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May 25, 1979

New talks on merger scheduled

Colorado Springs—The presidents of TNG and the International Typographical Union have called another joint meeting of the unions' merger negotiating committees, the first since a six-day session ended April 1.

The session, the committees' ninth, will be held June 12-15 in Denver.

It was called at the conclusion of a May 17-18 meeting at ITU headquarters here of the ITU's Executive Council and TNG's Task Force on merger plus TNG President Charles A. Perlik, Jr., and ITU President Joe Bingel. TNG had requested the meeting, Perlik said, "to carefully examine the state of merger discussions and ascertain our future course."

During the meeting, Perlik said, he informed the ITU officers and representatives of his announcement at the joint meeting of the Great Lakes, Midwest and Southern District Councils of Guild locals the weekend before that "time has run out" for completion of a merger plan in time for presentation to the Guild's 1979 Convention, July 2-6 in Boston—"no ifs, ands, or buts."

However, Perlik said at both meetings, that does not preclude a meeting of the merger committees before the Guild's convention, and if "a recommendable plan" is produced it could be presented to the ITU's 1979 Convention, Aug. 18-24 in St. Paul.

"If that ensued, successfully," Perlik continued, "TNG then would in all likelihood call a spe-

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Marking a 25-year pledge

TNG representatives join march by several hundred persons to the nation's capitol on May 17, the 25th anniversary of the Supreme Court decision against segregated public schools. Called together by the National Assn. for the Advancement of Colored People, marchers also urged renewed efforts to make the decision a reality in education, jobs, housing and other areas. Similar observances of the silver anniversary of the court's decision were held in dozens of other cities.

Tucker, Stonebanks, Beck declare candidacies

Three more incumbent TNG vice presidents—Carla W. Beck, Roger L. Stonebanks and Floyd Tucker—have announced that they will seek re-election in the union's elections this summer.

Tucker, of San Francisco-Oakland, will be seeking his second term at large.

Stonebanks, of Victoria, will be seeking his fourth term from Western Canada.

Beck, of Great Falls, will be seeking her second term from the U.S. West, Region 4.

Tucker and Beck announced their candidacies during the Western District Council meeting May 12-13 in San Jose. Stonebanks announced from his local the week before.

Tucker is the sixth person to declare for the six vice presidencies elected from the Guild at large. The three are the sixth, seventh and eighth of the 12 incumbent vice presidents to declare they will seek re-election. Two—Louis M. Calvert of San Jose and Diane M. Woodstock of Madison—have said they will retire from the International Executive Board at the end of their terms. One

at-large seat is vacant.

Tucker, a former two-term president of his local, is Sunday news editor at the Oakland Tribune. He also has served as unit chairperson and vice chairperson, as a member of the SFONG representative assembly and as local vice president.

He also has been a delegate to six Guild conventions and to the Western District Council.

On the IEB he has served on the Collective Bargaining, Research & Information, Guild Reporter and Human Rights Committees, chairing the latter since January, 1978.

Stonebanks, a former two-term president of the Victoria Guild, now is second vice president of his local, chairperson of its bargaining committee and has been co-chairperson of the Victoria Joint Council of Newspaper Unions since 1971. He has been

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BLS budgets outstrip contract increases

Washington—While minimum increases bargained in Guild contracts in the past year advanced by more than they had since 1972, they weren't enough to keep up with the spiraling costs of the U.S. Labor Dept.'s Urban Family Budgets.

The latest budgets, updated to reflect costs as of last fall for goods and services for a mythical family of four at three levels of living, were up more than in any single year since 1974, and those were up more than in any year since 1967, when the Bureau of Labor Statistics began issuing the budgets.

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Newsroom top goes up \$152 in CJOH pact

Ottawa—Highest minimum for fully experienced newpersons is increased by \$152.41 a week, to \$513.55, in a new, two-year Ottawa Guild contract with television station CJOH.

The \$152.41 is the difference between the top minimum for fully experienced reporter-editors under the expired contract and the top minimum in the new contract's second year for a new classification of senior reporter-editor.

All fully experienced reporter-editors have been upgraded to the higher paying classification under the settlement.

Other increases—effective in increments that are retroactive to Jan. 1 and on next Jan. 1—range from a total of \$29.65, taking the flat minimum for copy persons to \$178.64 a week, to a total of \$70.66, taking the top minimum for reporter-editors to \$431.80 a week.

Other improvements under the settlement include addition of a floating holiday, making a total of 12 holidays, a two-cent increase in the mileage rate, to 25 cents a mile or 16 cents per kilometer and a \$5 increase in the per diem for out-of-town assignments, to \$25.

In addition, employees on "remote assignments" not qualifying for the per diem now will receive allowances of \$4 for breakfast, \$5 for lunch, \$10 for dinner and \$5 for related expenses.

Maternity leave provisions are improved to guarantee two weeks with pay for employees with at least a year's service and the employer is obligated to pay all benefit-plan costs during the full leave.

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June 4 deadline at Times, News

New York—Photoengravers at the New York Times and the Daily News have set a June 4 strike deadline and the city's Allied Printing Trades Council has pledged them all possible assistance.

The interunion council named George E. McDonald of the Mailers' Union, Jack Kennedy of the Stereotypers, Harry Fisdell of the Guild and Theodore H. Kheel, council consultant, to monitor bargaining.

Fisdell, reporting on the situation to the local's representative assembly May 23, said he would have recommendations later appropriate to developments.

The 150 engravers resumed work without a contract after last year's 88-day Pressmen's strike. The papers employ more than 3,000 Guild members.

Pay, cut in bias case, is ordered restored

San Diego—Copley's San Diego Union and Tribune have been ordered to restore a paycut imposed on a male employee in the credit department after the Guild had accused the papers of sex discrimination for paying a woman less for doing the same work.

The company cut the man's pay by unilaterally reclassifying his job from "collector" to "senior clerk."

It said that after the Guild had grieved the woman's lower pay under the contract's fair-employment-practices guarantee it had examined the man's duties and decided they had declined to that of the lower-paid classification as the credit department was computerized.

The Guild took the case to arbitration on grounds of improper reclassification. The sex discrimination charge—still before a second arbiter—was not central in the Guild's presentation except when it argued that the company's motive was improper in reclassifying the collector.

Arbiter Bicknell J. Showers, however, addressed himself only to the company's contention that downgrading the man's work was justified by the changed duties of

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Mellus talks stall on jobs and money

Lincoln Park, Mich.—Economic issues and the number of employees who will return to work are the main issues holding up settlement of the Detroit Guild's eight-month strike against Panax Corp.'s Mellus chain of weeklies here.

Agreement has been reached on other issues, Willard Hatch, the Guild's administrative officer, said.

The Guild struck for an initial contract on Sept. 25, 1978. It had won a representation election in the advertising, business, editorial and inside circulation departments the previous November.

In April, the Guild filed an unfair labor practices charge against a shopping mall store for threatening and attempting to have Guild pickets arrested. The store advertises in the struck weeklies.

Hatch said the Mellus papers are down 25 percent on their ad revenue because they are either giving the space away or selling it at greatly reduced rates.

The strikers' own weekly, the Downriver Reporter, continues to do well, Hatch said.



Awards for service in Gary

Dean Bottorff, left, display's Guildsman of the Year Award and the Rev. Joseph Semancik, center, Community Service Award presented by the Gary Guild at its 1979 Page 1 Dinner. Congratulating the pair is John B. Mitchell, Gary Guild president. Bottorff's award was for

leading the local's bargaining committee and his role in three regional seminars on electronic editing. Semancik's award was for having collected, sorted, packed and shipped 142,000 pounds of clothing for persons living in poverty around the world.

Larry Bretts/Gary Guild

Unions are challenged over strike paper

Wilkes-Barre, Pa.—Four striking unions plan to file a motion to dismiss a Times Leader petition that asks the National Labor Relations Board to suspend negotiations.

Paul Golias, the unions' information officer, called the company petition "ludicrous and contradictory."

Wilkes-Barre Publishing Co., the Capital Cities Communications subsidiary that owns the struck Times Leader, asked the NLRB to relieve it of its obligation to bargain with the striking unions on grounds that the strikers are competing with the Times Leader by publishing the Citizens' Voice, an interim daily newspaper.

This is not the first time a struck publisher has made such a claim, all of which have failed. Most recent such move was by the Thomson chain's Adrian (Mich.) Telegram, where Guild strikers published the interim Maple City Reporter in 1972-74.

Wilkes-Barre Publishing Co.'s petition alleged that the Voice was intended to be a permanent competitor to the Times Leader and that the unions were not proper bargaining representatives. Golias said that the sole purpose of the Citizens' Voice "is that of a strike tool to bring economic pressure" on the company "to force it to bargain in good faith."

"The company's position is both ludicrous and contradictory," Golias said. "Over the past 10 days the Wilkes-Barre Publishing Co. has been urging the Federal Mediation and Conciliation Service to bring the parties to the bargaining table. Now the company is saying it does not want to sit down at the bargaining table," Golias said May 10.

On May 7, the conciliation service pulled out of the talks, saying it would consider re-entering the situation if and when a multitude of unfair labor practices charges were litigated.

Fired UPI executive settles suit for severance

Washington—An out of court settlement has been reached in a \$375,000 suit in which United Press International and E. W. Scripps Co. were accused of reneging on promises of Wire Service Guild-formula severance pay to a discharged executive.

H. Calvin Thornton, UPI's former marketing vice president, charged that both he and his wife were led to believe that each would receive severance pay under the Guild formula.

The promises were made orally from 1948, when Thornton went to work for the old United Press, until he was fired in 1977, the suit said.

Thornton now is general manager of the Los Angeles Times-Washington Post News Service here.

Although Mrs. Thornton was not on the payroll, Thornton "was assured by . . . UPI and Scripps that, like other spouses of professional employees, Mrs. Thornton was an integral part of Mr. Thornton's employment and that UPI had in reality hired both Mr. and Mrs. Thornton," the Thorntons' complaint in U.S. District Court here said.

They also were assured that it

WREG pays for withdrawal

Memphis—The Memphis Guild has negotiated an agreement whereby it has relinquished its bargaining rights at WREG in return for substantial company payments to bargaining unit members.

The Guild won a representation election in October, 1975, and defeated a decertification attempt in January, 1978, but was unable to negotiate a first contract with the New York Times Co. television station.

The settlement, worth up to \$76,500 in all, provides that the original 48 bargaining unit members will receive the raises they were denied by the company over the past three years, plus \$1,000 each.

As part of the bargain, the Guild dropped its unfair labor practices charges, one of which had to do with the denial of raises. Non-bargaining unit employees had received increases during the bargaining period.

was "policy and custom" to pay severance on the same formula as that for employees covered by the Wire Service Guild's contract, the complaint said.

When Thornton was fired, however, he was not yet 55 years old. Although he was fully vested in the pension plan, he was not entitled to a lump-sum distribution or benefits until he became 55.

The company's practice in such cases had been to pay severance under the Guild formula and offset this by reducing vested pension plan benefits, Thornton said in his suit.

When federal law forbade this, UPI and Scripps, disregarding their own past practice and a "29-year running contractual obligation" to the Thorntons, "attempted to deny the existence of their employment contract with plaintiffs and have attempted to force plaintiffs to accept in lieu of the severance pay . . . only the uncertain prospect of a modest monthly pension beginning sometime in the future, if Mr. Thornton lives long enough to claim it," the complaint said.

Among the four counts for which the Thorntons sought damages, interest and costs was one in which they alleged that Mrs. Thornton suffered emotional distress because of UPI and Scripps' actions.

Neither Thornton nor his attorney, James C. Moore II of Washington, would say how much money was involved in the out of court settlement.

Thornton stressed May 21 that he sued UPI and its parent Scripps only to recover what he believed to be his by right.

\$5,500 given in memory of Crocker

Washington — More than \$5,500 has been contributed to TNG's Irving Leuchter Memorial Scholarship Fund in memory of Robert M. Crocker, the Guild's secretary-treasurer, who died April 7.

The \$5,578—accounting was current to May 24.

Twenty-four locals, three district councils, New England Servicing-Organizing Program, almost 50 individuals and TNG were among contributors.

Locals contributing were Akron, Bakersfield, Brockton Buffalo, Central California, Chattanooga, Cleveland, Denver Erie.

Also, Harrisburg, Hawaii, Memphis, Ottawa, Pacific Northwest, Pueblo, Puerto Rico, St. Louis, San Jose, Sioux City.

In addition, Southern Ontario, Toledo, Twin Cities, Vancouver-New Westminster, Victoria and Washington-Baltimore.

The Middle-Atlantic, Midwest, Southern and Western district councils sent contributions.

Crocker's family had requested contributions to the Leuchter Fund, named for TNG's late general counsel, or to the Bates College Alumni Fund in Lewiston, Maine.

The college fund reported contributions of more than \$600, with the Pacific Northwest Guild and TNG among the contributors.

N.Y.'s Mann is in last term

New York—Ray Mann will not seek re-election as New York Guild secretary-treasurer when his term expires Jan. 1, 1981.

Mann, secretary-treasurer for five years, has announced to the locals' other leaders that he will return to the local's representative staff for a year and then retire.

Mann was a local representative for four years before he was elected secretary-treasurer.

Before that, he was Wire Service Guild administrator for 13 years and a TNG international representative.

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 Worker's Union.

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

SHEETS & PILLOWCASES
Beauti-Blend
Beauticale
Fine Arts
Peanuts (comic-strip figures)
Tastemaker
Utica
Utica & Mohawk
Designer labels
Yves St. Laurent
Angelo Donghia
Ava Bergman
Dinah Shore
Cacharel
Suzanne
Pleaschette
Hardy Amies

BLANKETS & CARPETS
Contender
Gulistan
Merryweather
Tastemaker
Forstmann
Utica

TOWELS
Fine Arts
Utica
Tastemaker
Snoopy (comic-strip character)

TABLE LINEN
Sintex

Tops up \$62, \$69 in Columbus pacts

Columbus, Ohio — Top minimum for circulation district managers rises by \$62.60, to \$378.02 a week, at the Columbus Dispatch and top minimum for reporters, photographers, artists and copyreaders goes up by \$69, to \$431, at the Citizen-Journal and Scripps-Howard Ohio Bureau in three, three-year Columbus Guild contracts.

The Guild covers editorial employees at the Citizen-Journal and circulation employees at the Dispatch, which performs all business, production and distribution functions for both papers under a joint operating agreement.

At the Dispatch, increases come retroactive to Oct. 1, 1978, and on Oct. 1 this year and next. For the district managers, they are \$21.75, \$20 and \$20.85.

Among other classifications, increases and resulting top minimums include:

Travelling representatives—\$21.75, \$20, \$20.85, total \$62.60, to \$388.02; **street supply persons**—\$16.20, \$14.75, \$15.75, total \$46.70, to \$309.50.

General office help and clerks—\$14.20, \$12.95, \$14, total \$41.15, to \$233.26; **other office help and assistant office managers**—\$19, \$17.40, \$18.30, total \$54.70, to \$316.52.

Top minimum for circulation data processing systems operators goes up \$46.70, to \$298.14. Top for **bookkeepers** rises \$41.15, to \$244.15. Flat rate for **insurance claim adjusters** rises \$54.70, to \$320.20.

Other gains in the Dispatch contract include:

Health and welfare—The paper's weekly per-employee payment to the hospital and surgical benefit plan goes up a total of \$4.85, to \$18.96 effective Oct. 1, 1980. Employees who retire before age 65 may continue in the group program until reaching 65, with costs deducted from pensions.

Pensions — Weekly per-employee payment by the publisher goes up a total of \$7.95, to \$35.19 effective Oct. 1, 1980.

Expenses — The \$7.60 daily guarantee to traveling representatives is continued for the first 40

miles a day. Thereafter, they will get mileage, which goes up a total of 1 1/2 cents, to 18.5 cents on Oct. 1, 1980. Mileage for street supply persons rises the same amount, to 19 cents on Oct. 1, 1980. Minimum guarantees will be paid during an employee's vacation.

At the Citizen-Journal and Ohio Bureau, increases are retroactive to Nov. 1, 1978, and payable on Dec. 1, 1979 and 1980.

For reporters, photographers, artists and copyreaders at top minimum, the increases are \$23, \$24 and \$22.

Among other classifications, increases and resulting top minimums include:

Librarians, secretaries — \$10, \$9.50, \$8.50, total \$28, to \$220.25; **editorial clerks**—\$9.90, \$9.68, \$9.18, total \$28.76, to \$208.76.

Other improvements include:

Night differential—This rises a total of 50 cents, to \$2.25 per shift on Jan. 1, 1981. Employees who receive night differential and work a full shift on the copy desk will be paid an additional one percent of their base pay, effective now, and an additional one-and-a-half percent of base pay, effective Dec. 1, 1979. In the old contract, the additional pay had been 75 cents per shift.

Health and welfare—The publisher's monthly per-employee payment for health insurance rises a total of \$16.89, to \$73.65 for married employees, and \$3.34, to \$27.54 for those who are single.

Pensions—The paper's weekly per-employee payment rises a total of \$2.38, to \$18.33.

Elizabeth publisher faces judge

Elizabeth, N.J.—John F. McGaugh, publisher of the Guild-struck Elizabeth Daily Journal, is scheduled to appear in Municipal Court here May 29 on charges of importing strike-breakers to put out the paper.

The charge—brought by New York Guild members—is indictable under state law. There also is a city ordinance prohibiting importation of strikebreakers.

Meanwhile, the strikers May 16 increased the frequency of their interim publication, the Commu-



Pontiac ex-strikers help win San Diego Pulitzer

Former Guild strikers at the Oakland Press in Pontiac, Mich., celebrate their share of the Pulitzer Prize for spot news reporting awarded the full news staff of the San Diego Evening Tribune for coverage of the collision of an airliner and a small plane there last September, the worst air disaster in the nation's history. From left are Hugh Grambeau, Jim Ketchum,

Jan Cook and Jim Nichols. They, plus a fifth Pontiac ex-striker, Bill Monahan, later phoned their new addresses to Pontiac publisher Bruce H. McIntyre—on the assumption that he would like to congratulate former staffers by sending "cigars, champagne or whatnot," they said. None was forthcoming. Pontiac Guild members and Pressmen struck the Press Dec. 29, 1977.

Brockton reporter top up \$45

Brockton, Mass.—The reporter-outside advertising-sales top minimum is raised by \$45, to \$359.25, in a two-year Brockton Guild contract with the Enterprise & Times.

The minimum applies to reporters, photographers, advertising solicitors, advertising layout persons and advertising artists.

The \$45 increase comes in three stages—retroactive to May 1, 1978, Nov. 1, 1978, and

May 2, 1979, in increments of \$20, \$2 and \$23.

Among other classifications, increases and resulting top minimums include:

District managers — \$17.40, \$1.75, \$28.85 (total, \$48), to \$321.60; **inside ad-taker**—\$11.05, \$1.10, \$17.75 (total, \$29.90), to \$203.95.

Social representatives—\$16.30, \$1.65, \$18.75 (total, \$36.70), to \$293.20. The wage gap between

social representatives and reporters is widened \$8.30, to \$66.00, but the social representative reach the top in three years instead of the reporters' four.

Office persons — \$9.55, 99 cents, \$11 (total, \$21.50), to \$171.90.

Top for telephone operators, bookkeepers and clerks is raised a total of \$24.90, to \$189.90. Top for women's editor, copy editors and editorial writers goes up a total of \$45.50, to \$363.40. Night editor top is raised \$56.10 to \$388.65.

Top hourly rate for maintenance persons is raised 80 cents to \$6.35, a \$30-a-week raise to \$238.13. **Bundle persons'** hourly rate goes up 46 cents, \$3.71, a \$17.25 a week raise to \$139.13. The progression schedule to the top is reduced a year to one.

The local may choose to convert up to \$7.50 per week from salaries to pensions.

Four weeks of vacation will be earned after 12 years instead of 15 and, effective Jan. 2, 1980, after 10 years.

A personal holiday is added, making a total of 11 holidays.

Mileage rate is raised 4.5 cents to 20.5 cents if the average price per gallon is between 60 and 65 cents. Reimbursement will be adjusted by a fourth of a cent for each four-cent change in price of gas.

If any of four advertising solicitors is required to use his/her car, the paper will loan, without interest, 75 percent of price of a new car.

Lakes Council may remove re-election bar

Cleveland—The Guild's Great Lakes District Council has moved to amend its by-laws to allow officers to seek an unrestricted number of terms.

At its spring meeting here May 12-13 in conjunction with the Midwest and Southern councils, the Great Lakes group gave preliminary approval to striking a by-laws provision that limits officers to two consecutive terms.

The council also raised its monthly per capita fee to 20 cents a member, from 15, but retained the 100-member per local ceiling to which the per capita applies.

Next meeting will be in November in Detroit. Exact dates will be selected by the officers of the council.

DAY BOOK

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.

Midwest District Council, fall meeting, Oct. 27-28, Gary.

Western District Council, fall meeting, Oct. 27-28, Honolulu.

Southern District Council, fall meeting, Nov. 3-4, Puerto Rico.

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 7-10, Chattanooga.

Merger meeting set for June 12

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cial convention in mid-fall to consider the plan."

It also was agreed at the meeting here that Perlik and Bingel again will address the convention of the union the other heads and that members of each union's merger committee who have not yet attended a convention of the other union will do so this year.

When the merger committees' last joint meeting recessed, to be resumed at the presidents' call, Bingel and Perlik in a joint statement said that while the session had produced "new agreements... and new insights" there had not been time enough to "com-

pletely close the gap" between the unions' "disparate traditions, policies and methods of operation." That six-day session was the longest since the talks were begun 18 months before.

Both presidents then also expressed the hope that a merger plan could be completed in time for the unions' conventions this summer.

The exchange of presidential speakers for the unions' conventions will be the fifth in as many years. Bingel and Perlik both said in their convention addresses last year that the points on which the merger committees had reached agreement to then were "the easy ones."

Renew merger talks, 2 more councils urge

Cleveland—The Southern and Midwest District Councils have called upon TNG's and the International Typographical Union's merger committees to make another effort to reach agreement soon on a proposal for the unions' merger.

The councils acted during separate meetings in conjunction with their joint meeting with the Great Lakes District Council here May 12-13.

Southern Council delegates' action was identical to that a week earlier by the Middle-Atlantic District Council [Guild Reporter, May 11]. Both call for the unions' merger committees to aim at completing a proposal in time for the ITU's Convention in August.

The Midwest Council called

IFT rep top up \$78

Chicago—Fulltime professional staff members of the Illinois Federation of Teachers receive a \$78.46 a week increase in their top minimum under a two-year Chicago Guild contract.

The increase takes them to \$619.87 a week, or \$32,233 a year, over the contract term.

In the separate clerical-unit contract, bookkeepers' top goes up \$65.27, to \$302.96 a week.

Top for office staff rises \$52.60, to \$244.17 per week.

Beck, Stonebanks, Tucker declare they seek re-election

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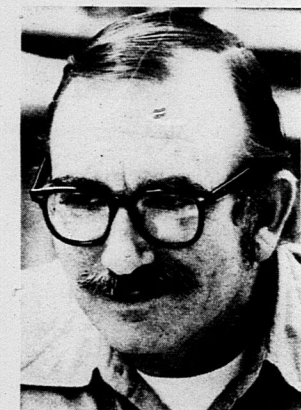
on the local's executive committee since 1966.

A reporter on the Victoria Times, he was a member of the IEB task force that in 1972 conducted hearings on enhancing the Guild's Canadian identity.

First elected to the IEB in 1973, Stonebanks now is chairperson of its Collective Bargaining Committee and also serves on its Human Rights and Organizing Committees. He previously also has been chairperson of the IEB's Guild Reporter committee and served on its Research & Information Committee.

Beck, is a former four-term president of the Great Falls Guild. She was first elected to the IEB at the 1977 Convention.

A reporter on the Great Falls Tribune, she was a leader of the local's strike against the paper in 1974 and has been a vice president of the Western District



FLOYD TUCKER
Seeks 2nd at-large term

Council, an at-large member of the Coalition of Labor Union Women and has represented her local at Montana AFL-CIO con-



CARLA W. BECK
Aims at 2nd Region 4 term

ventions. She also has served on the Cascade County AFL-CIO's candidate screening committee. She is a member of the IEB's



ROGER L. STONEBANKS
Running again in W. Canada

Organizing, Guild Reporter and Research & Information Committees. Earlier, three other incumbent

at-large vice presidents announced their candidacies for re-election: Elwood B. Bigelow of Portland, Robert C. Holt, Jr., of St. Louis and David M. Mulcahy of New York. William T. Davis of San Jose and Joyce Walker-Tyson of Detroit also have announced their candidacies for at-large seats.

Other vice presidents elected regionally who have declared for re-election are John M. Lowe of Southern Ontario (Toronto), elected from Western Canada, and Faye McCracken of Memphis, elected from the U.S. South. In addition, John B. Mitchell of Gary and Richard M. Peery of Cleveland have announced that they will run for the IEB seat from Region 3, the U.S. Midwest, being vacated by Woodstock.

International Chairperson Harry S. Culver of the (U.S.) Wire Service Guild also has announced for re-election to that post.



Clyde H. East/International Typographical Union

Guild members at ITU organizing seminar

Five Pacific Northwest Guild leaders join leaders of area printer and mailer unions at an International Typographical Union seminar on organizing in Tacoma May 5-6. The ITU is holding a series of the sessions across the United States and in Canada. Pictured above during a session conducted by ITU Representative James N. Wood (standing right) are: Craig J. Stevens, Guild local secretary (at

table, second from left, background); Barbara G. Davis, Seattle Times Unit chairperson (third from left), and Anna Padia of the Guild's executive committee (fourth from left). John S. Ellingson, Tacoma Guild Unit chairperson, and Hugh H. Harrison, Guild administrative officer, also attended. Harrison said the Guild delegation found the seminar "impressive" and recommended the seminars to other locals.

CJOH news top raised by \$152

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A month's unpaid leave upon legal adoption of a child also is added to the contract.

First increase in the reporter-editor top minimum is \$35.01, putting it at \$396.15. It goes up an additional \$35.65, to \$431.80, next January.

The starting minimum for the new senior reporter-editor job classification is \$423.08 this year and \$461.16 next year, a total increase of \$100.02 from the old reporter-editor top minimum.

Minimum after one year in the new classification is set at \$447.12 now and at \$487.36 next Jan. 1, a total increase of \$126.22 over the old reporter-editor top minimum.

Minimum after two years in the senior classification is set at \$471.15 now and at \$513.55 next Jan. 1, a total increase of \$152.41 over the old reporter-editor top.

Production assistants' and program organizers' top minimum is increased a total of \$59.75—

\$33.52 and \$26.62—to \$317.62 a week.

A new "senior" classification is added for these jobs as well, with its top minimum going to \$337.90 in the contract's second year, an increase of \$80.03 over

the existing classification's top minimum at expiry of the old contract.

Starting minimum for reporter-editors is raised a total of \$46.77, to \$250 a week now and \$272.50 next Jan. 1.

Western Council supports lensman in row on negatives

San Jose—The Guild's Western District Council has condemned a judge's threats to a Southern California college newspaper photographer.

The council, at its spring meeting here May 12-13, supported Fran Tarjan of California State University at Long Beach, who took pictures of a shooting and then destroyed the negatives in fear they would be subpoenaed.

They were, and when Tarjan told the judge that the negatives no longer existed, he threatened her with criminal charges, the

WDC noted in a resolution.

Another resolution thanked retiring International Vice President Louis M. Calvert of San Jose for his service to the Guild.

Council delegates also contributed \$116 to the Guild's Irving Leuchter Memorial Scholarship Fund in memory of the late Robert M. Crocker, TNG's secretary-treasurer from 1969 until his death in April. The council adjourned its meeting in honor of Crocker.

Next meeting is scheduled for Oct. 27-29 in Honolulu.

IFJ leaders criticize draft UNESCO report

Vaduz, Liechtenstein — A UNESCO commission's interim report on problems with the flow of news between nations has been criticized by the International Federation of Journalists' executive committee for proposals that could lead to greater government control of the press.

The IFJ body—made up of leaders of each of the IFJ's constituent unions—was particularly critical of the report's failure to recognize newsgatherers' right to "professional secrecy" and its recommendation for government involvement in creating and operating press councils and codes of ethics. TNG International Chairperson Harry S. Culver and President Charles A. Perlik, Jr., represented the Guild at the May 7-10 meeting.

Noting that the report takes cognizance of the problems of "racial, religious and linguistic minorities," the IFJ body criticized it, however, for its silence on discrimination against "political and ideological minorities."

It also called for recognition in the report that some governments are involving themselves more in "all fields of communication" in efforts to "eliminate any kind of opposition and criticism" in order to "strengthen their power."

"The IFJ categorically opposes the concept of infallibility of State policy," it said in comments on the "Interim Report on Communication Problems in Modern Society" issued by the UNESCO commission headed by Sean MacBride, an Irish politician and journalist who holds both the Nobel and Lenin peace prizes.

A commission recommendation for universal recognition of a "right of reply" to those who disagree with a press report, also was criticized by the IFJ body as likely to lead to some govern-



IFJ EXECUTIVE COMMITTEE MEMBERS WIRED FOR SOUND AT MAY 7-10 MEETING

From left: Arie Zimuky of Israel; TNG's Charles A. Perlik, Jr., and Harry S. Culver; IFJ President Paul Parisot of the Syndicat des Journalistes Français

ments which violate human rights asking to reply to "fully justified criticism."

Several other industry associated groups, including the American Newspaper Publishers' Assn. and the American Society of Newspaper Editors, also have expressed serious concern at the MacBride commission's recommendations.

IFJ representatives attended a May 18-19 meeting in Paris in which 20 press organizations voiced objections to the commission's proposals. MacBride, who called the meeting, denied any "deep, dark UNESCO plot to regiment journalists" as the meeting opened, Associated Press reported.

Among its other actions, the IFJ executive committee also:

✓ Called upon Argentina's President Jorge Videla to "end immediately the intimidation of the press and the labor movement now rampant in his country."

The IFJ body pointed to "numerous instances" of news workers "disappearing forever or being jailed without charge" and to 20 union leaders recently being jailed after being called to government offices "under the pretext of discussing a prospective strike."

✓ Urged Iran's new government to recognize press freedom "without restrictions" and guaran-

tee Iranian and foreign journalists "unhindered" conditions to do their jobs.

Reuters reported May 16 that journalists at Iran's biggest paper struck to protest "encroachments" on press freedom after Islamic workers had locked out 20 members of the paper's editorial staff.

Since the revolution, Reuters reported, Islamic workers at the daily, Kayhan, have refused to print anything they considered too critical of the new regime, instead marching through the paper's offices shouting "God is great!"

✓ Called upon the United Na-

tions "as quickly as possible" to grant journalists official "non-combatant status" and all governments to seek to ensure journalists' safety.

The murders of journalists this year in Uganda, Turkey, Italy and Argentina and a series of attacks on them in Italy demonstrate "the urgent need to protect not only the freedom but the lives of journalists," the IFJ body declared. It invited the Prague-based International Organization of journalists "to join forces in the same direction."

✓ Condemned Thomson Newspapers' closure of the Times and Sunday Times of London in their quest for major automation concessions from the printing crafts unions as "an abuse of private ownership of the press."

The IFJ called upon all its affiliates to resist any efforts to publish the papers on mainland Europe and expressed "full support for the International Graphical Federation's efforts to ensure the complete boycott of publication of the Times by printers in Europe."

A Times' plan to publish a 16-page paper in Frankfurt April 29 was called off after the West German printing union, IG Druck und Papier, announced it would "make every effort" to prevent its distribution.

The IFJ body also rejected a proposal from the IOJ for a joint magazine that would have been published quarterly at the IOJ's publishing house in Budapest with the publishing house's director serving as its editor. At the same time, however, the IFJ's commitment to discussing the possibility of an international publication with other international journalists' organizations was reaffirmed.

Talks resuming in Vancouver

Vancouver—Talks between a five-union joint bargaining council and the Vancouver Sun and Province and their joint publishing company, Pacific Press, were scheduled to resume here May 24 as the strike-lockout approached its seventh month.

They were to be the first since May 9 and were to be held without San Francisco mediator John Kagel, who quit May 16, saying that "I've done my thing. I won't be coming back."

The union council now is made up of the Vancouver-New Westminster Guild, the International

Printing & Graphic Communications Union's wholesale drivers' unit and the Typographical Mailers' and Graphic Arts unions.

The Printing & Graphic Communications Union's pressroom unit has been absent from the council since April 25, when discussion of economic issues began before its manning issue was resolved.

The unions' interim Vancouver Express reported May 18 that the council and management were 3.45 percentage points apart on first-year money.

There also was a dispute over

how much and when the rest of the money would be paid.

Pacific Press publishes the evening Sun and morning Province. Both have been closed since the Pressmen and Guild struck last Nov. 1.

Perlik's father dies

Falls Church, Va.—Funeral services were held here May 23 for Charles A. Perlik, father of TNG President Charles A. Perlik, Jr.

Mr. Perlik died May 20 at the age of 85.

Appeals to head of police urged on banning of South African reporter T. E. Mtintso

Here, through the International Federation of Journalists and in co-operation with Amnesty International, is a brief synopsis of the case of their latest journalistic "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 space permit.

from Oct. 19, 1977, until early August, 1978, under the Internal Security Act, then detained a fourth time about four weeks later along with 15 or more friends and relatives of Steve Biko. When released on Dec. 1 she was banned to Soweto.

Donald Woods, the white South African editor now living in exile, was her editor in East London and wrote after her arrest that she is "a dedicated reporter whose special beat is the South Africa so few white South Africans

know anything about—the South Africa of the Black consciousness movement."

She was a member of the Union of Black Journalists and of the Black Community Programmes, both also banned in October, 1977.

Appeals that the banning of Mtintso be lifted and that she be permitted to return to reporting should be sent to: The Honorable Jimmy Kruger, Minister of Justice, Police and Prisons, Union Building, Pretoria, South Africa.

\$100,000 grant funds TNG Latin program

Washington—A TNG program aimed at developing and encouraging unionism among news workers in South and Central America has been funded by a one-year, \$100,000 grant from the U.S. Agency for International Development through the AFL-CIO's American Institute for Free Labor Development.

Under the grant, announced to the International Executive Board's spring meeting by TNG President Charles A. Perlik, Jr., Alberto Schtirbu of Buenos Aires, Argentina, became director of the

Latin American effort May 1.

Schtirbu was fulltime secretary of a confederation of Latin American news workers' unions under a TNG international affairs program in the 1960s.

He and Portland Guild President Gerald Maraghy reported after exploratory visits to five nations late last year that they had found strong expressions of interest in and a wide ranging need for a program of assistance from the Guild [Guild Reporter, January 12].

First item on Schtirbu's agenda is to visit other Latin American nations to make contact with democratically oriented news workers interested in forming democratic unions, Perlik said.

The program aims at developing news workers' unions as a force for full press freedom, individual human rights and news workers' socio-economic improvement.

Included in the program are creation and distribution of a newsletter in Spanish, Portuguese and English as well as setting up an international institute to deal with topics ranging from bargaining and membership services to the role of new workers.

The IEB in October authorized completion of contracts with AIFLD and other AFL-CIO connected labor institutes for financing such efforts. The TNG-AIFLD contract was signed May 4.



ALBERTO SCHTIRBU
Latin program director

Pregnancy law is in full effect

Washington—All employment practices, fringe benefits and/or insurance programs affecting persons working in Guild jurisdiction must be in full compliance with the Pregnancy Discrimination Act of 1978, TNG has advised U.S. locals.

The law, an amendment to the Civil Rights Act of 1964, makes it illegal for employers to treat employees differently on the basis of pregnancy, childbirth or related medical conditions.

A 180-day "grace period" given employers to make any adjustments necessary for compliance in insurance and other fringe benefit programs came to an end at midnight Saturday, April 28, TNG Human Rights Coordinator Hannah Jo. Rayl pointed out in a letter to locals.

Rayl stressed that "the act expressly forbids reduction in benefits in order to make them equal" for men and women employees.

Pay, cut in bias case, is ordered restored

(Continued from Page 1)

While some of the credit department's work had changed over the years because of computerization, Showers ruled, certain aspects of the collector's job had not changed and the reclassification violated the contract "agreement that the negotiated

pay scale would be applicable to his position in recent years.

He ordered that the man be restored to his old, higher-paying collector classification and be made whole—to a total of about \$500—for wages lost while he was improperly paid as a clerk.

Ironically, the man has for years refused to join the Guild

and refused to co-operate in its pressing case. He was, in fact, "a hostile witness" during the Guild's presentation to the arbitrator, said John C. Edgington, the Guild's executive secretary.

Meanwhile, the Guild has gone to U.S. District Court for an order to enforce the Showers' award. It acted after the com-

pany had warned Showers a few days before his decision came down that he was taking an unreasonable amount of time to rule "and to forget about the opinion, award and bill," Edgington reported.

The Guild shortly ahead of the company had itself complained to Showers of the time he was taking to rule. He had held a hearing on the case nearly two years before.

In the meantime the arbitrator hearing the Guild's sex-discrimination charge on behalf of the lower-paid woman has conducted 22 days of hearings on that case—12 of them devoted to entering testimony to establish the position finally upheld by Showers' award, Edgington said.

The woman, meantime, has left the job, he said.

Rights aims recruitment asked

Washington—Delegates to the Guild's 1979 Convention are being asked by the International Executive Board to renew the union's dedication to achievement of its human rights goals.

Among the IEB's recommendations to the convention to that end are calls for:

✓ Greater efforts by locals to achieve and enforce contractual fair-employment-practices provisions, from hiring and job placement through job posting and promotions, which the IEB called "key to upward mobility."

✓ Increased local efforts to establish pay parity for employees in all key classifications in inside and outside-advertising sales, business, circulation and editorial departments.

✓ Continued support and use by TNG and locals of the Journalism Council's Job/Scholarship Referral Service, a clearinghouse for minority job seekers.

✓ Continued distributions by TNG to all locals of information on minority candidates for jobs in Guild jurisdiction for transmittal by locals to employers.

✓ Intensification of U.S. locals' and members' efforts on behalf of ratification of the Equal Rights Amendment in states which have not yet done so, while continuing to guard against efforts to rescind existing ratifications.

Locals and members also should be encouraged to associate with other groups that share the Guild's human-rights objectives, such as the Coalition of Black Trade Unionists, the Coalition of Labor Union Women and the Ontario Coalition of Labour.

Sex-bias suit in Detroit seeks \$10M

Detroit—Four present or past female employees have sued the Detroit News for \$10 million, charging sex discrimination.

The suit in U.S. District Court incorporates the Detroit Guild charges against the paper that were filed two years ago with the federal Equal Employment Commission.

The Guild is supporting the present suit, along with the Women's Justice Center, Women in the News and the American Civil Liberties Union's local chapter.

Diane Dunn and Vivian Moore, both of the paper's reference department, and former reporter Mary Lou Butcher and former copy editor Valeen Corbin filed the suit on behalf of current, former and future women editorial employees.

Besides equality in hiring, pay, assignments and promotions, the suit asks the court to order the News to offer to rehire all former women employees "constructively discharged" under its sexually discriminatory practices.

The News has made token changes "while continuing to hire, assign, promote, pay and decide policy in a manner which discriminates against women," said Irene Fogarty of Women in the News.

BLS budgets up 8-10 percent, outstrip Guild contracts' gains

(Continued from Page 1)

The new "lower" budget—once described as "austere" by the BLS—requires \$11,546, or \$222.04 a week—up 10.2 percent, or \$20.48 a week from the year before.

The new "intermediate" budget—once called "modest but adequate"—requires \$18,622, or \$358.12 a week—up 8.9 percent, or \$29.16 a week, from the year before.

The new "higher" budget—once said to provide the "American standard of living"—requires \$27,430, or \$527.31 a week—up 8.8 percent, or \$42.66 a week, from the year before.

When the budgets were released April 29, the average reporter top minimum in Guild contracts with U.S. newspapers was still higher than the average intermediate budget, as it had been when the 1977 budgets were released last spring, but the reporter top's lead had declined by nearly \$5 a week, from \$22.27 to \$17.30.

The margin between the lower budget and the average clerk top minimum had also increased, by more than \$7 a week, from \$14.54 to \$21.69.

The average circulation district manager top minimum increased to \$341.21 a week, but fell to \$16.91 a week below the intermediate budget figure, a \$7.37

Up by \$8 to \$21 since last fall

Washington—If brought up to date to reflect price and tax increases since last fall, the BLS budgets require from \$8.08 to \$21.25 more a week, the AFL-CIO's research department estimates.

The lower budget now requires \$230.12 a week, up \$8.08; the middle budget \$371.21, up \$13.09 a week, and the higher budget, \$548.56, up \$21.25 a week.

The budgets vs. minimums

This table compares the highest clerk and reporter top minimums in 22 urban U.S. areas as of April 1 with the weekly cost of each of the 22 areas. The BLS budgets are for last autumn and do not reflect later increases in living costs in any of the areas.

	Lower Budget	Clerk Top* #	Middle Budget	Reporter Top*	Higher Budget
U.S. average	\$222.04	\$200.35	\$358.12	\$375.42	\$527.31
Bakersfield	218.85	204.16	330.15	372.12	470.88
Baltimore	228.83	218.00	359.60	428.00	528.69
Boston	240.40	263.00	425.33	481.50†	646.08
Buffalo	219.15	200.38	375.33	428.60	551.90
Chicago-NW. Indiana	227.48	220.50	361.42	468.90	522.48
Cincinnati	216.23	195.06	352.96	358.67	497.73
Cleveland	221.77	221.14	365.13	419.04	524.63
Denver	220.67	205.00	357.02	445.00	520.94
Detroit	222.48	227.40	368.17	423.30	541.77
Honolulu	285.96	259.17	444.21	434.50	684.65
Indianapolis	215.73	184.75	349.87	368.95	499.44
Los Angeles-Long Beach	234.48	243.67	340.81	418.36	510.10
Minneapolis-St. Paul	219.63	189.00	372.87	460.00	550.56
New York-NE. New Jersey	231.98	260.25	415.13	508.05	658.69
Philadelphia	228.90	235.85	373.38	424.94	544.06
Pittsburgh	216.79	199.00	346.31	390.00	502.58
Portland	228.88	195.14	368.96	347.00	522.94
St. Louis	214.42	210.87	344.17	476.08	497.06
San Diego	224.25	215.57	340.52	413.25	505.31
San Francisco-Oakland	244.42	254.61	373.60	465.08	552.29
Seattle	240.50	228.25	359.06	428.35	510.90
Washington	238.42	266.50	386.63	560.50**	568.92

* Lowest-paid clerical classification.

† Highest minimum in local where there is more than one contract.

** Outside ad-sales minimum, editorial department not covered by Guild contract.

Going rate resulting from implementation of three increases while bargaining continues.

TNG audit for year ended March 31

Following is the report of TNG's financial standing, including the Defense Fund, and General Fund operations for the fiscal year ended March 31, 1979, as audited by Shulman, Kurtz, Turer & Topaz, certified public accountants.

Balance sheet—General Fund, March 31, 1979

ASSETS	
Cash in banks and on hand	\$ 281,242
Advances receivable	21,955
Loans receivable	28,270
Exchanges receivable	51,232
Prepaid insurance and transportation expenses	52,588
Deposits	675
Investments	17,875
Accounting equipment (net)	17,875
Total assets	\$ 454,337
LIABILITIES	
Accounts payable	\$ 16,003
Exchanges payable	4,249
Due to Defense Fund	758,308
Payroll taxes payable	17,584
Severance pay reserve	200,868
Total Liabilities	\$1,007,012
Deficit	\$ 552,675
Net liabilities and net worth	\$ 454,337

Income & expense, General Fund, year ended 3/31/79

INCOME	
Membership income—Per-capita taxes	\$1,720,424
Initiation fees	14,336
Reinstatement fees	396
Agency fees	9,354
Research Department sales	50,488
Expenses paid by Defense Fund	2,497
Charter fees	3,664
Other income	55,330
Total income	\$1,874,218
EXPENSES	
Per-capita taxes	\$ 61,848
Field operations	757,199
Administrative operations	296,469
Office management	476,231
Executives	85,353
Other expenses	265,776
Total expenses	\$1,942,876
Operating deficit for year	\$ 68,658
Cumulative deficit, end of year	\$ 552,675

General Fund, budget & expense, year ended 3/31/79

	Expended Year Ended 3/31/79	Budget Year Ended 3/31/79	(Over) or Under Budget
1. Per-capita taxes	\$ 61,848	\$ 87,540	\$25,692
2. Field Operations			
A. Director—Salary	\$ 38,150	\$ 37,925	(\$ 225)
Expenses	2,630	5,000	2,370
B. Organizing and servicing			
IR's salaries	\$ 345,961	\$ 320,885	(\$25,076)
IR's expenses	171,071	135,000	(36,071)
Secretaries-stenographers	7,843	7,775	(68)
Miscellaneous organizing and servicing	58,016	45,000	(13,016)
Organizing/servicing program subsidies	6,000	6,000	—
C. Collective Bargaining			
Salaries—Executive Secretary	\$ 31,168	\$ 30,940	(\$ 228)
Contracts Committee	11,004	11,500	496
Research consultant	7,843	7,775	(68)
Secretaries-stenographers	21,207	20,995	(212)
Collective Bargaining and Research Assistant	30,388	30,160	(228)
Human Rights Co-ordinator	23,172	22,960	(212)
Research & Information	2,746	3,000	254
Expenses—personnel	\$ 757,199	\$ 684,915	(\$72,284)
3. Administrative Operations			
A. Director—Salary	\$ 38,150	\$ 37,925	(\$ 225)
Expenses	428	1,000	572
B. Research and Information			
Salaries—Director	\$ 30,354	\$ 30,000	(\$ 354)
Associate Director	12,817	12,675	(142)
Secretaries-stenographers	7,843	7,775	(68)
Expenses—Personnel	1,036	2,500	1,464
Books and periodicals:			
Legal and bargaining services	1,911	2,200	289
Subscriptions	1,641	2,000	359
Other printed material	816	1,500	684
Publications and literature:			
Constitution	7,523	8,000	477
Organizing and other literature	4,519	4,000	(519)
Institutes and seminars	1,289	4,000	2,711
Miscellaneous	545	200	(345)

Balance sheet—Defense Fund, March 31, 1979

ASSETS	
Cash in checking account	\$ 220,511
Savings accounts and certificates of deposit	7,509
Investment account (at cost)	216,264
A.T.A. bond	500
Loans receivable—Guild affiliates	345,764
Due from General Fund	768,608
Other investments (at cost)	8,685
Total assets	\$1,567,841
LIABILITIES	
Strike benefits payable	\$ 380,335
Montreal Guild	250,000
New York Guild	559,008
Louis Guild	13,650
Washington-Baltimore Guild	\$ 500,000
Loan payable—Amalgamated Bank of New York	\$ 500,000
Loans payable—Guild affiliates	\$ 500,000
Loans payable—other unions	187
United Auto Workers	\$ 250,000
United Steelworkers of America	200,000
Industrial Union Department—AFL-CIO	175,000
International Association of Machinists	\$3,100,877
Total liabilities	\$1,533,036
Deficit	\$ 34,805
Total liabilities and net worth	\$1,567,841

Organizing program—income & expense, year ended 3/31/79

INCOME	
Special assessment	\$ 122,184
Interest	4,718
Total for year	\$ 126,902
EXPENSES	
Salaries	\$9,685
Expenses	9,795
Directly billed transportation	826
Employee benefits	1,876
Professional fees	2,143
Total for year	\$ 24,325
Surplus for year	\$ 102,577
Deficit—beginning of year	\$ 102,577
Net worth—end of year	\$ —

IT SEEMS



TO US

IEB ex-member adds his tribute to Crocker

TORONTO, ONT.

Editor:

I'd like to add my sympathies to Bob Crocker's family and to add my tribute to the warm and knowledgeable man I came to know in my brief term on the Guild's International Executive Board.

JIM ROBINSON

Star Unit

Southern Ontario Guild

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



Monessen Unit/Pittsburgh Guild

Message in Monessen

Returns litter the lawn outside the Thomson chain's struck Valley Independent in Monessen as 21-member Guild unit's strike against the paper enters its second month. Thomson has been publishing abbreviated editions of the paper at its plant in Wierton, W.Va., 75 miles away since the strike's third day. The strike is being supported by the 14-member Typographical Union chapel at the Independent.

Shop steward coercion alleged at Free Press

Detroit—The labor board's regional office has accused the Detroit Free Press of denying its employees their right to union representation and of coercing and discriminating against them for trying to exercise that right.

The board acted on a charge filed by the Detroit Guild in defense of a shop steward in the Knight-Ridder paper's data processing department.

Management asked the steward to work 6½ hours overtime on two days, then cancelled the overtime five minutes before it was to begin, the local reported.

The steward, who had rearranged his class schedules in order to work the overtime, demanded payment of the time under the Guild's contract and a supervisor approved payment.

Then, another supervisor asked the steward in for a "friendly little chat," the local said.

Suspecting that some kind of discipline was on the way, the steward requested union representation in the form of the unit chairperson. The supervisor denied the request, however, on grounds that there would be no discipline.

But during the meeting the supervisor demanded that the steward return the \$180 in overtime pay and the following week the money was deducted from his paycheck.

Furthermore, the Free Press then informed the rest of the department that a long-time practice of voluntary overtime was rescinded, being replaced by mandatory overtime.

The National Labor Relations Board's regional office agreed with the Guild that this constituted retaliation for the exercise of union rights in general and attempted exercise of the right to representation in particular.

Meanwhile, the company accepted the resignation of the supervisor involved.

The board complaint still demands that the Free Press cease interfering with, restraining or coercing employees in their exercise of legal rights.

It also demands that the overtime pay be returned to the steward.

Doubled '70 pay keeps family even

New York—The average U.S. family of four needs almost twice its 1970 before-tax income this year to live at the same level it did in 1970, according to the Conference Board.

If that family had income of \$13,220 (\$254.23 a week) in 1970, it needs \$25,043 (\$481.60 a week) this year—\$11,823, or 89.4 percent, more. The 1979 figure represents a \$2,000 increase in the last year alone and is based on an eight percent inflation rate, low according to many economists.

The 1970 family had \$11,300 in disposable income after paying \$375 in social security and \$1,525 in federal income taxes.

Today that family's \$25,000-income is reduced by \$1,400 in social security and \$3,100 in federal income taxes and the remaining purchasing power of the \$20,500 is reduced by about \$9,000 by inflation, the Conference Board said.



Jim Margulies in the Madison Press Connection

A. PHILIP RANDOLPH, AT 90:

'Labor is blacks' one reliable ally'

By A. PHILIP RANDOLPH

IN MANY IMPORTANT respects, today's challenges bear a striking similarity to the problems we have grappled with for decades. Essentially, they are problems of economics, and problems of politics. And, most important, they are problems which cannot be solved in isolation from society.

Consider for a moment the plight of our black youngsters. Throughout the nation, thousands upon thousands of black teenagers and young adults have no opportunity of obtaining decent employment. They are forced to waste their lives. To make matters worse, some political leaders dismiss this scandal as a necessity, a permanent feature of our economic system.

Consider also the condition of low-wage workers throughout the so-called Sunbelt, and throughout America's great urban centers. Amid affluence and new-found wealth, thousands of workers—black as well as white—receive subsistence wages. And because so few have the protection of a union contract, they have no job security, no fringe benefits and no rights in the workplace.

A. Philip Randolph, union and civil rights leader more than 60 years, died May 16, a month and a day after his 90th birthday. This is excerpted from a statement he issued on that birthday. He was the founder and president of the Brotherhood of Sleeping Car Porters from 1925 until 1968 and a vice president of the AFL-CIO from 1955 to 1974. He was director of the 1963 March on Washington that was followed by enactment of the 1964 Civil Rights Act. In 1941, six days before a march he had organized would have brought as many as 100,000 blacks to Washington, President Franklin D. Roosevelt signed an order opening to blacks jobs in the defense industry. In 1948, after he had launched a campaign of civil disobedience, President Harry S. Truman banned continued segregation in the armed forces.



And consider the new political atmosphere in America, an atmosphere best characterized by crude conservatism and social defeatism. From every corner of the land we hear demands for cuts in school budgets, social security payments, health care and jobs for the unemployed. And we hear inflation blamed on the moderate wages of workers and the dismally low wages of those people forced to accept the minimum wage. Workers and poor people, the true victims of inflation, are everywhere scolded for their so-called excesses.

How do we deal with these problems? Who do we look toward for support and co-operation?

In my view, we have one reliable and steadfast ally—the trade union movement. And I make this statement based on 70 years of experience in the civil rights and labor movements.

WHY THE TRADE UNIONS? The answer, I believe, is quite simple:

The vast majority of black people are workers, and the trade union movement, even with all its imperfections and failings, is the most effective and most powerful defender of the interests of all American workers, black as well as white.

At this very moment, for example, organized labor is spearheading the attack against the Administration's so-called austerity budget. It is the trade union movement that has fought to preserve the minimum wage, and to keep the CETA jobs program intact. And it is the trade union movement that has mounted a

major effort to organize low-paid and exploited workers though the South. . . .

IN ADDITION to taking an active interest in the struggles of black workers, we must also intensify our activity in the political arena.

Last November, for instance, black people in Missouri and Philadelphia dramatically demonstrated the power of the united black vote. In Missouri, black voters overwhelming opposed an anti-labor question on the ballot [to outlaw union-shop agreements]; and in Philadelphia, blacks united in opposing a proposed change in the city charter. Yet despite these two impressive examples, black voters throughout the country seem to be withdrawing from politics.

While I can surely sympathize with those who despair of political involvement, I cannot condone surrender or retreat. To do so would be to grant a political "blank check" to our enemies. By withdrawing from the voting booth, we are, in effect inviting our enemies to roll-back every advance of the last 45 years.

WE AND OUR CHILDREN, we and our grandchildren, cannot afford to abandon the fight. We must continue, indeed we must strengthen our political position by registering and voting in even greater numbers than before. Our participation in the upcoming political battles will to a very large extent determine the outcome of our long years of dedication and sacrifice. You, brothers and sisters, will make the difference between ultimate victory or bitter defeat. Please, join the good fight.

As they put it

Windfall-tax mathematics

The following is taken from testimony by the AFL-CIO.

The administration's 50 percent windfall profits tax is really not 50 percent; nor is it a tax on profits—windfall or otherwise. It is an excise tax based on the price paid by the consumer. It applies only to certain classes of oil.

Moreover, as proposed, the tax would be a deductible business expense for purposes of determining a company's regular income tax liability. This alone means that the effective tax rate is cut almost in half—to 27 percent for companies with taxable incomes of over \$100,000.

The Administration data clearly demonstrate the need to meet the issue of windfall profits through prevention as well as symptomatic relief—continued controls and an effective tax measure.

Over the 1979-1985 period consumers would be paying a total of \$86.2 billion more for oil as a result of decontrol, and the windfall profits tax would recoup only \$7 billion—8.1 percent. Without a windfall tax, oil companies' net profits—after deducting all expenses and all other taxes—would total \$28 billion. With the proposed tax, companies would still net a windfall of \$20.7 billion.

During the deep recession years of 1974 and 1975—when the price of oil quadrupled—the 21 major oil companies' after-tax profits averaged 87 percent above the pre-recession, pre-embargo levels of 1972. In contrast for all U.S. corporations, according to the Commerce Dept., net after-tax profits during 1974 and 1975 averaged 23 percent below 1972 levels.

Rates of return on equity also demonstrate the impact of price hikes on oil company treasuries. The 21 "majors'" rates of return during 1974 and 1975 were, respectively, 16.5 percent and 21.1 percent—a two-year average of 18.8 percent. For all other corporations, the average during those two years was 12.8 percent.

During the first quarter of 1979 when gasoline prices were rising at a 36.3 percent annual rate, oil company profits and rates of return skyrocketed once again. Profits of Conoco were up 343 percent; Standard Oil of Ohio, up 303 percent; Amerada Hess, up 279 percent and Occidental up 174 percent. In the first quarter of 1979, Standard Oil of Ohio and Amerada Hess had a 33 percent annualized rate of return on equity, Marathon 29 percent, Continental and Phillips 20 percent, Mobil 19.6 percent, and Standard of Indiana 19.5 percent.

While prices of gasoline, heating oil, and other energy costs have risen dramatically, these costs would have risen even higher without controls. The AFL-CIO is convinced there is no valid reason to discontinue controls.

We also caution that an economic policy based on the belief that Americans must be punished at the pump and in their furnace in order to reduce consumption ignores the fact that consumers will suffer a direct \$86 billion cost plus a ripple impact of an equal amount on their shelter, food, clothing and life-supporting needs over the next seven years.

The Guild Reporter

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