co-ordinated and simultaneous organizing efforts and petitions with

other unions in the industry. And it asks that locals again be reminded of the need to:

✓ Form local and unit organizing committees.

✓ Clear the undertaking of any organizing campaign with TNG, as required.

✓ Advise TNG immediately of organizing activity in Guild jurisdiction by another union.

✓ Provide TNG copies of documents involving labor board and other legal proceedings as well as literature distributed by all parties in organizing campaigns.

problems to inquirers, who have included TNG and Guild locals.

The board also authorized commitment of up to \$2,500 to a new, experimental program for improving AFL-CIO's legal services to affiliates.

Upon recommendation of its Human Rights Committee, the board also authorized TNG support of the proposed child-care program at the 1979 Convention to a maximum of \$1,000.

The board, however, turned down a recommendation that it increase to two for each its un-

derwriting of costs for delegates to the conventions of the Coalition of Black Trade Unionists and the Coalition of Labor Union Women. It said "no particular case" had been made for an increase from one each.

After meeting with the New York Guild's 1st vice president, Frank Mazza, the IEB also pledged TNG to pay 33 percent of \$103,379 in expenses incurred in the local's defense against efforts by the New York Times, the Daily News and the Post to sever some 900 jobs from Guild

contract coverage, with payment split between the fiscal year's first two quarters.

It also authorized loaning the local up to 10 percent per month of the balance of the bill as the local demonstrates the need, beginning in July. The IEB authorized borrowing the amounts from the Defense Fund.

It also said it was "clearly impressed with the initial steps" by the local "to remedy its own financial and administrative problems" as it sought to "meet the management onslaught."

Benefits denied to nonmember

Washington—Pointing out that no part of agency-shop fees goes into TNG's Defense Fund and that benefits from the fund are membership benefits, the International Executive Board has denied an appeal for benefits for a New York Times agency-fee payer who did not cross picket lines during the 1978 Pressmen's strike.

The appeal was from a member of the New York Guild's Times Unit on the agency-fee payer's behalf.

A provision of TNG's Strike/Lockout Policy that permits payments to nonmembers in cases where the IEB decides it is "in the interest of TNG to do so," must be narrowly construed, the IEB said. The provision's legislative history shows it was intended to apply "to a group or class of employees," it explained.

In the only two cases it could recall, the IEB said benefits were paid to members of sister unions. Vice President Betsy Wade of

New York abstained on the vote.

In another action upon recommendation of its Appeals Committee, the IEB upheld the St. Louis Guild's refusal to accept the resignation a member submitted after his unit had taken a strike vote.

TNG's constitutional provision forbidding acceptance of resignations "when a strike or lockout appears imminent" made rejection of the resignation mandatory, the IEB said.

First pact at KMVI raises all \$

Maui, Hawaii—The Hawaii Guild has bargained an initial, 32-month contract with KMVI, a radio station owned by the Maui News, that provides all represented employees raises of \$61 a week.

The contract provides retroactivity to minimums that take effect April 29, 1978, and Nov. 29, 1978. There are also increases on April 29, 1979, Nov. 19, 1979, April 29, 1980, and Nov. 29, 1980.

The increases add up to a total of \$61.

These increases will provide top minimums at the end of the contract of \$373.20 for news announcer and program directors, \$345.80 for radio announcers, and \$318.40 for traffic clerks and part-time announcers.

Top minimums that will be in effect at the end of May are \$335.20 for news announcers and programs directors, \$307.80 for radio announcers and \$280.40 for traffic clerks and part-time announcers.

The contract covers all radio programming employees.

Other provisions include:

Vacations—Two weeks after one year's service, 15 shifts after three years, three weeks after seven years, 20 shifts after nine years, 25 shifts after 30 years.

Holidays—Ten, plus two half-days.

Hours—Work day of 7-3/4 hours in a workweek of 38-3/4 hours.

Health and welfare—Company pays 80 percent of group life

premium and 100 percent of health insurance plan cost for employees and dependents. Effective June 1, 1979, prescription drug and vision care will be added. Effective Dec. 1, 1980, a dental plan for employees and dependents will be added, with the company paying 85 percent of cost.

Fair practices—No discrimination against employees because of age, sex, race, creed, color, national origin, or marital or parental status.

Severance pay—Three weeks per year of service to a maximum of 52 weeks.

Maternity leave—Disability caused by pregnancy will be treated as any other temporary disability under the sick pay provision.

Many jobs seen for J-grads

There is no shortage of jobs for journalism graduates, two studies have indicated.

A survey of 46 journalism schools and departments in the United States found that placement of graduates was good to excellent.

There were more jobs than graduates, 25 percent of the schools said.

The survey was conducted by the Assn. for Education in Journalism and the American Newspaper Publishers Assn.

The Newspaper Fund, meanwhile, reported that 3,600 of 15,924 journalism graduates got jobs on daily papers last year.

In 1977 the figure was 2,500. The 3,600 is the largest number in four years.

The AEJ-ANPA study said the false impression that there are more graduates than jobs probably exists because many journalism school students don't really intend to become journalists. Minorities, made up but 8.5 percent of the 1978 class and a little over 19 percent of them were unemployed after graduation, the Newspaper Fund study found.



Jim Wade, St. Louis Guild

REPORTERS

Average start is \$234

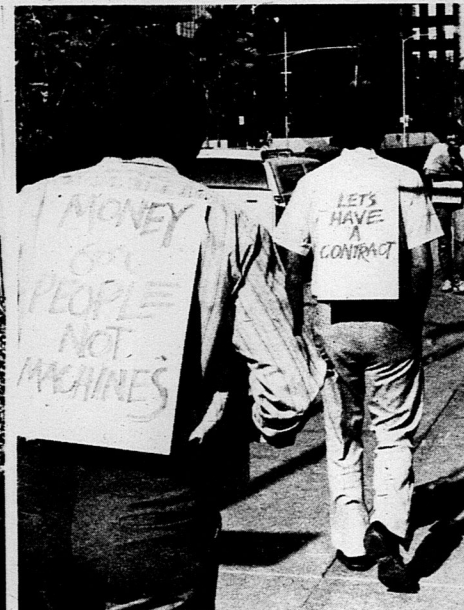
Average starting minimum for reporters being paid under Guild contracts on April 1 was \$234.30 a week, \$14.12 higher than a year before and nearly \$7.50 higher than the average reporter top minimum seven years before, according to tabulations by TNG's Collective Bargaining Dept.

Starting reporter minimum average at U.S. Guild-covered dailies this April 1 was \$235.36 a week; at Guild-covered dailies in Canada it was \$227.93, and in Puerto Rico, \$219.67 a week.

The starting minimums are those guaranteed persons who go to work as reporters with no creditable experience.

Below is the Collective Bargaining Dept.'s table of starting minimums on Guild-covered dailies and major wire services as of April 1:

Reuters (U.S.)	\$490.12	Waterbury Republican	224.85
New York Times	457.27	and American	224.85
New York Post	443.05	Salem (Mass.) News	224.64
New York News	388.73	Manchester Union Leader	224.64
Honolulu Advertiser	361.25	New Hampshire	
Honolulu Star-Bulletin	357.75	Sunday News	222.50
Chicago Sun-Times	311.69	Youngstown Vindicator	220.50
Hawaii (Hilo) Tribune	292.64	Lynn Item	220.20
Herald	292.64	Monterey Peninsula Herald	220.00
Royal Oak Tribune	292.17	San Juan: El Mundo	220.00
St. Louis Post-Dispatch	289.52	Delaware County	
Richmond Independent	289.52	(Chester) Times	219.70
Berkeley Gazette	285.53	New Westminster	219.08
Washington Post	284.65	Columbian Star	218.87
Seattle Post-Intelligencer	283.00	Knockville News-Sentinel	218.87
Seattle Times	283.00	Memphis Commercial Appeal	218.85
Oakland Tribune	280.53	and Press-Scimitar	218.85
San Francisco Chronicle	280.53	Sioux City Journal	217.00
Examiner	280.53	Baltimore Sun	216.75
San Mateo Times	280.53	Evening Sun	216.75
Santa Rosa Press Democrat	280.53	Joliet Herald-News	216.38
Malden News, Medford Mercury	280.53	San Diego Union	215.33
and Melrose News	279.52	and Tribune	214.75
Eugene Register-Guard	275.00	York Daily Record	213.99
Reuters (Canada)	273.00	Gary Post-Tribune	213.99
Winnipeg Tribune	273.00	New Brunswick	213.75
San Jose Mercury	272.10	Home News	213.75
and News	272.10	Cincinnati	212.51
Waltham News-Tribune	272.10	Kentucky Post	212.40
Mount Clemens	272.08	Pawucket Times	211.90
Macomb Daily	270.60	Buffalo Courier-Express	211.05
Sacramento Union	270.59	Buffalo News	210.57
Canadian Press	266.53	Fall River Herald News	210.28
Stockton Record	266.53	Bakersfield Californian	210.00
Fresno Bee	266.30	San Juan: El Vocero	210.00
Modesto Bee	266.30	and Herald	209.25
Denver Post	264.00	Oakland (Pontiac) Press	207.55
Philadelphia Inquirer	260.85	Pottstown Mercury	207.06
and News	260.85	Columbia Citizen-Journal	204.00
Detroit News	259.20	Rockford Star	202.20
Toronto Star	259.20	Register-Republic	201.76
Detroit Free Press	259.20	Union-Star	201.16
Denver Rocky Mountain	259.00	Hazleton Standard Speaker	201.08
News	255.00	Oshawa Times	197.25
Providence Journal	255.00	Lansing State Journal	197.25
and Bulletin	255.00	Utica Observer Dispatch	197.25
Washington Sun	253.83	and Press	176.50
Montreal Gazette	248.25	Morgantown Reporter and	173.18
Tacoma News-Tribune	248.25	Dominion-Post	171.57
Tribune and Ledger	248.25	Brantford Expositor	171.57
Victoria Colonist and Times	250.26	Massillon Independent	170.29
Minneapolis Star	250.00	Lexington Herald and	170.00
and Tribune	249.62	Leader	
Woodbridge Tribune	248.25	Brooklyn Enterprise	168.15
Associated Press	248.25	& Times	167.51
York Dispatch	247.91	Sudbury Star	164.00
Yakima Herald-Republic	246.50	Battle Creek Enquirer	159.12
Vancouver Sun	245.20	Pueblo Star-Journal	158.20
St. Paul Dispatch and	243.62	and Chieftain	155.00
Pioneer Press	243.28	San Antonio Light	154.42
Cleveland Plain Dealer	242.81	Terre Haute Tribune	154.42
Toledo Blade	242.02	and Star	154.42
Toronto Globe & Mail	241.20	Chattanooga Times	154.42
Wilkes-Barre Times-Leader	241.20	Monessen Valley	135.00
New Record	241.15	Independent	
Wilkes-Barre Sunday	241.15		
Independent	239.60		
Portland Press Herald,	238.75		
Express and Telegram	237.65		
Shelby Press	236.30		
Long Beach Independent and	235.50		
Press Telegram	235.00		
Ottawa Citizen	234.28		
United Press International	233.00		
Montreal Star	232.00		
Bay City Times	230.00		
Cleveland Press	229.00		
Akron Beacon Journal	228.00		
Pittsburgh Post-Gazette	227.43		
San Juan Star	226.94		
Kenosha News	226.05		
Jersey City: Jersey Journal	225.60		
Vallejo Times-Herald			
Waukegan News-Sun			
Harrisburg Patriot and			
News			



Phoenix Guild mounts informational lines

Phoenix Guild members at the Arizona Republic and Phoenix Gazette continue their quest for an initial contract by sporadically posting informational picket lines outside the Pulliam papers following editorial employees rejection of a decertification attempt in mid-March. Informational lines first went up April 22. Two days later the company posted conditions and said it was declaring a bargaining impasse.

The Guild filed refusal to bargain charges with the NLRB and the company the same day filed bad-faith bargaining charges against the Guild that were dated two days before the first informational picket line went up. The "Nina" referred to in the picket sign above right is Nina M. Pulliam, president of the chain and president and publisher of the Phoenix dailies. Contract talks began in February, 1978.

Eugene gets nod in data case

Washington—The Eugene Register-Guard finally has lost its battle to deny the Eugene Guild information to which the union is entitled under the law.

A three-member National Labor Relations Board panel here has told the Register-Guard that it must halt its unfair labor practices and provide the information.

The panel acted by granting a board general counsel motion for a summary judgment.

Chairman John H. Fanning and members John A. Penello and John C. Truesdale said the paper hadn't responded to an order to show cause why the judgment motion shouldn't be granted.

The Register-Guard refused to bargain with the Guild by with-

holding information on seven employees who were kept in the bargaining unit in a unit clarification case. Eight other employees were removed from the unit. Both sides' appeals were denied.

The Register-Guard said it wouldn't provide the information

because it wanted to challenge the rulings in court.

The information is relevant to and necessary for the Guild's fulfillment of its representative duties, the panel said. The information includes names, addresses, job classifications, salaries, and experience ratings.

20 weeks' vacation pay won for estate of sports editor

New York—The defunct Long Island Press must pay the estate of a deceased New York Guild member \$6,196.36 for 20 weeks of vacation owed the member

when the paper was closed.

Sidney Sugarman, the arbitrator, ruled in a case brought by the Guild on behalf of a sports editor who over the years was allowed to take vacations when he wished, and who kept his own log of how many weeks he carried over from year to year.

The editor died in January, 1978. The Newhouse chain closed the Press in March, 1977.

When the Press folded, the Guild claimed 20 weeks for the editor and the Press contended he had only 17 days of vacation coming.

Management later contended that the Guild could not bring an arbitration on behalf of the estate, but Sugarman said the company's position had no valid basis.

and undermined management.

Claude R. Wolfe, National Labor Relations Board administrative law judge, said the employee was protected by the labor act because he was engaged in concerted union activity.

Wolfe also quoted a Supreme Court ruling that held that "the most repulsive speech enjoys immunity provided it falls short of a deliberate or reckless untruth."

The Postal Service was ordered to pay the employee for the week and clear his personnel file.

California bans bid from Stevens

Sacramento—The state of California has decided to not buy any J. P. Stevens products because of the company's anti-union record.

"Information brought to our attention concerning the record of J. P. Stevens & Co. Inc., in the area of labor relations practices, and collective bargaining in particular, has led us to conclude that your company should not and cannot be considered a

responsive bidder or vendor," David E. Janssen, director of California's Dept. of General Services, wrote Stevens headquarters in New York.

Citing "numerous labor disputes which have resulted in adverse rulings" against the firm, Janssen said his action was taken following consultation with, and a legal review by, the state's Dept. of Industrial Relations.

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 for the duration of its years-old dispute with the Amalgamated Clothing & Textile Workers' Union.

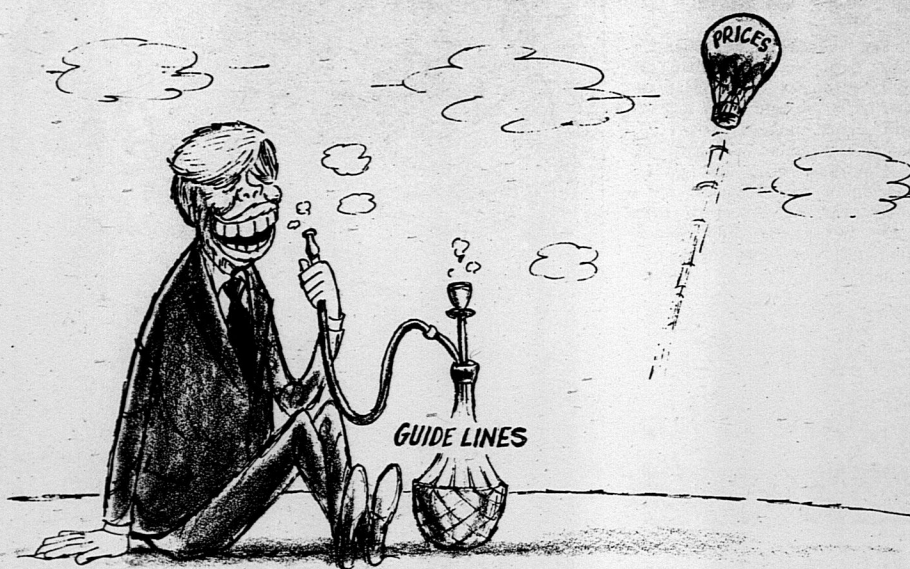
In addition to Stevens' name, you'll find them hiding under these brand names, among others:

- SHEETS & PILLOWCASES**
Beauti-Blend
Beauti-Care
Fine Arts
Peanuts (comic strip figures)
Tastemaker
Utica
Utica & Mohawk
Designer labels:
Yves St. Laurent
Angelo Donghia
Ava Bergman
Dinah Shore
Cacharel
Suzanne
Pleschette
Hardy Amies
- BLANKETS & CARPETS**
Contender
Gulistan
Merryweather
Tastemaker
Forstmann
Utica
- TOWELS**
Fine Arts
Utica
Tastemaker
Snoopy (comic strip character)
- TABLE LINEN**
Sintex



Reprinted with permission of Tim Menees, the cartoonist

Higher and higher and . . .

BELLAND for
The Guild Reporter

FOOTSTEPS OF THOREAU, GOMPERS, STANTON . . .

Picketing 101 should be mandatory

By TODD SIMON
Plain Dealer Unit
Cleveland Guild

SCHOOLS OUGHT to teach every American a course in how to picket and how to demonstrate. All of us are amateurs at it.

Picketing has become a necessary skill for many crafts and professions. Truck drivers and teachers, coal miners and hospital aides, farmers and reporters picket.

And you never know when you might have to get out and carry a sign saying "End the war!" or "No more nukes!" or "Feed my kids!"

After all, even that kindly, scholarly child-rearing authority, Dr. Benjamin Spock, got out to demonstrate against the Vietnam War. Actors, clergymen and professors joined the Selma, Ala., march.

Most people go out to picket unprepared, untaught. They don't know picket line etiquette. They don't know how to carry or wear a picket placard. They don't know how to argue for their cause.

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Simon, an editorial writer and columnist with the Cleveland Plain Dealer,

has been a member of the Cleveland Guild since 1942 when he was a founding member of the Guild unit at the paper. This column is reprinted, with the Plain Dealer's and Simon's permission, from the April 13 issue of the Newhouse paper. It is "rooted in my own Guild action," Simon said.



They don't know they are walking in the footsteps of Henry Thoreau, Samuel Gompers, Elizabeth Cady Stanton, Frederick Douglass and Henry George.

Some don't know the first thing about picketing. The first thing about picket lines is how to avoid trouble.

YOU HAVE TO KNOW how to put up a menacing front in case some goon squad approaches. This is not easy if yours is a union of irresolute sweet-pea pickers.

You have to know enough law to quote it convincingly if you are told you are loitering or obstructing the public sidewalk.

You have to know how to wheedle some free lunches or a bag of doughnuts out of a nearby restaurant.

You have to have a headquarters. It must have toilets, wash basins and towels. You have to have somebody assigned to sweep out the headquarters because they get unbelievably littered and messy.

You need a captain with time sheets to make sure the activists stay active.

You must have people who know how to rustle up soup, sandwiches, pickles, cookies, coffee and apples.

You must have a bookkeeper to keep track of dues and expenses and to track down what happened to the \$13.65 that some sympathizers collected for you at their meeting.

And you have to have a quick tongue to answer the melancholy

types who try to drag your whole strike or march to a grinding, creaking, worn-down halt.

Demonstrating or picketing is not for everybody. One type who does not ever get in on the fun is the person who feels crowded, squeezed in by collective action.

Another is the kind who would simply be embarrassed half to death being out there carrying a sign and feeling like the lowest man on the social totem pole.

And then you have the people who "weren't there when the strike vote was held" or the resolution to stage a march came up.

There are the ones who voted no. And there are the debaters who will claim to their dying day that the resolution was illegal under Article XXVI, Section 8-A of the charter.

On the other end of the spectrum are the movers, shakers and achievers. They know how to get picket signs printed. They know where they can get a meeting hall for free.

They can get a mimeograph machine and run it. They come to headquarters with a bowl of sandwich spread and a half-dozen loaves of bread and the telephone numbers of the news media.

Then in the middle are the hangbacks and the turncoats and the yes-and-no wobblers, the doughy and the loyal, the sell-outs and the finks.

STANDING UP for any principle in this society takes guts and pugnacity. There are always those who read your logic from bottom to top instead of from top to bottom.

These wisps of thought are a few possible lecture topics for the beginning course in how to picket and how to demonstrate. They may lead to advanced lectures, say on how to pool your strength with some outfit in Toledo, or how to send a representative to a conference in Las Vegas and go national.

IT'S SO MUCH A PART of American life that how to picket and demonstrate ought to be taught to every schoolchild. They don't have to stand there shuffling their feet with a handdog looking on their faces, as if saying, "I don't really believe in what I'm standing here for."

Editorial

Guidelines, Mr. President?

Following is the text of a statement by the International Executive Board during its spring meeting April 23-27 on inflation and the Carter Administration's wage guidelines.

Despite all pretenses to the contrary, U.S. inflation is clearly out of control.

Prices have risen more than ten percent in the past 12 months. They are rising currently at an annual rate of 13 percent.

The Administration's wage-price guidelines, a tottering structure at its inception, are in ruins.

Wage insurance, the only protection they offered for workers, has been scuttled in Congress. The President's anti-inflation czar can offer nothing to hope for but a "tapering" of inflation after "some bad months ahead."

Even labor's worst enemies concede that wage increases bear little or no responsibility for the latest surge of inflation. With pay lagging far behind prices, they could hardly do otherwise.

Labor cannot continue to absorb all the casualties in the nation's war against inflation. Such major unions as the Auto Workers, the Rubber Workers and the Teamsters have made it clear they no longer will be bound by the Administration's wage guidelines.

The Guild can hardly afford not to follow their lead.

The wages of our members are lagging farther and farther behind the price spiral. U.S. Guild settlements for the past year showed an average increase of seven percent at the reporter top-minimum level in the first year—ironically, right on the guideline—and 5.5 percent in the second. That increase is more than three percent behind the rate of inflation for the first year, and almost five percent behind it for the second.

Guild settlements cannot continue distant stragglers to the cost-of-living juggernaut without inflicting serious economic injury on all our members. If there are to be sacrifices in the cause of halting inflation, they must be sacrifices by all—those who reap lush profits as well as those who glean growingly meager wages.

Speaking of wage increases . . .

The Gannett chain announces on page 50 of its 1978 annual report that it "will endeavor to comply" with President Carter's wage and price guidelines.

On Page 5 of its proxy statement to the annual meeting of shareholders it lists \$390,000 as "salaries and other cash remuneration" to Allen H. Neuhauser, its president—an increase of \$49,918 or 14.4 percent over 1977.

And that says nothing about Neuhauser's \$37,444 in "insurance and other benefits," which include free rides for family members on the company plane, nor the \$388,070 "spread on stock options exercised" that also are credited to him in the proxy statement.

"Endeavor" again, Gannett.

The Guild Reporter

JAMES M. CESNIK
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