

The convention:

1. Increases Defense Fund 150%

Boston—Moving to arm TNG's Defense Fund to enable Guild members to better resist attacks on their union contracts, TNG's 1979 Convention enacted a series of interlocking recommendations that:

- ✓ Increase the fund's size by 150 percent, to \$5 million, over the next several years and by 100 percent immediately, to \$4 million.

- ✓ Increase in a series of steps the benefits it provides striking and locked-out members to \$100 a week.

- ✓ Improve the fund's liquidity.

- ✓ More nearly equalize the rate at which members at various wage levels support the fund during periods of higher dues.

- ✓ Protect TNG's General Fund from being forced into deficit spending in order to maintain services when its per-capita income drops during strikes and lockouts.

The actions came when the convention, upon recommendation of its Finance Committee, chaired by Robert E. Bruner of Boston, adopted all but one of eight steps proposed by the International Executive Board.

TNG's 46th Annual Convention was held July 2-6 in Boston and was attended by 229 delegates and seven alternates from 57 locals. Providence, the host local, moved the convention to Boston when the hotel in Providence resisted union organization.

The sole exception was a proposal to offset any unemployment compensation received by striking or locked-out members against their Defense Fund benefit entitlement.

The convention noted that an unprecedented wave of attacks on newspaper union contracts in the year ended March 31 involved nearly 20 percent of the Guild membership in strikes and lockouts, requiring a total of \$5,414,689 in fund expenditures and leaving it more than \$1.5 million in debt.

"It would be naive to believe the battle is over," the convention said. Owners' appetite for "take-aways" and "contract-gutting" has been "merely whetted," it said.

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THREE WHO WILL LEAD THE GUILD AFTER ELECTION BY ACCLAMATION

From left: President Charles A. Perlik, Jr., Secretary-Treasurer-elect Charles Dale, International Chairperson Harry Culver

2. Names officers, sets IEB contests

Boston — Delegates to TNG's 46th Annual Convention by acclamation elected Charles Dale the union's new secretary-treasurer and re-elected President Charles A. Perlik, Jr., and International Chairperson Harry S. Culver to sixth and second terms respectively.

Also returned to office at the convention were four of seven vice presidents elected from geographic regions who, like Culver, Perlik and Dale, were unopposed.

The convention also set up election contests for the six TNG vice presidencies elected from the membership at large and for the other three regional vice presidencies—in the South, the Midwest and the New York City area.

Guild-wide voting Sept. 20-25 will decide the contests.

The four vice presidents re-elected are: Richard V. Sabatini of Philadelphia, from the Northeast; Carla W. Beck of Great Falls, from the U.S. West; John M. Lowe of Southern Ontario (Toronto), from Eastern Canada, and Roger L. Stonebanks of Victoria, from Western Canada.

Eight persons were nominated for the six at-large vice presidencies:

- ✓ Elwood B. Bigelow of Portland, an incumbent.

- ✓ William T. Davis of San Jose.

- ✓ Robert C. Holt, Jr., of St. Louis, an incumbent.

- ✓ Frank Mazza of New York.

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3. Reverses position on government cash

Boston—TNG's 1979 Convention, in a dramatic late night session, reversed a 12-year-old policy and banned Guild use of government funds for international trade union activities. At the same time, it banned acceptance of funds from private corporations for "similar purposes."

The convention acted without audible dissent after TNG President Charles A. Perlik, Jr., acceding to what he called the will of the majority of the convention urged all delegates to unite in support of the action and avoid a floor fight that could unnecessarily do lasting damage to the union.

Immediate effect of the new policy is termination of a renewed Guild program in Latin America launched earlier this year with a \$100,000 grant from the U.S. Agency for International Development through the AFL-

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4. Expresses 'fervent hope' for merger

Boston — Delegates to TNG's 1979 Convention gave a new emphasis to previous years' call for a Guild-Typographical Union merger, expressing the "fervent hope" for completion of a merger agreement in time for action by the ITU's convention in late August.

If that occurs, the convention said, it looks forward to a special Guild convention "before the year's end to vote on the merger."

If that is not possible, however, the convention hastened to add in a special merger statement, it expects TNG's merger committee to "continue persistently to pursue acceptable merger terms."

The convention acted on its last day, after hearing both TNG President Charles A. Perlik, Jr., and ITU President Joe Bingel state formally and informally their determination to continue to work toward a full merger agreement.

Many delegates discussed their hopes and reservations about merger and the merger talks with Perlik, Bingel and other members of both unions' merger committees at a special meeting of the convention's Collective Bargaining Committee in midweek.

The unions' merger committees are scheduled to meet again, in Washington, the week beginning July 22. The ITU's

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Plus:

At last, a Washington Post contract: 3 . . . Gains in Vancouver: 5 . . .
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GR schedule cut defeated by delegates

Boston — For the second consecutive year, a Guild convention has rejected a proposal to cut the Guild Reporter's frequency in interest of saving money.

"The Guild Reporter is such a vital communications vehicle for our union, especially at this time of unprecedented assault by the publishers with whom we bargain, that efforts to improve the Guild Reporter are far preferable to changing the publication schedule" to cut costs, said the Guild Reporter report adopted by the 1979 Convention here.

Reducing the paper from 22 eight-page issues a year to 12 12-page issues was suggested by Michael Dresser of the Washington-Baltimore Guild.

The savings would be "relatively small," the committee report said.

The report said the committee "praised the evident improvement in editorial content," and "urged the staff to follow this success with improvements in the design and physical makeup of the paper."

It also urged the Guild Reporter to make every effort to represent all significant views on internal and external issues, and recognized the paper's "important advocacy role."

The convention adopted the following recommendations concerning the Guild Reporter:

- ✓ U.S. locals inform the Carter administration and congressional representatives of the need to continue funds to implement a law that stretches out through 1987 increases in second-class postage rates. The law is PL 93-328.

- ✓ U.S. locals, when advised by TNG, inform the administration and congressional representatives of the need for further extension of the rate increases.

- ✓ Locals call on Canadian and U.S. postal services for delivery of publications of less than weekly frequency as fast as those of greater frequency.

- ✓ Locals take out first-class subscriptions for governing body members.

- ✓ U.S. locals consider affiliating their publications with the International Labor Press Assn. and Canadian locals with the Canadian Assn. of Labor Media/Association Canadienne de la Presse Syndicale.

- ✓ Canadian locals be urged to support that association's efforts, to obtain second-class postage rates for labor papers.

At-large, 3 regional IEB races set

(Continued from Page 1)

- ✓ David M. Mulcahy of New York, an incumbent.

- ✓ Frank Prosnitz of Providence.

- ✓ Floyd Tucker of San Francisco-Oakland, an incumbent.
- ✓ Joyce Walker-Tyson of Detroit.

Nominees for the vice presidency elected from the South are:

- ✓ Faye McCracken of Memphis, the incumbent.
- ✓ Carlos J. Sutton of Washington-Baltimore.

Nominees for the vice presidency from the Midwest are:

- ✓ John B. Mitchell of Gary.
- ✓ Richard M. Peery of Cleveland.

Nominees for the vice presidency from New York City and vicinity are:

- ✓ Patrick J. Vallila of New York.
- ✓ Betsy Wade of New York, the incumbent.

The Mazza and Prosnitz candidacies were not made known before the convention. It is Mazza's first try for TNG office. Prosnitz ran eighth among eight at-large candidates in 1977.

The four nominees for TNG vice presidencies from a single local—Wade and Vallila for the regional seat and Mulcahy and Mazza for at-large seats—are all New York Guild members—is unprecedented.

Perlik and Culver, along with Dale, pledged to do their utmost to see that the confidence expressed in them by their unopposed elections is not misplaced. They pointed to the opportunities and challenges facing the Guild and its members in the next two years, particularly the program to rebuild TNG's financial structure passed by the convention and the possibility of a printers union-TNG merger.

Perlik called the challenges "awesome" and the prospect of merger "almost terrifying, but exhilarating."

"Hopefully and prayerfully there will be a merger," he said. In the nominations for the six contested at-large vice presidencies, Bigelow received expressions of support from 33 delegates from 31 locals; Davis, from 32 delegates from 28 locals; Holt, from 29 delegates from 28 locals; Mazza, from 24 delegates from 15 locals; Mulcahy, from 33 delegates from 24 locals; Prosnitz, from 30 delegates from 18 locals; Tucker, from 37 delegates from 29 locals, and Walker-Tyson, from 38 delegates from 32 locals.

(The New York Guild reported in a post-convention membership bulletin that its convention delegation had voted 9 to 1, with 5 abstentions, to endorse Mulcahy, Bigelow, Davis, Holt, Walker-Tyson and Tucker.)

In nominations for the seat elected from Region 2, McCracken received expressions of support from six delegates from two locals and Sutton from six delegates from two locals.

In the Region 3 nominations, Mitchell was supported by seven delegates from seven locals and Peery by ten delegates from seven locals.

In the Region 5 nominations, Wade was supported by seven delegates and Vallila by five, all from the New York local.

The September elections will be supervised, as prescribed by TNG's Constitution, by an International Election & Referendum Committee, elected by the convention on its third day. (See Page 11.)

Meeting immediately after the convention adjourned, the IERC Sept. 20-25 as the voting period for the election, Sept. 26 or 27 as the day local election com-

mittees must count the ballots and Oct. 10 as the day the IERC will meet at TNG headquarters to tabulate returns and certify results.

Locals' returns to the IERC must be mailed and postmarked no later than Sept. 29.

The IERC will meet at TNG headquarters on Aug. 31 to approve voter eligibility lists and assemble them, the ballots and other materials for distribution to locals.

Eligible to vote, under TNG's constitutionally established rules, will be all members in good standing as of June 1, July 1 or Aug. 1, as determined by per-capita payments for them by locals to TNG postmarked not later than Aug. 15. That means a member must have paid all dues, including full, regular dues, at least through May.

The IERC also designated the first August issue of the Guild Reporter, to be published Aug. 10, as the issue in which equal space for a statement by each candidate will be provided and the complete official list of candidates published, as provided by TNG's Constitution.

The Guild Reporter, under a 20-year-old convention recommendation, also again will make free campaign-ad space available to all candidates.

Candidates' drawings for ballot positions under the IERC's supervision produced the following:

In Region 2, Sutton will have the upper line, McCracken the lower.

In Region 3, Mitchell's name will be printed over Peery's.

In Region 5, Wade will be on the first line, Vallila on the second.

For the at-large seats, the ballot order will be: Walker-Tyson, Davis, Prosnitz, Tucker, Mazza, Mulcahy, Bigelow and Holt.

The pair from the Puerto Rico Guild — Angel Baez and Juan Colon — were precluded from seconding Dale's nomination themselves under an interpretation of TNG's Constitution by the convention [See story, Page 15].

Eighth of the 57 delegates to the microphones after Dale was nominated was R. Emmett Murray of the Pacific Northwest Guild.

After saying he spoke Spanish with a Mexican—not Puerto Rican—accent, Murray read into the record in Spanish an endorsement of Dale's candidacy written by Baez and Colon.

An English translation was read to the convention by TNG International Representative Luis Montanez, a native of Puerto Rico and a former president of the Puerto Rico Guild.

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Biographies of all the candidates appear on Pages 10, 11.

Dale, a 24-year TNG international representative and former president of the Canadian Wire Service Guild, will be the tenth person to hold the TNG position charged with custody of TNG's records and funds when he and the others elected at the convention and in September take office in mid-October. The secretary-treasurership has been vacant since the death April 7 of Robert M. Crocker.

In a brief acceptance speech, Dale, now a member of the San Francisco-Oakland Guild, repeated an earlier pledge to apply the same energy, dedication and enthusiasm to his new position as he has to the duties of a staffer.

He also pledged to not become deskbound, but to be "out there in the crunches" whenever it is humanly possible.

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Contract caps 3-year effort at Washington Post

Washington—After more than three years, the Washington-Baltimore Guild again has a contract at the Washington Post.

And while the settlement contains what Guild leadership at the paper called "painful concessions," it also contains what they termed "significant gains."

Among those gains, over the new contract's three year term: wage increases for employees who were at the Post when the previous contract expired that could total more than \$150 a week; new top minimums for outside ad salespersons, reporters and photographers that remain among the highest in the Guild, and major improvements in fringe benefits for part-time employees.

Post Guild Unit members ratified the settlement July 10. Tentative agreement had been reached June 28 in final bargaining that stretched over 17 hours.

The contract puts "an end to the unnatural limbo we have been in for the past three years," said Charles Babcock and Karlyn Barker, co-chairpersons of the unit.

Although there are retrogressions, "this contract is in many respects a monument to one hell of a lot of people over a long period of time," TNG Secretary-Treasurer-elect Charles Dale told the ratification meeting.

Dale had been chief negotiator in the final two months of bargaining, succeeding TNG Field Operations Director J. William Blatz. Dale also headed the major effort that preserved the Guild's bargaining rights against a challenge from an unaffiliated organization in the summer of 1976.

The Post Unit was split severely over whether to honor picket lines in a Pressmen's Union strike that began in October, 1975. The Pressmen subsequently lost the strike and bargaining rights at the Post.

The Guild's new contract contains, in effect, two wage schedules. One applies to persons working at the Post at the time of ratification and the other to new hires.

The old contract's last minimums were augmented by one of two cost-of-living adjustments. The Post refused to apply the second to the contract minimums. Later, the Post unilaterally paid

two wage increases and also refused to apply them to the old minimums.

This resulted in persons who were at the key top minimums throughout the 39 months being paid \$560.50 a week while their contractual minimum was still at \$475—the old minimum plus the one cost of living adjustment.

"Existing" employees will start from what they were actually being paid just before ratification. New employees will get increases on the old contract minimums.

Here is what this means for employees at top minimums in several classifications:

Reporters, photographers, data programming analysts, outside display and classified sales persons — \$596.50 retroactive to April 1, \$615.50 a year after ratification, \$636.50 in the third year for "existing" employees. New employees: \$521 upon ratification, \$539 in the second year, \$557 in the third year.

Editorial writers and various editors continue to receive differentials ranging from 5 percent to 25 percent a week above the reporter top.

Stenographers, telephone operators, keypunchers, "existing" employees — \$314.50, \$329.50, \$346.50; new employees—\$259, \$268, \$277.

General clerks, "existing" employees — \$291.50, \$306.50, \$346.50; new employees—\$259, \$268, \$277.

Classified telephone sales, "existing" employees — \$388.50, \$404.50, \$422.50; new employees — \$334, \$345, \$356.

Data processing programmers, "existing" employees — \$453.50, \$470.50, \$489.50; new employees — \$378.50, \$391.50, \$404.50.

The "existing" employees receive their raises as a result of general increases that range from \$25 to \$40 in the first year, \$14 to \$20 in the second and \$16 to \$22 in the third. The general increases apply to wage brackets.

The new employees in some cases get a higher dollar increase over the term of the contract than the "existing" employees; for example, the editorial-advertising key classification contains an 82 increase for new employees (figured from the April, 1976, minimum) and a 76 increase for "existing" employees (figured from the rate in force before ratification).



ITU PRESIDENT JOE BINGEL RENEWS CALL FOR GUILD-PRINTER MERGER
Other unions' amalgamations have been successful, he points out

Delegates reaffirm Guild stand on merger with printers' union

(Continued from Page 1)

convention begins Aug. 18, in St. Paul.

"We're not that far away and we haven't given up all hope of wrapping up a package in time for the ITU's convention," Perlik said in his opening day address to the convention.

Emphasizing that "there has been progress—substantial progress—during the past year," Perlik also pointed out that the differences that remain "are serious and they are difficult." Some of the areas where there has been agreement, however, are as "fundamental . . . as those that still divide us," he said.

Bingel, in his address to the convention two days later, expressed his own hope that the next merger meeting will produce a completed agreement for "a new union that incorporates the best of both" present ones.

He pointed to philosophical, policy and procedural differences. They have, he said, "at times threatened to undermine" progress toward merger.

The convention took note of a resolution by Ottawa's delegates pointing out that both unions' locals in that city have called for "rapid merger" of the international.

Another resolution, by 11 delegates from eight locals, called for intensive merger meetings and a full report to the ITU convention on issues agreed to and any still unresolved.

But there were cautions, too.

The convention endorsed a statement by the New York delegation calling on TNG's merger committee to pay "particular heed" to negotiating strike-sanction and picket-line policies "that will keep the new union strong."

Members of the Typographical Union have been crossing picket lines of the New York Guild's Elizabeth Unit since six days after the Guild struck Hagedone's Daily Journal.

While reaffirming the local's support for merger, the New York statement said that "merger could be impeded by jurisdictional disputes and by picket-line crossings" and asked both unions' leaders to "immediately address

themselves to these matters."

The convention also reaffirmed a 1976 convention declaration that it "would be presumptuous to place restrictions" on the Guild merger committee.

Several delegates left the room at the beginning of Bingel's address to the convention. Among them were delegates from New York and Detroit, where printers have been crossing picket lines during the Guild strike against the Oakland Press in Pontiac, and the Philadelphia and Wilkes-Barre delegations. The latter, led by John J. Wallace, Wilkes-Barre president, were protesting the absence of ITU sanction for the joint strike against the Wilkes-Barre Times Leader.

Wallace, however, as well as Wilkes-Barre Typographical President Robert Ladd, in speaking to the convention the next day pointed to the joint efforts of the Wilkes-Barre unions as models for their international.

"We have merger in Wilkes-Barre," Wallace declared. "We are now one union in Wilkes-Barre." An opening day motion by Wallace to strike Bingel's address from the agenda failed to get a second.

Perlik, in his opening address, noted that while there have been "problems at the local level" between the two unions, they are "precisely the kind of problems merger is intended to eliminate."

The convention said that "the

Knight-Ridder group puts Towar in chair

Boston—Jeanne Towar, the Detroit Guild's acting administrative officer, has been elected chairperson of the Guild's Knight-Ridder chain council.

The council, meeting during the 1979 Convention here, dropped its newsletter in favor of exchange of local publications.

A between-conventions meeting will be held in Detroit later this year unless a special TNG convention is called to consider merger with the International Typographical Union.

In that case, the year's second meeting will be held during the special convention.

Convention opposes airwave 'surrender'

Boston—Congress must reject the surrender of public airways "to unrestricted private exploitation in perpetuity," the Guild's 1979 Convention declared after reviewing pending bills to "reform" the Federal Communications Act.

One such bill—by Rep. Lionel Van Deerlin (D-Calif.), once president of the San Diego Guild—would abolish the Federal Communications Commission, end regulation of radio now and television in a decade, eliminate the "fairness doctrine," overturn the Supreme Court's prohibition of new purchases of broadcast-inb stations by newspaper companies in the same area, grant licenses in perpetuity, and end equal employment regulations, the convention said.

Two other bills—by Sens. Ernest Hollings (D-S.C.) and Barry Goldwater (R-Ariz.)—would do some of the same things.

"Communications law may be in need of revision; it is not in need of demolition," the convention said.

The convention also called on Congress and Canadian Parliament to limit the size of media conglomerates before "the last of the fast-dwindling independent dailies disappears."

It noted that newspaper chains already control 62 percent of U.S. dailies and 72 percent of U.S. daily circulation, with 20 corporations in control of 52 percent of U.S. daily circulation.

"The very existence of such concentrated control is a danger," it said. It also pointed to "the specter of a giant oil company buying a newspaper chain" and the American Express Company's recent attempt to take over publishing giant McGraw-Hill.

The convention endorsed legislative recommendations by press analyst Ben Bagdikian that would put a ceiling on the number of newspapers or the aggregate circulation a single company could control.

On other legislative issues affecting the press, the convention: ✓ Asked congressional committees to report out a bill giving the press and everyone else protection against unreasonable search and seizure.

This was a reaction to the Supreme Court's ruling that police

can search at will through newsrooms without notice or hearing.

President Carter has had legislation—H.R. 3486 and S. 855—introduced that would attack the First Amendment aspect, but the convention said that Fourth Amendment protection for the public generally against unreasonable search and seizure also is required.

Canada's Parliament should pass similar legislation, the convention said.

✓ Renewed previous calls for Congress and Parliament to pass bills granting journalists the unqualified right to protect information and sources from forced disclosures before any body.

In 1972, the U.S. Supreme Court ruled that the First Amendment didn't provide such protection.

Since then, the convention said, there have been increasing prosecutions of reporters and "state shield laws have been brushed aside as so many scraps of paper."

A "false conflict has been conjured up" between the First Amendment and the Sixth Amendment—the one that guarantees a fair and speedy trial—the convention said.

"The Guild stands ready to offer every assistance . . . in drafting, reporting and passing" such legislation, the convention said.

✓ Demanded that Congress do whatever is necessary—including a constitutional amendment—to overturn the Supreme Court's July 2 decision empowering judges to close trials to press and public.

This "threatens to convert courtrooms into private clubs in which the rights of citizens may be abused without the public's knowledge," the convention said.

Van Deerlin pulls reform bill back

Washington — Rep. Lionel Van Deerlin (D-Calif.) on July 13 withdrew his bill to deregulate broadcasting.

Television and cable industry sources, however, said they thought it possible for some aspects of the bill to be revived.

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Vancouver strike ends; Guild top up 34.3%

Vancouver—The new Guild contract that helped end the strike-lockout at this city's two dailies and their joint publishing company provides a top-minimum increase of \$135.37 a week in the Vancouver-New Westminster Guild's key classifications.

Reporters, photographers, display and outside classified salespersons and circulation district advisers on the Sun and Province will get a 34.3 percent increase in their top minimums in five steps over a contract term that runs to Feb. 28, 1982, 40 months from expiry of the old contract.

The increase will take those jobs' top minimum to \$530.62.

The strike-lockout ended June 27 after almost eight months when pressroom and driver units of the Pressmen's Union reached agreement. Other unions had reached agreement earlier [Guild Reporter, June 22].

For the Guild's key classifications, wage increases and resultant new top minimums come in these increments:

Immediately — \$43.52, to \$438.77; Jan. 1, 1980—\$30.71, to \$469.48; July 1, 1980—\$18.78, to \$488.26; Nov. 1, 1980—\$24.41, to \$512.67; July 1, 1981—\$17.95, to \$530.62.

Among other classifications, increases and resulting top minimums include:

Circulation counter clerks and

clerk-typists I — \$23.13, to \$233.23; \$16.33, to \$249.56; \$9.98, to \$259.54; \$12.98, to \$272.52; \$9.54, to \$282.06. Percentage increase is 34.3.

Janitors I—\$24.88, to \$250.88; \$17.56, to \$268.44; \$10.74, to \$279.18; \$13.96, to \$293.14; \$10.26, to \$303.40. Percentage increase is 34.3.

Chief air conditioning operator (flat rate)—Upgraded to the carpenter and painter classification, with a 60.3 percent increase: \$94.62, to \$400.37; \$29.98, to \$430.35; \$18.33, to \$448.68; \$23.83, to \$472.51; \$17.51, to \$490.02.

Carpenters and painters get an increase of \$132.12, to \$490.02.

Flat for slot person, sports, art and layout editors goes up \$145.83, to \$571.63. Business, wire and senior assistant city editors are upgraded to this classification, resulting in a \$153.23 increase.

Flat rate for provincial and assistant city editors rises \$143.29, to \$561.69. Head photographer and feature editor are upgraded to this classification, resulting in a \$106.04 increase. Also upgraded to this group are night city, national and Buff Edition editors, resulting in a \$149.89 increase.

Flat rate for editorial writer, rewrite chief and assistant sports editor goes up \$137.55, to

\$539.20.

Flat rate for senior programmer-analysts goes up \$135.37, to \$530.62; top for programmer-analysts rise by \$82.74, to \$429.39 and is reached after four years instead of five.

Top for computer operators is increased \$107.90, to \$422.95.

Other improvements include:

Sick leave—A company-paid plan replaces a sick benefit society, which was funded by employee contributions that came to \$35 per month at the key top and covered sick pay after the first week of any illness.

The new plan will be maintained by an annual company contribution of 2 percent of payroll, or about \$25,000.

Life insurance — Raised to \$25,000, from \$12,000.

Vacations—Effective Jan. 1, 1981, four weeks after five years, instead of six, and five weeks after 10 years, instead of 11.

Automation — Protection against dismissal is provided for employees as of Nov. 1, 1978. Added is provision that an employee whose job is eliminated will be retained in another department acceptable to the employee and management. If no acceptable position is found within six months, the employee may be placed temporarily in a suitable position until there is an acceptable job. During the six

months, the employee may resign and take severance pay of a week's salary for each three months of service, double the usual rate.

Job security—No oral reprimand or expression of dissatisfaction which could result in a personnel file entry will be given an employee unless a Guild representative is present.

Transfers and promotions—Filling of job openings will not be delayed so that the workload on remaining employees increases.

Sunday work—Employees regularly assigned to Sunday work for a Sunday paper will have consecutive days off unless they and management agree otherwise.

The Province will begin a Sunday paper Aug. 12 and will drop its Saturday editions.

Leaves of absence—Employees will be granted leaves of one or two days without pay for family emergencies or other reasons if the leaves do not cause unreasonable disruption of operations.

Dental plan—The company's payment goes up \$2.50, to \$7.50, per week now and another \$1.25, to \$8.75, effective Nov. 1, 1980.

Back to work agreement—Time spent on strike or lockout is not in interruption of continuous service relating to progression, seniority, severance pay,

early retirement, vacation, holidays, sick leave, pensions and other service-related benefits. All time an employee spent on the interim strike paper, the Vancouver Express, or elsewhere, will be counted in progression, except for employees in three-month probationary periods.

Employees in their last five years of employment and those who retired during the strike-lockout will suffer no reduction in pensions, provided the actuary agrees.

Employees will repay over three months, starting with the second month of publication, health and welfare insurance premiums the company paid during the dispute. Employees unable to return to work because of illness will be paid sick benefits beginning with the first scheduled day of work after ratification or beginning the second week of publication, whichever comes first.

The company will grant unpaid leave to employee needed by the unions to conclude strike-lockout operations, including those of the Express.

Circulation district advisers will be given additional help for the time required to resume normal operations.

Employees who return to work will have first opportunity to apply for vacant jobs.

Vote formula amendment sent to IEB

Boston—A proposal to change the formula by which locals' convention votes are determined has been referred to the International Executive Board for study.

The proposal would use a 12-month period ending on May 15, instead of Feb. 28, for determining membership in good standing.

It also would empower the Convention Credentials Committee to grant locals more votes to reflect members who came on the rolls between May 15 and the convention date.

The 1979 Convention turned the matter over to the IEB on recommendation of its Constitution Committee, which was chaired by Dianne M. Martino of Manchester.

In another action, the convention changed the number of signatures constitutionally required for certain checks because of problems which arose after the death of Secretary-Treasurer Robert M. Crocker.

In most withdrawals, checks now must be signed either by two international officers or by one international officer and one administrative employee designated by the IEB.

The former procedure had required that some checks be signed by two international officers and one TNG administrative employee.

At the same time, the convention increased to \$1,000, from \$500, the maximum which may be withdrawn from the general account to compensate an international officer, employee or member for services.

The committee also considered but rejected a proposal to hold Guild conventions once each two years instead of annually.



For the Guild's strikers

Wilkes-Barre Guild President John J. Wallace, above, outlines status of Guild and other unions' strike against Times Leader as part of series of appearances by representatives of seven groups of Guild strikers. "One for All" banner above Wallace sets forth duration and number of members involved in each. Slogan refers to single floor collection conducted for all seven groups of strikers. Collection produced a total of \$7,295 in cash and checks on the spot — \$3,620 from delegates' pockets and \$3,675 from locals—plus pledges from several locals. Largest of the on-the-spot local contributions — \$500 to each strike — was from the Vancouver-New Westminster Guild whose 850 members returned to work after an eight-month strike just the week before. One TNG staffer helping count delegates' contributions, right, said he "never saw so many 20s."



PROVIDENCE PRINTERS' PRESIDENT GREETES DELEGATES
Alvin B. Aleixo displays message from his local and New England Conference of Typographical and Mailer Unions

Delegates hike Defense Fund 150%

(Continued from Page 1)

Immediate effect of the convention's actions on most members is the extension of the present period of higher Defense Fund dues for seven months more than if the fund's old, \$2 million ceiling were maintained. In total, it means at least 22 months more of higher dues, said TNG President Charles A. Perlik, Jr.

Specifically, the convention's actions:

✓ Immediately raise the fund's floor to \$3.5 million and its ceiling to \$4 million and, 30 months after the \$4 million ceiling is reached, increase the floor to \$4.5 million and the ceiling to \$5 million.

The floor had been \$1.5 million and the ceiling \$2 million. TNG had had a \$2 million Defense Fund since 1969.

✓ Immediately eliminate an optional dependency based strike and lockout benefit schedule, making the benefit formula the same for all members.

✓ Immediately amend the remaining benefit schedule to provide 35 percent of a member's basic weekly prestrike wage, with a maximum of \$70 a week and a ceiling of 90 percent of prestrike wages after taxes.

When the fund's cash assets reach \$2 million, the maximum benefit will increase by \$10, to \$80 a week, or 35 percent of basic prestrike wage, whichever is lesser.

When the fund reaches \$4 million, the maximum benefit will go up another \$10, to \$90 a week, and when it reaches \$5 million, the top benefit will go up another \$10, to \$100 a week.

✓ Immediately increase to \$75 a week, from \$50, the amount of new income a striking or locked out member may receive before it begins to affect his or her weekly Defense Fund benefit.

✓ Effective June 30, accounts receivable from the General Fund, Los Angeles Guild and Madison Guild totaling \$895,958 are written off.

✓ Computation of the Defense Fund's constitutional floor

and ceiling now may include only cash assets. Defense Fund dues are suspended when the ceiling is reached, go back on when the floor is breached.

✓ Amounts equal to any reduction in per-capita payments to the General Fund resulting from strikes or lockouts are to be transferred monthly from the Defense Fund, effective July 1.

✓ Defense Fund dues brackets are amended to correspond to the \$5 dues brackets under the constitution's lower dues schedule. Defense Fund dues continue to increase by 75 cents for each \$25 wage multiple, but interval increases of 15 cents for each \$5 within each \$25 are provided.

Highest Defense Fund dues brackets also are extended to conform with those of the lower dues schedule, to a ceiling of \$695 this Oct. 1 and to \$745 on Oct. 1, 1980, and by \$50 each subsequent Oct. 1.

✓ The 60-day exemption from Defense Fund dues is removed for new members work-

ing under a Guild contract, effective Sept. 1. It is retained for persons in an organizing campaign if the secretary-treasurer invokes it.

✓ The convention and the IEB are authorized to levy special assessments during Defense Fund dues periods if the Defense Fund contains less than 15 percent of its ceiling and all lines of credit have been exhausted in the president's and secretary-treasurer's judgment.

The convention said that its intention is that the special assessment end when the 15 percent level is re-established.

A Finance Committee minority report sought to have unemployment compensation treated as any other new strike or lockout income for benefit offset purposes. It was defeated on a voice vote.

A motion by John Edgington of San Diego to delete the special assessment authority also was defeated on a voice vote.

A motion by Ralph Petrucci

of New York to halt the increase in the fund's ceiling at \$4 million lost on a show of hands.

A motion by Harry Fisdell of New York to delete the provision for reimbursement of the General Fund for income lost due to strikes or lockouts lost on a voice vote.

A motion by Jack Hopkins of Pacific Northwest to offset unemployment compensation against benefits when the Defense Fund's assets are below \$1 million lost on a voice vote.

The minority report, moved by Fred Fletcher of San Francisco-Oakland, said that failure to treat unemployment compensation as any other income first generated after a strike's start could quickly drain the Defense Fund even at its higher levels, jeopardizing strike benefits for all in the Guild.

Proponents of retaining the offset exemption for unemployment compensation argued that the state benefits enabled strikers to wage a successful strike longer.

Following is the budget:

Per-capita taxes	Budget 1979-80
AFL-CIO	\$50,500
IUD	12,500
CLC	10,000
IFJ	23,500
Total	\$96,500

Field operations	Expenses
Director—Salary	\$40,100
Expenses	5,000
Organizing & servicing	380,500
IR salaries	175,000
IR expenses	5,000
Organizing-servicing program subsidies	5,000
Secretary-stenographers (1/6)	8,250
Misc. organizing & servicing	65,000
Collective bargaining salaries	

Exec. sec'y contracts	32,825
Committee consultant	11,500
R & I associate	23,660
Secretary-stenographers (1/6)	8,250
Coll. barg. & research ass't	22,308
Human rights coordinator	32,045
Expenses—personnel	3,000
Total	\$12,438

Administrative operations	Expenses
Director—Salary	\$40,100
Expenses	1,000
Research & information salaries	

Director	\$32,046
Associate director (1/2)	13,585
Secretary-stenographers (1/6)	8,250
Expenses	2,500
Personnel	
Books & periodicals	2,200
Legal & coll. barg. services	2,000
Subscriptions	1,000
Other printed material	8,000
Publications & literature	4,500
Constitution & other literature	4,000
Institutes & seminars	500
Miscellaneous	

Guild Reporter	
Salaries—	
Editor	\$32,591
Associate editor (1/2)	13,585
Clerical (1/2)	26,000
Expenses	
Personnel	1,250
Printing	73,800
Postage	33,050
Addressing	15,000
Pictures, special material	3,500
Miscellaneous	500
Total	\$318,957

Office management	Salaries
Office manager	\$19,598
Secretary-stenographers (1/6)	24,750
Bookkeeping	32,500
General clerical (1/2)	27,500
Expenses	

Rent & maintenance	54,000
Stationery & supplies	23,000
Equipment & machinery	3,500
Telephone & telegraph	24,000
Repairs & improvements	3,000
Postage	13,500
Auditing	8,400
Insurance & bonding	12,000
Employee pension	55,000
Employee health & welfare	55,000
Directly billed transportation	88,500
Data processing	20,000
Miscellaneous	5,000
Total	\$469,248

Executives	Salaries
Officers' salaries	\$75,650
Officers' expenses	12,500
Total	\$88,150

Other expenses	Salaries
Legal fees	\$30,000
Payroll & personal property taxes	50,000
Contributions & tickets	9,500
Delegates & committees	35,000
IEB meetings	58,000
Severance-pay provisions	35,000
Convention reserve	74,000
Brown Award	1,000
Brown Award expenses	1,500
Guild Service Award	1,500
AFL-CIO-IUD conventions	5,000
IFJ meetings	7,500
CLC convention	1,000
Irving Leichter fund	1,500
Total	\$290,500

Summary	Per-capita taxes
Field operations	\$96,500
Administrative operations	318,957
Office management	469,248
Executives	88,150
Other expenses	290,500
Grand Total	\$2,075,793

TNG's '79-80 Budget

Boston — Delegates to TNG's 1979 Convention approved a General Fund budget totaling \$2,075,793 for fiscal year 1979-80, the first \$2-million budget in TNG's 46-year history.

The convention also approved an income estimate of \$2,128,306. It assumes monthly payments on behalf of an average of 29,000 members and 250 agency-fee payers.

Taken together, the budget and income estimate would produce a surplus of \$52,513 for the year.

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Legal & coll. barg. services	2,000
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Constitution & other literature	4,000
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Severance-pay provisions	35,000
Convention reserve	74,000
Brown Award	1,000
Brown Award expenses	1,500
Guild Service Award	1,500
AFL-CIO-IUD conventions	5,000
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CLC convention	1,000
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Valley of the Sun smile

Bonnie Bartak, secretary of the young Phoenix Guild and a special guest at TNG's 1979 Convention, smiles her response to delegates' applause upon her introduction during the con-

vention. Her local represents editorial employees at Pulliam's Arizona Republic and Phoenix Gazette. At left is Philip Mayer, a Hawaii Guild delegate.

Stronger emphasis put on strike papers

Boston — Noting that their value in prosecuting strikes is increasing, TNG's 1979 Convention amended Guild policy on interim strike papers to give them greater priority.

The new policy calls upon locals to look into the feasibility of publishing a strike paper "as an integral part of their advance strike preparations."

In giving strike papers new priority, the convention also amended a 1961 policy on them to specifically provide that TNG, if possible, be repaid any funds it provides directly for their operation.

A part of the 1961 policy was deleted that provided that any Guild assets from a strike paper at a strike's end be prorated between TNG and the local accord-

ing to total benefits paid by each. A move to restore the proviso was defeated 209 to 197 on a roll call.

A strike newspaper can be a "potent weapon," filling the void that results when a daily paper suspends publication, the convention declared.

"A strike newspaper can be an attractive alternative for advertisers and readers," it said in adopting a report of its Collective Bargaining Committee.

Guild locals and, in some cases, allied unions currently are publishing five strike papers.

The are the daily Citizens' Voice in Wilkes-Barre, Pa.; the thrice-weekly Vallejo Independent Press in Vallejo, Calif.; the weekly Downriver Reporter in Lincoln Park, Mich.; the daily Community Paper in Elizabeth,

N.J., and the weekly Valley Views in Monessen, Pa.

In each city, the struck papers are publishing but with reduced circulation and advertising.

"Internally," the convention said in quoting the 1961 policy, "the paper can divert anxious and nervous minds from personal problems, can put idle hands to work, can bring in always-needed revenue, can serve as a vehicle for telling the story of the strike."

"Externally," it continued, "it offers the community a needed service and exerts economic pressure on the struck enterprise."

If a local finds that publication of a strike paper is feasible, the convention said, it should thoroughly prepare for publication at the same time the strike or lockout starts.

Doug Cuthbertson of San Francisco-Oakland, who directs the Vallejo strike and its interim paper, moved that the provision on prorating any remaining assets be retained.

TNG benefits to strikers make it possible to keep the strike-paper weapon alive and, therefore, the Defense Fund should share in ultimate assets, Cuthbertson argued. He was joined by Wilkes-Barre President John J. Wallace, Jeanne C. Towar of the Detroit Guild, which represents the strik-

Data jobs now key; pay goal hits \$825

Boston—Adding data processing and electronic maintenance to departments recognized as encompassing "key" job classifications, TNG's 1979 Convention advanced the union's wage goal for key top minimums by \$75, to \$825 a week.

Other departments listed as having key classifications in TNG's Collective Bargaining Program are inside and outside advertising, business-office, circulation and editorial.

The goal for starting minimums for key job classifications also was raised by the convention, to \$550 a week, up \$50, on the recommendation of its Collective Bargaining Committee, chaired by Lee Clifford of the Canadian Wire Service Guild.

The goal for the top minimum in all other classifications was raised by \$37.50, to \$412.50 a week or more.

Wage goals are set by applying U.S. national cost-of-living and

productivity indices to the first TNG wage goal of \$100 a week, set in 1946.

Among other collective bargaining recommendations, the convention:

✓ Encouraged locals to seek joint or co-ordinated bargaining with other unions.

✓ Reaffirmed its policy encouraging locals to co-ordinate bargaining with other locals that have contracts with the same ownerships.

✓ Directed locals to increase efforts to protect jobs through jurisdiction clauses.

✓ Reaffirmed its policy that when a local submits a proposed contract settlement that contains wage or other provisions that discriminate against women, minority groups or other employees, the International Executive Board's Contracts Committee will refuse permission to sign unless (1) the local returns to the table and eliminates discriminatory provisions, or, if unsuccessful, (2) the local tells the employer in writing before signing that it immediately after signing it will take legal action to get discriminatory provisions eliminated.

✓ Recommended that locals participate in TNG's International Pension Plan, a portable plan that has reached \$1 million in assets.

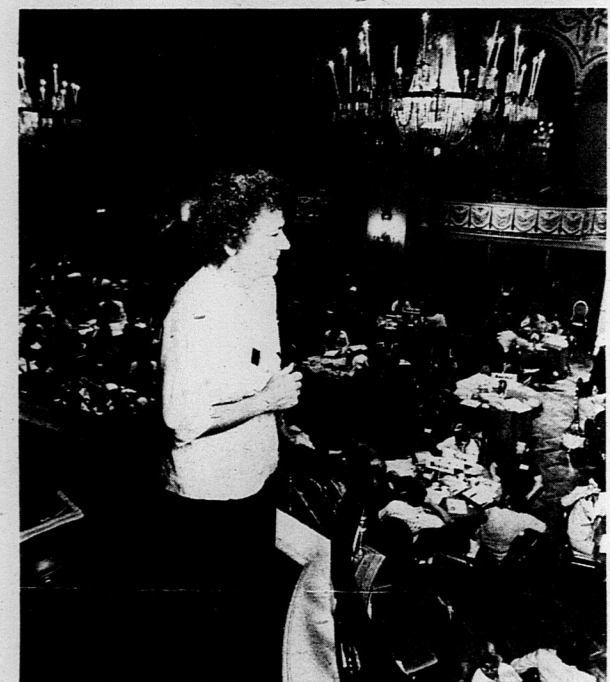
✓ Called locals' attention to an existing Convention Bargaining Recommendation that would insure employees' right to know what is in their personnel files and called upon locals to negotiate such provisions.

✓ Urged locals to negotiate prohibitions against penalties to employees because of criticism of their employer and against discrimination because of political activities or beliefs.



Local news is good

Winners of David M. Schick contest for best local publications hold citations and prizes—abridged editions of The American Language, by H. L. Mencken—presented them during convention. From left: Raymond G. Dick, Guild Forum, Washington; Donna Balkan, After 30, Ottawa, and Gerald M. Maraghy, Backgrounder, Portland.



Visiting professor

Mary A. Gardner, president of the Assn. for Education in Journalism and a professor at Michigan State University, observes general session of TNG's 1979 Convention from balcony in meeting hall. She is observing meetings and conventions this summer of several organizations associated with AEJ.

Crocker memory is hailed in convention adjournment

Boston—TNG's 1979 Convention adjourned in memory of Robert M. Crocker, the Guild's secretary-treasurer for 10 years, who died April 7.

"Those of us got to know Bob Crocker at Guild conventions know how instrumental he was in making them tick," President Charles A. Perlik, Jr., said during a brief memorial to Crocker earlier in the convention.

He was "monitor of the Guild's financial heartbeat and cogwheel of its daily operations for a decade," Perlik said, adding that Crocker was something more, too.

"He was a warm and gentle friend, whose wit and humor were warp and woof of a philosophy that held everything should be taken seriously—except our-

selves," Perlik said.

Richard J. Olive, administrator of the Wire Service Guild, of which Crocker was a former president, said that with the deaths of Crocker and other Wire Service Guild founders, "part of our soul has slipped away."

International Chairperson Harry Culver, also of Wire Service, recalled that through the years he found Crocker "to be a warm and personable individual of unquestioned integrity, a person dedicated to the duties and detail necessary for his office, yet never so engrossed in his work that he neglected being human, patient and understanding."

"Time heals many things," Culver said, "but it will take a long time to heal the loss of Bob Crocker."



Judith K. Hildner, Pueblo

A convention of messages...

...spoken...



Joe Gagnon, George Light, Frederick Dunham, Montreal

Convention photos
by
John C. Meyers,
Providence
(assisted by Sal Mancini)



Joan Cook, Joy Cook, Barbara Yuncker, New York



Orville Hancock, Memphis; Carolyn Toops, Terre Haute

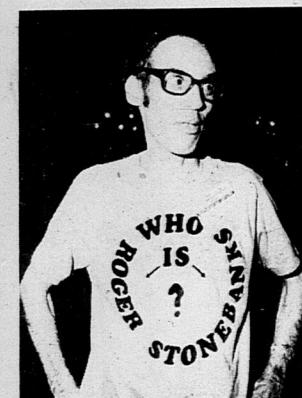


Barbara Davis and Wayne Cahill (we think), Pacific Northwest



James Brown, Washington-Baltimore; Donald Barker, New York; Eugene B. Jones, Philadelphia

...and printed



A TNG vice president from Victoria!



While
delegates'
children
watch...

... a puppet show. In the foreground at left is David Maraghy of Portland and at right is Jennifer Bruner of Boston.



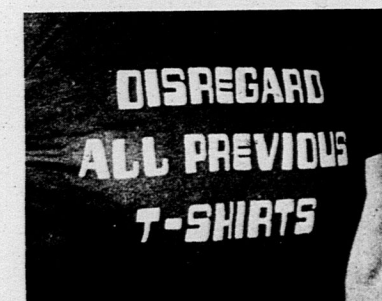
Philip Mayer, Hawaii



Linda Torney, Southern Ontario



James D. Strang, Cleveland



The candidates and their records . . .

Here and on Page 11 are the records of the eight candidates for the six TNG vice presidencies to be elected by the membership at large and of the six candidates for the three vice presidencies to be elected from the South, Midwest and the New York area. They appear in the order they will be listed on the ballots in the elections to be held Sept. 20-25. The candidates were nominated at TNG's 46th Annual Convention.

At-large vice presidents

Joyce Walker-Tyson

Joyce Walker-Tyson, vice chairperson of the Detroit Guild's Free Press Unit, is seeking a first IEB term.

A reporter for four years after working as a secretary, she also is the Detroit Guild's human rights coordinator and a member of her unit's grievance and bargaining committees. Tyson, 30, also is a delegate to the Great Lakes District Council and has been a delegate to the last two Guild conventions, helping plan the 1978 meeting in Detroit.

She is a founding member of the Black Communicators' Assn. of Detroit and also a member of Women in Communications, Inc., and of the Coalition of Black Trade Unionists. She represented TNG at the CBTU's 1979 convention.

William T. Davis

Bill Davis, chairperson of the San Jose Guild's Mercury News Unit and a former TNG International Representative, is seeking his first IEB term.

A leader in the San Jose Guild for 20 years, Davis worked full-time for the local and TNG from late 1973 to late 1975 and for the San Jose and San Francisco-Oakland locals in 1976 and 1977.

He has served on all San Jose bargaining committees since 1964, and has been chief negotiator for six different units or locals.

Davis, 46, has served on San Jose's executive committee 14 years, been a Western District Council delegate 15 years and was chairperson of the 1978 Convention Resolutions Committee.

He is chief of the San Jose News copy desk.

Frank Prosnitz

Frank Prosnitz, making his second run for the IEB, is in his second term as president of the Providence Guild and is secretary-treasurer of the New England District Council.

Prosnitz, 33, a suburban bureau manager for the Journal-Bulletin, has been a delegate to six Guild conventions, TNG's Wage Conference, the Providence Central Federated Labor Council and three Rhode Island AFL-CIO conventions.

He has served on the local's negotiating committee and has been active in bringing about close relationships with the craft unions.

Prosnitz was in charge of preparations for the 1979 Convention, and was re-elected president of the Conference of Councils the day before it opened.

Floyd Tucker

Floyd Tucker, a former two-term president of the San Francisco-Oakland Guild, is seeking his second term on the IEB.

Tucker is Sunday news editor of the Oakland Tribune. He has been a Guild member since the early 1950s and has worked on several other papers and a wire service.

He is chairperson of the IEB's Human Rights Committee and also serves on the Collective Bargaining and Research & Information-Political Action-Guild Reporter committees. He has been a delegate to seven TNG conventions and to the Western District Council.

Locally, Tucker, 53, also has been unit chairperson, grievance committee member, representative assembly delegate, local vice president and a bargainer.

Frank Mazza

Frank Mazza of the New York Guild is seeking his first term on the IEB.

He joined the Guild in 1948 when he went to work at the New York Daily News as a copyboy. He now is a special reporter.

In 1962, Mazza—now first vice president of the local—was a member of the News Unit Council when the paper was closed for 121 days by Guild and craft strikes.

He became unit treasurer and negotiating committee member in 1977. He served as local finance committee chairperson and led the move to purchase \$32,000 in equipment for the Community Paper, the Guild strikers' interim daily in Elizabeth.

Mazza, 48, is a member of the

Judge upholds fine for line crosser

Stamford, Conn.—The Wire Service Guild has the legal right to fine members who cross the local's picket lines, a state judge has ruled here.

The ruling went against Edward Butler, who crossed the picket line during the local's 1974 strike against United Press International.

A local trial board convicted Butler and fined him \$784.21.



INTERNATIONAL ELECTION COMMITTEE MEMBERS MEET AFTER CONVENTION

Background, from left: Nicholas Zeoli, C. Claire Keefe, TNG staffer Sherry B. Reiter; foreground, from left: Elinor Redner, chairperson Robert A. Steinke. Not pictured: Richard Roth, Louis M. Mleczo, Patrick Scuto

unit clarification negotiating committee at the Daily News.

David M. Mulcahy

David M. Mulcahy, chairperson of the New York Guild's Standard & Poor's Unit, is seeking his third IEB term.

He is a member of the local's administrative committee and of its open shop / magazine and credit union subcommittees, is a representative assembly delegate, a delegate to the last six conventions and was on the local executive committee.

Editor of Standard & Poor's daily news desk, Mulcahy, also heads the unit's job evaluation and bargaining committees.

He is a member of the IEB's Finance and Constitution committees and heads its Appeals Committee.

Mulcahy led four organizing drives that brought more than 140 members into the S&P Unit, taking it to more than 450.

Elwood B. Bigelow

Elwood B. (Woody) Bigelow is running for his second term on the IEB.

He was president of the Portland Guild for ten years and of the New England District Council for five years. He is a copy editor on the Portland Evening Express.

On the IEB Bigelow serves on

the Constitution, Organizing and Appeals committees.

He was secretary of the New England Servicing - Organizing Program for six years and vice president of the New England Allied Printing

Trades Council.

Bigelow, 57, has been a delegate to 13 Guild conventions. He served two terms on the International Election & Referendum Committee. He is a member of his local's bargaining and grievance committees.

Robert C. Holt, Jr.

Robert C. Holt, Jr., is seeking his second term on the IEB.

A photographer, he has been

chairperson of the St. Louis Guild's Post-Dispatch Unit for five years.

A Guild member for 24 years, Holt is in his fifth term on the local executive committee. He has been a shop steward and member of the negotiating, grievance human rights committees in the local. He has been a delegate to five TNG conventions.

Holt, 57, is chairperson of the IEB's Organizing Committee and a member of its Research & Information - Political Action - Guild Reporter committee.

Holt is a delegate to the Midwest District Council and is a Guild representative on the St. Louis Unity Council of Unions.

Region 2 vice president

Carlos J. Sutton

Carlos J. Sutton, president of the Washington-Baltimore Guild, is seeking his first IEB term.

He is a programmer at the Washington Star and was a programmer at the old Washington Daily News and a pressman there and at the Northern Virginia Sun, Washington Post, Washington Star and Beckley, W. Va., Post-Herald and Raleigh Register, where he also was an apprentice printer.

Sutton, 40, has been a member of the Pressmen's Union since 1958 and of the Guild since 1972.

He served two terms as Star Unit chairperson and vice chairperson, has been a delegate to four TNG conventions, delegate to the local's representative assembly and was a member of three bargaining committees.

Faye McCracken

Faye McCracken, president of the Memphis Guild, is seeking her second term on the IEB.

Previously she has been the local's 2nd vice president, 3rd vice president and secretary-treasurer.

A newspaper inventory bookkeeper at Scripps-Howard's Memphis dailies, McCracken, 46, also is secretary of the Memphis Council of Newspaper Unions and president of the West Tennessee Coalition of Labor Union Women. She helped found both organizations.

She is a member of the IEB's committees on human rights and bargaining.

She also is a former delegate to the Memphis AFL-CIO Central Labor Council, a past president of the Southern District Council and was her local's 1972 member of the year.

Political-action checkoff makes sense, convention tells locals

Boston — Locals should alert members to the advantages of voluntary political-action contribution checkoff and should negotiate contract clauses providing for it, the 1979 Convention recommended.

The recommendation was passed as part of the political action report of the Research & Information-Political Action-Guild Reporter Committee, chaired by William Lee of Toledo.

Later, the checkoff provision was added to the Convention Recommendations on Collective Bargaining.

The convention said the Guild's experience with AFL-CIO Committee on Political Education (COPE) collections indicates the need for a payroll deduction.

The COPE collections have never raised anything near TNG's COPE quota—around \$6,300—but where they have been tried they have worked, the convention noted.

This indicates that many members would contribute through a voluntary deduction if one were

available, the convention said.

"Locals can obtain a political action checkoff by negotiating it, like any other contract provision," the convention said.

Once negotiated, the company would be required to deduct an amount authorized by the employee, who could rescind his or her authority at any time.

"Other unions have sought such amounts as one or two cents a day, five cents a week or 50 cents a month," and it's better to have a broad base of small contributions, the delegates said.

Whatever the amount, it should be checked off annually instead of weekly, the convention recommended.

The recommendation is a response to the huge growth of corporate political action funds in the United States, the convention said.

In Canada, the convention noted, there has been no similar outpouring of corporate campaign contributions activity.

But voluntary checkoff also can be negotiated in Canada with

either a political party or federal or provincial COPE funds as beneficiaries, the convention observed.

Other political action recommendations passed by the convention:

✓ U.S. locals and district councils should make every effort, in addition to the voluntary deductions, to meet TNG's COPE quota of \$6,265. Locals should solicit their members or make treasury contributions. District councils should spend treasury money.

(In a floor collection following the report, delegates contributed \$211.73 to COPE and at its post-convention meeting the International Executive Board voted a \$1,000 contribution to COPE's educational fund.)

✓ Canadian locals should consider contributions to provincial political education committees.

✓ Locals should be vigilant against efforts to ban the union shop and, when possible, join efforts to repeal open-shop (right-to-work) laws.



Press critics get award

Editor and publisher of St. Louis Journalism Review receive Lowell Mellett Award from TNG President Charles A. Perlik, Jr., during 1979 Convention. Award honoring press criticism is named for late Scripps-Howard columnist who left bequest to TNG. From left: editor Richard Lowenstein, publisher Charles L. Klotzer and Perlik.

S.F. pioneer is mourned

Boston — Emerson Street, a California labor leader who was a founder of the San Francisco-Oakland Guild, was mourned by TNG's 1979 Convention.

Street, retired business representative of the Santa Clara County Central Labor Council and a member of the San Jose Guild, died in March.

He had kept his first Guild membership card, signed by Heywood Brown, the union's founding president.

"Labor, and particularly the Guild," will miss Street, the convention said.

For the first time in at least recent memory, a Guild convention had a contested election for TNG's International Election & Referendum Committee (IERC).

The unexpected contest caused the convention to adopt a new set of rules practically on the spot.

The new rules, in turn, produced the most complicated roll call vote anyone could recall. (Table, Page 12.)

Finally elected or re-elected were incumbents Robert A. Steinke of St. Louis, Elinor Redner of San Francisco-Oakland, Lou Mleczo of Detroit and Pat Scuto of New York, plus newcomers Richard Roth of Buffalo,

C. Claire Keefe of Providence and Nicholas Zeoli of New York.

Losers were incumbent James McCarthy of Ottawa plus James Strang of Cleveland, Mary Esslinger of Washington-Baltimore, Drew Von Bergen of Wire Service and Karen Woll of Washington-Baltimore.

Results in order of finish: Steinke, 359.8; Redner, 327.7; Roth, 300.1; Mleczo, 289.0; Keefe, 275.4; Zeoli, 210.1; Scuto, 178.8; Woll, 160.55; Esslinger, 151.0; Von Bergen, 124.1; McCarthy, 98.8, and Strang, 88.7.

The IERC supervises Guild elections, passes on voter eligibility and certifies election results.

Robert E. Bruner of Boston nominated Steinke, McCarthy, Redner, Roth, Mleczo, Scuto and Keefe.

Dorothy Struzinski of Washington-Baltimore nominated Strang, McCarthy nominated Esslinger, Richard J. Olive of Wire Service nominated Von Bergen, Harry Fisdell of New York nominated Zeoli and Eddie Richardson of Memphis nominated Woll.

TNG's Constitution provides that the convention elect the IERC but doesn't say how that's to be done if there are more than seven candidates. The IERC may have no fewer than five members and no more than seven.

The convention adopted a set of rules making the procedure

similar to that used in trimming nominations for international office to no more than two for each office. Keefe was chairperson of the Rules Committee.

This involved a roll call of locals. Five locals split their votes among several candidates, making it necessary to call the roll of those locals' individual delegates.

Canada says it erred on Guild pickets

Ottawa—Canada's immigration department has apologized to U.S. Guild members who were denied entry to Canada to picket the struck Vancouver Sun and Province.

The apology came in a letter from J. L. Manion, deputy immigration minister, to TNG International Vice President Roger M. Stonebanks of Victoria, who had protested the denial.

An immigration official on Feb. 25 refused to allow 13 Pacific Northwest (Seattle-Tacoma) Guild members to proceed to Vancouver because he did not consider them bona-fide visitors.

Manion wrote to Stonebanks: "The officer who refused to admit the members . . . apparently did so because he had misinterpreted a section of the . . . regulations which prohibits the issuance of an employment visa to someone who intends to work at a plant where a labour dispute is in progress."

"We have reminded our British Columbia regional office of the provisions of the Immigration Act as they relate to persons seeking entry for purposes such as taking part in peaceful demonstrations. . . . Please convey my apologies."

The border officer told the Guild people that to admit them would violate either the law or regulations, but refused to show them a copy of either. He said they could leave or be detained at least two days. [Guild Reporter, March 9.]

. . . more candidates and their records

Region 3 vice president

John B. Mitchell

John B. Mitchell, three-term president of the Gary Guild, is seeking his first IEB term.

A photographer at the Post-Tribune, he has been the local's human rights chairperson for four years, a local executive committee member for eight years and on the grievance and negotiating committees for seven years.

He was the local's member of the year in 1977, chairperson of the Knight-Ridder chain council that year and vice president of the Midwest District Council this year and last.

Mitchell has been a delegate to three conventions, and helped establish his local's publication and Gary's interunion council.

He has been honored by the Gary chapter of the Coalition of Black Trade Unionists.

Richard M. Peery

Richard M. Peery, president of the Cleveland Guild, is seeking his first term on the IEB.

He joined the Guild in 1971, was elected to the local's executive committee in 1972, vice president in 1976 and president this year.

A reporter on the Plain Dealer, he is a founding member of the Black Leadership Caucus of Cleveland and has testified for city legislation to prohibit armed guards at strikes and against a measure that would have required licensing reporters.

Peery, 45, has been a delegate to the Great Lakes District Council, the Cleveland AFL-CIO and TNG's 1979 convention as well as a member of his local's merger task force.

He is a former member of the Teamsters and Hotel and Restaurant Employees unions.

Region 5 vice president

Betsy Wade

Betsy Wade, president of the New York Guild, is seeking her third term on the IEB.

A Guild member 27 years, she now is assistant travel editor of the New York Times.

Wade, 50, has been a trustee of the Guild-Times pension fund since 1968. She also has held several unit positions, including vice chairperson, treasurer and representative assembly delegate, and was on its last three bargaining committees.

An organizer of the Times women's caucus, she was a named plaintiff in a landmark women's suit the Times settled just before trial.

She has served on the IEB's Bargaining, Organizing, Human Rights, Research & Information and Guild Reporter Committees, chairing the latter since 1977.

Patrick J. Vallila

Patrick J. Vallila, chairperson of the New York Guild's Daily News Unit, is seeking an IEB seat for the first time.

A senior computer operator who has worked for the News 28 years, he has been a member of the local's representative assembly 20 years and its executive and finance committees three years as well of its automation, unit-clarification and the Times-News-Post contract co-ordinating committees.

Vallila, 45, also is a trustee for the Guild-News pension, welfare and scholarship funds and also has served his unit on its human rights, grievance, negotiating and strike co-ordinating committees, among others, chairing the last three.

He has been a delegate to four TNG conventions.

Votes that elected the election committee

LOCAL	STEINKE	McCARTHY	REDNER	ROTH	MLECZKO	SCUOTTO	KEEFE	STRANG	ESSLINGER	VON BERGEN	ZEOLI	WOLL
Akron	3.00	—	3.00	3.00	3.00	3.00	3.00	3.00	—	—	—	—
Albany	—	4.00	4.00	4.00	—	4.00	4.00	—	4.00	4.00	—	—
Bakersfield	3.00	3.00	3.00	3.00	3.00	3.00	—	—	—	—	—	3.00
Bay City	—	—	—	—	—	—	—	—	—	—	—	—
Boston	5.00	—	5.00	5.00	5.00	—	5.00	—	—	—	5.00	5.00
Brockton	3.00	—	3.00	3.00	3.00	—	3.00	—	—	—	3.00	3.00
Buffalo	8.00	—	8.00	8.00	8.00	8.00	8.00	—	—	—	8.00	8.00
Canadian Wire Service	8.00	—	8.00	8.00	8.00	—	8.00	—	—	—	8.00	8.00
Central California	—	—	—	—	—	—	—	—	—	—	—	—
Chattanooga	2.25	—	2.25	2.25	2.25	—	2.25	—	—	—	2.25	—
Chicago	2.25	—	2.25	2.25	2.25	—	2.25	—	—	—	2.25	2.25
Cincinnati	2.25	—	2.25	2.25	2.25	—	2.25	—	—	—	2.25	2.25
Cleveland	2.25	—	2.25	2.25	2.25	—	2.25	—	—	—	2.25	2.25
Columbus	—	2.00	—	—	2.00	—	—	2.00	2.00	2.00	—	—
Denver	7.00	7.00	—	—	—	—	7.00	7.00	7.00	7.00	—	5.00
Detroit	5.00	—	5.00	5.00	5.00	—	5.00	—	—	—	—	—
Erie	—	8.00	—	8.00	—	8.00	8.00	8.00	8.00	8.00	4.00	4.00
Great Falls	4.00	—	4.00	4.00	4.00	—	—	—	—	—	—	—
Hawaii	8.00	8.00	8.00	8.00	8.00	8.00	—	8.00	—	—	—	—
Hudson County	12.00	—	12.00	12.00	12.00	—	12.00	—	—	—	12.00	12.00
Los Angeles	4.00	—	4.00	4.00	4.00	—	—	—	—	—	—	—
Madison	8.00	—	8.00	8.00	8.00	—	—	—	—	—	—	—
Manchester	4.00	—	4.00	4.00	4.00	—	—	—	—	—	—	—
Memphis	2.00	—	2.00	2.00	2.00	—	2.00	—	—	—	—	—
Montreal	—	—	—	—	—	—	—	—	—	—	—	—
New York	6.00	—	6.00	6.00	6.00	6.00	6.00	—	—	—	6.00	6.00
Northern Ontario	2.00	2.00	—	—	2.00	2.00	2.00	2.00	—	2.00	—	—
Ottawa	6.00	—	6.00	6.00	6.00	—	—	—	—	—	6.00	6.00
Pacific Northwest	5.00	5.00	—	—	—	5.00	5.00	—	5.00	5.00	—	—
Pawtucket	—	—	—	—	—	—	—	—	—	—	—	—
Peoria	1.00	—	1.00	1.00	1.00	—	1.00	—	—	1.00	1.00	—
Philadelphia	1.00	1.00	—	—	—	—	—	—	—	—	—	—
Portland	1.00	—	1.00	1.00	1.00	—	—	—	1.00	1.00	1.00	—
Providence	—	—	—	—	—	—	—	1.00	1.00	1.00	1.00	1.00
Pueblo	1.00	—	1.00	1.00	1.00	—	—	—	—	—	—	—
Puerto Rico	1.00	—	1.00	1.00	1.00	—	—	—	—	—	—	—
Rockford	—	—	—	—	—	—	—	—	—	—	—	—
St. Louis	1.00	—	1.00	1.00	1.00	—	—	—	—	—	—	—
Salem	—	—	—	—	—	—	—	—	—	—	—	—
San Diego	—	—	—	—	—	—	—	—	—	—	—	—
San Francisco-Oakland	—	—	—	—	—	—	—	—	—	—	—	—
San Jose	—	—	—	—	—	—	—	—	—	—	—	—
Scranton	—	—	—	—	—	—	—	—	—	—	—	—
Sheboygan	—	—	—	—	—	—	—	—	—	—	—	—
Southern Ontario	—	—	—	—	—	—	—	—	—	—	—	—
Terre Haute	—	—	—	—	—	—	—	—	—	—	—	—
Toledo	—	—	—	—	—	—	—	—	—	—	—	—
Twin Cities	—	—	—	—	—	—	—	—	—	—	—	—
Vancouver-New Westminster	—	—	—	—	—	—	—	—	—	—	—	—
Victoria	—	—	—	—	—	—	—	—	—	—	—	—
Washington-Baltimore	—	—	—	—	—	—	—	—	—	—	—	—
Wilkes-Barre	—	—	—	—	—	—	—	—	—	—	—	—
Winnipeg	—	—	—	—	—	—	—	—	—	—	—	—
Wire Service	—	—	—	—	—	—	—	—	—	—	—	—
Woonsocket	—	—	—	—	—	—	—	—	—	—	—	—
Youngstown	—	—	—	—	—	—	—	—	—	—	—	—
TOTALS	359.8	98.8	327.7	300.1	289.0	178.8	275.4	88.7	151.0	124.1	210.1	160.55

New push set against handicaps bias

Boston—The Guild's policy of seeking contract bars to discrimination because of irrelevant handicaps has been made mandatory upon locals.

TNG's 1979 Convention here moved the prohibition from the permissive Convention Recommendations on Collective Bargaining to the mandatory Collective Bargaining Program.

In a related resolution, delegates attacked as an anachronism the lack of U.S. laws against private sector discrimination because of handicaps.

Full length protection for handicapped citizens is something whose time has come in the United States and Canada, the convention said.

A bill pending in the U.S. Senate (S. 446) would "go a long way" toward meeting the problem, delegates said.

In its Human Rights Committee report, the convention also

pointed out that much is yet to be done to meet TNG goals.

Putting language into contracts is a beginning—to finish the job, it must be translated into jobs and equal pay for work of equal value, the convention declared.

It urged TNG and locals "to get their respective houses in order."

"Human rights stands out as most important to the future progress of our Guild," the convention said.

"If labor's growth is stunted, it will be because unions fail to set meaningful and substantial priorities."

The convention adopted nine recommendations from the Human Rights Committee, which was chaired by Joyce Walker-Tyson of Detroit:

✓ That locals try harder to achieve and enforce contractual fair employment practices clauses.

✓ That locals try harder to

establish wage parity for employees in key classifications in inside and outside advertising, business, data processing, electronic maintenance, circulation and editorial, and try harder to get better wages for those in clerical, business, maintenance, mechanical and delivery departments, eliminating any wage disparities suffered by women and minorities.

✓ That locals try to eliminate disparities in pension benefits between men and women.

✓ That locals forward to TNG annually, if possible, full and accurate payroll information by age, race, sex and date of hire so patterns of discrimination can be charted.

✓ That TNG and locals supply the convention annually with full payroll information by age, race, sex, classification and date of hire for their own staffs.

Locals and district councils

also were directed to forward data on female and minority representation among their officers and governing bodies. The convention requested that the Guild Reporter and the annual Officers' Report carry the information.

✓ That TNG and U.S. locals continue to use the Journalism Council's Job-Scholarship Referral Service as a clearinghouse for minority persons seeking jobs.

✓ That TNG continue to give locals data from all sources on minority persons who are looking for work, and that locals give the information to employers and follow up on management response.

✓ That locals and members seek chances to associate with other organizations that share TNG's human rights objectives—for example, the Coalition of Black Trade Unionists and the Coalition of Labor Union Women.

✓ That U.S. locals and members continue to work for ratification of the Equal Rights Amendment.

In another action, the convention urged the U.S. Senate to ratify the International Human Rights Covenants. These were adopted by the United Nations in 1966 and 60 nations, including Canada, have ratified them—but the United States still hasn't.



Serviceman

Eugene L. Meyer of Washington - Baltimore Guild speaks to the convention after receiving citation for 1979 Guild Service Award for work in rebuilding Washington Post Unit. Award—up to \$1,500 for labor studies—was made in January.

Also, the convention urged locals to work for ratification of the constitutional amendment that would give the District of Columbia voting representation in Congress.

Anti-bias laws' policing centralized

Washington — U.S. Guild locals have been reminded that effective July 1 administration of the federal equal-pay and age-discrimination acts transferred to the Equal Employment Opportunity Commission from the Wage and Hour Division.

At the same time, enforcement of fair-employment regulations for government contractors is centralized in the Labor Dept.'s Office of Federal Contract Compliance, TNG Human Rights Coordinator Hannah Jo Rayl wrote U.S. locals.



TELLERS SWEAT THROUGH THREE ROLL CALLS AND AN ELECTION

From left: International Chairperson Harry Culver and tabulators Margaret Boyd of Memphis, Charles S. Montague of Akron and John C. Edgington of San Diego

How locals voted on three roll calls

Below are the official tabulations of the three roll call votes of the 1979 Convention on policy and procedural questions.

The first was on a proposed amendment to a substitute for the Third Report of the Credentials Committee. The substitute, subsequently adopted, seated the delegates from the Puerto Rico Guild with the right to speak and vote on any matter not involving dues, initiation fees, assessments and election of international officers. The amendment would have permitted their seating only as observers with no voting rights. (Story, Page 15.)

The second was on a minority report from the Finance Committee that reversed a recommendation by the committee's majority that would have reapportioned the \$1 dues increase voted by the 1978 Convention so that 50 cents would go to TNG and 50 cents to locals, rather than 75 cents to TNG and 25 to locals. (Story, Page 6.)

The third was on a motion that sought to amend the Collective Bargaining Committee report to retain in TNG's policy on strike papers a proviso that any strike-paper assets accruing to the Guild at the conclusion of a strike be prorated between TNG and the

local according to the total amounts of benefits paid by each. (Story, Page 1.)

Some of the votes are decimalized. This occurs when a local sends fewer delegates that it has convention votes and its delegates disagree on an issue. For example: A local has five votes and sends three delegates. Each is entitled to cast 1.67 of the local's votes. If two are for and one against a question, the local's vote in a roll call would be 3.33 to 1.67.

Convention rules mandate a roll call upon motion of not fewer than 12 delegates representing not fewer than five locals.

Local	Credentials		Finance		Bargaining		Local	Credentials		Finance		Bargaining	
	Yes	No	Yes	No	Yes	No		Yes	No	Yes	No	Yes	No
Akron	3	0	3	0	3	0	Pawtucket	2	0	2	0	0	2
Albany	2	2	0	4	4	0	Peoria	0	3	0	3	0	3
Bakersfield	0	3	0	3	0	3	Philadelphia	0	12	12	0	12	0
Bay City	0	2	2	0	2	0	Portland	0	4	4	0	4	0
Boston	0	5	5	0	5	0	Providence	6	0	0	6	0	6
Brockton	0	3	3	0	3	0	Pueblo	0	3	3	0	0	3
Buffalo	0	8	6.86	1.14	8	0	Puerto Rico	(Abstain)	(Ineligible)	(Ineligible)	12	0	0
Canadian Wire Service	8	0	8	0	8	0	Rockford	2	0	2	0	2	0
Central California	0	9	9	0	9	0	St. Louis	0	13	13	0	13	0
Chattanooga	0	2	0	2	0	2	Salem	0	2	2	0	2	0
Chicago	7	0	0	7	0	7	San Diego	0	10	10	0	5	5
Cincinnati	0	5	5	0	5	0	San Francisco-Oakland	14	2	16	0	16	0
Cleveland	3	5	1	7	4	4	San Jose	0	9	9	0	9	0
Columbus	0	4	4	0	2	2	Scranton	0	3	3	0	3	0
Denver	8	0	8	0	0	8	Sheboygan	0	2	2	0	2	0
Detroit	0	12	12	0	12	0	Southern Ontario	19	0	0	19	0	19
Erie	0	4	4	0	0	4	Terre Haute	0	3	3	0	0	3
Gary	1	1	2	0	0	2	Toledo	0	6	4.8	1.2	0	6
Great Falls	0	1	1	0	1	0	Twin Cities	0	2	8	2	0	10
Hawaii	0	6	6	0	0	6	Vancouver-New Westminster	12	0	12	0	0	12
Hudson County	1	1	2	0	2	0	Victoria	4	0	3	1	0	4
Los Angeles	0	6	6	0	6	0	Washington-Baltimore	21	0	0	19.9	0	21
Madison	0	2	2	0	2	0	Wilkes-Barre	0	3	3	0	3	0
Manchester	0	3	3	0	3	0	Winnipeg	3	0	1.5	1.5	0	3
Memphis	0	6	6	0	6	0	Wire Service	8	8	16	0	16	0
Montreal	5.25	0	7	0	7	0	Woonsocket	0	3	3	0	0	2
New York	0	60	0	60	0	60	Youngstown	0	3	3	0	0	3
Northern Ontario	1	0	1	0	0	1							
Ottawa	5	0	0	5	0	5							
Pacific Northwest	5	7	12	0	6	6							
TOTALS	140.25	245.0	251.16	142.74	197	209							

*1.75 abstain. *8 abstain. *Absent from floor. *1.1 abstain.

Guild reverses policy on federal payments

(Continued from Page 1)
CIO's American Institute for Free Labor Development. The program was authorized, at Perlik's recommendation, by a divided International Executive Board last fall.

Before the issue was resolved early in the morning of the convention's last day, the question of Guild use of such funds had been argued extensively, often bitterly, in hotel corridors and the convention's Resolutions Committee.

The new policy was enacted after the convention had recessed for 1 1/2 hours beginning at 11:35 p.m. July 5 for a special meeting of the IEB on the matter, called at Perlik's request.

The action came on the convention's subsequent adoption of a two-sentence substitute for a report by the Resolutions Committee that it had rejected a res-

olution to reverse the policy on open government funds for international affairs adopted by the 1967 Convention.

The resolution, by the six members of the IEB who had opposed TNG's accepting the grant for the new Latin American program, had lost on a tie vote in the 50-member committee, chaired by Eugene Bryant of San Jose.

Shortly after the convention reconvened at 1:20 a.m., Larry D. Hatfield of San Francisco-Oakland moved the substitute for the committee minority and yielded the floor to Perlik.

Perlik told the convention that he believed the new policy statement reflected a decision that had been reached by a majority of convention delegates, notwithstanding the failure of the resolution in the convention committee.

He reported that, as he had told the IEB in its special session, "it was quite clear, in the process of reaching that decision, deep and difficult divisions" had occurred among the delegates that "boded ill" for the Guild if the different positions were to be debated on the convention floor.

The committee minority had prepared a longer minority report for introduction and debate on the floor.

Perlik said he sought a way to avoid the divisions that would result from public debate so that the Guild and "people who didn't deserve . . . to be hurt or people whose motives needn't be impugned would not unnecessarily run that experience."

Perlik said the new, two-sentence policy statement was the product of his discussion with the IEB and that he believed it

"reflects the decision of this union" as reflected by a "substantial majority" of the convention's delegates.

"I think there are people out there in this world who need our help. It is obvious there is a will and a desire by this union to provide it. It is incumbent upon us now to find the kind of financing and resources that are acceptable to everyone" to do so, he said in urging all the delegates to unite behind the motion by Hatfield. The delegates gave him two standing ovations and passed the new policy without discussion.

Immediately thereafter, Vice President Betsy Wade of New York, one of the opponents of the Latin American program on the IEB, read into the record a statement saying that TNG is "currently involved in seminars of the African-American Labor Center, as well as with projects of the International Federation of Journalists, using government and corporate money."

"It is understood that projects like these involving direct or indirect acceptance or use by the Guild of government or corporate grants will be terminated," she said.

Hatfield then, to delegates' applause, thanked Perlik and all members of the IEB for "settling an issue that had the potential for seriously dividing the Guild, both here tonight and in all of our locals."

Perlik had told the IEB during its special session that if the convention adopted the new international affairs funding policy Alberto Schirbu, who had been hired as the Latin American project's director, would be given a termination notice the week after the convention and the funds remaining from the

grant—estimated at \$75,000—would be returned to the AID through the AIFLD.

The resolution by the IEB members that was to have come to the floor as a minority report said that since the U.S. government had "permitted massive assaults against the labor movement in the United States to go unchecked" there was "grave doubt" about its "intent" toward labor "here and in other countries."

The 1967 convention, in the wake of allegations that foundations that had been financing a Guild international affairs program had done so with funds from the Central Intelligence Agency, had adopted a policy calling for "completely open" financing of any Guild international affairs efforts.

Rejecting a proposal to ban all government funds, that convention also endorsed "efforts to obtain a contractual relationship whereby government funds would be available" and said the "preferred relationship would be for a contract with the AID."

TNG severed all relations with the foundations, early in 1967 when they did not respond to inquiries about the funds' source.

TNG Vice Presidents who led the effort to reverse that policy, in addition to Wade, were: Louis M. Calvert of San Jose, Carla W. Beck of Great Falls, Roger L. Stonebanks of Victoria, Floyd Tucker of San Francisco-Oakland and Diane M. Woodstock of Madison.

Education programs are urged

Boston — Locals should consider developing educational programs to activate members and encourage leadership, the Guild's 46th Convention recommended.

The program should be in cooperation with university labor studies departments, local labor federations and TNG, the convention said in adopting the Research & Information report of its Research & Information-Political Action-Guild Reporter Committee.

The committee was chaired by William R. Lee of Toledo.

Some of five TNG weekend institutes last year dealt with leadership, the convention noted. Institutes were held for the Middle-Atlantic, Midwest, Great Lakes, Southern and Western district councils.

Other convention recommendations:

✓ All locals seek to make nominations for TNG's annual Guild Service Award. This year, 10 members of six locals were nominated, down from 19 nominees in 1978.

✓ Locals enter their publications in TNG's annual David S. Schick Memorial Awards competitions. Locals without publications should establish them. A record 14 entries were made this year, but more than four-fifths of locals either didn't enter their papers or don't publish them, the convention noted.

✓ Locals contribute to the Irving Leichter Memorial Scholarship Fund to the Harvard Trade Union Program or increase present contributions.

IT SEEMS TO US

Leaders of Post Unit say thanks for bargaining help
WASHINGTON, D.C.

Editor:

A successor contract after 39 months at the Washington Post would not have been possible without the strong support of Newspaper Guild President Charles A. Perlik, Jr. That support was unflinching and helped to sustain us during the darkest days.

Our deepest appreciation goes also to Bill Blatz and Chuck Dale for their tenacity and persistence as our chief negotiators.

TNG, we thank you.

**CHUCK BABCOCK
KARLYN BARKER
JANE HUFFMAN
MARTHA HAMILTON
CEANE MARKS
GENE MEYER
PAT SHERWOOD
KAREN WOLL**
Post Unit
Washington-Baltimore Guild

Elizabeth strike called bar to Guild and ITU uniting
NEWARK, N.J.

Editor:

The strike by the Guild unit at the Daily Journal in Elizabeth is just one more reason why the Guild and the ITU cannot unite.

All their representative could say on the first day of the strike was, "I don't have jobs for them!"

They stayed out from April 14 to April 23, and since that time they enter the lot each day in a van with a helmeted guard and leave each night in the same manner.

The employment of strike-breakers and the search for replacements for all of us makes the future look very dim indeed.

I celebrated my 34th anniversary at the Journal on its picket line.

JEAN-RAE TURNER
Elizabeth Unit
New York Guild

Latin 'adventure' coverage by GR is called 'lacking'
LORAIN, OHIO

Editor:

The Guild Reporter exists to inform The Newspaper Guild's membership of all areas of our union's activities. In Cleveland, we have found it lacking in its coverage of the Latin American adventure.

As it appears today, this adventure smells of more outside interference in our union.

We don't need to be used.

What is needed here is an in-depth analysis by the Guild Reporter of this program—telling

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.

Letters relating to elections or referendum to appear in the issue immediately preceding distribution of ballots and subsequent issues preceding the voting shall contain no new charges.

VIRGINIA O'SHEA ASHBOLT
Treasurer
Cleveland Guild

Editor's note: See Page 1, this paper. Also see stories in Guild Reporters of Oct. 27 and Nov. 10, 1978, Jan. 12 and May 25, 1979.

Arbitration story draws comments from grievant
LEONIA, N.J.

Editor:

In response to your article on "Arbitration: rehired typist ill 17 years" [Guild Reporter, April 27], I wish to make a few corrections. When injury occurred, I was not a typist. I had been operating a Moon Hopkins Billing Machine, Group 4, for 7 1/2 years.

In 1960 the Times sent me to a doctor and the Times told me I could not use any machines for

one year. In 1962 I was given typing and was told that when they put me on typing in 1962 that their doctor said I was only to do brief and intermittent typing and that I was to be sent back to him for tests, as they were experimenting with people from General Electric in Syracuse who had this problem. They used me for this experiment without my knowledge or consent. This all came out during the arbitration.

I was never told I had a problem. I was not told when they put me on typing in 1962 that their doctor said I was only to do brief and intermittent typing and that I was to be sent back to him for tests, as they were experimenting with people from General Electric in Syracuse who had this problem. They used me for this experiment without my knowledge or consent. This all came out during the arbitration.

A. SAMPERI
Times Unit
New York Guild

Editor's note: The arbiter ordered the Times to rehire Samperi.

CREDENTIALS EASY DUTY?

Puerto Rico delegates seated with rights limited

Boston—Service on a Guild convention's Credentials Committee is considered relatively routine and duties quickly discharged. So much so that the committee is one of only three from which members are allowed also to serve on another.

Consider:

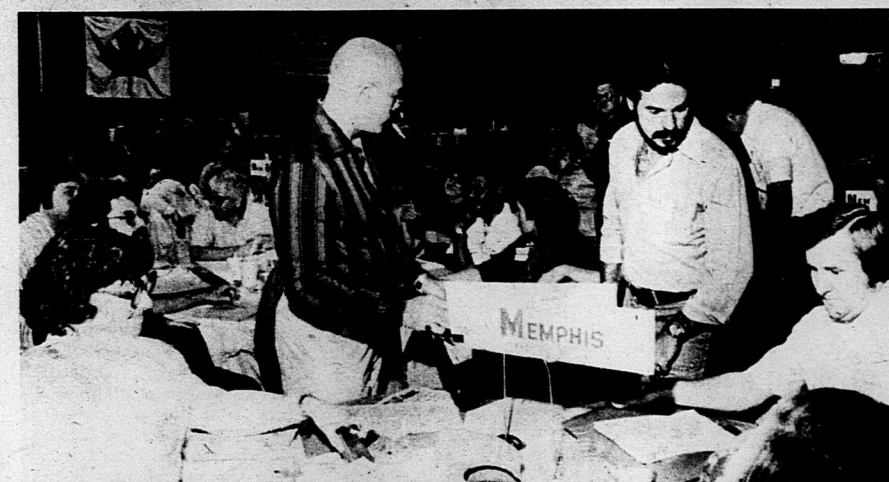
✓ A telegram challenging the right of the two representatives of the Puerto Rico Guild to be seated as delegates.

A withdrawal of the credentials of Angel Baez and Juan Colon by the convention upon recommendation of the Credentials Committee after they admit in a committee hearing that they were elected by a local executive committee rather than at a membership meeting, as provided by TNG's Constitution, when there was no membership quorum.

Reconsideration of the credentials' withdrawal by the convention, which then interpreted TNG's Constitution to reseat them, but with their rights to vote and speak restricted to matters not involving membership dues and fees or nomination and election of officers—but not before a lengthy debate and one of the convention's three roll calls on policy questions.

✓ A challenge to the good standing—and thus to the right to be seated as a delegate—of Gerald J. Minkinen, the Chicago Guild's executive director, on grounds he had been paying lower dues than required by TNG's Constitution during a period of extra dues for the Defense Fund.

The committee hears Minkinen's protest of the challenge, decides, since he had paid the dues under protest and been seated, that under TNG's Constitution the matter is properly



PUERTO RICO DELEGATION RESUMES FLOOR AFTER CREDENTIALS VOTE
Angel Baez and Juan Colon are seated as delegates with limited votes.

referred to the International Executive Board for interpretation. The convention agrees.

✓ A fourth report by the committee to the convention becomes necessary when Katie FitzRandolph of Ottawa requests for personal reasons to resign as a delegate on the convention's fourth day. Bryon Eastwood is elevated from alternate to delegate and the delegation asks alternate status for FitzRandolph.

✓ Finally, from the committee, chaired by John B. Mitchell of Gary, a fifth and last report: Richard H. L. Kopper of Chattanooga has arrived and needs to be officially seated.

In the interpretation of TNG's Constitution adopted by the convention in its reconsideration of the withdrawal of Baez's and Colon's credentials, the convention noted that "good faith ef-

forts had been made to nominate and elect by membership action."

It also said that its action in seating them, with their voting and speaking rights restricted, was not a precedent.

Before approving the interpretation, the convention on a roll call rejected a motion by Linda Torney of Southern Ontario (Toronto) that would have seated Baez and Colon "as observers with full rights to speak but not to vote" on any matter properly brought before the convention.

Torney and supporters of her

motion said they had grave doubts about the constitutionality of seating the pair with any sort of voting rights.

TNG Counsel David S. Barr said the convention could interpret the constitution as it ultimately did. It was precluded by law, however, from allowing delegates not elected by secret ballot by their local's membership to participate in nominations and elections of officers and from allowing them to participate in decisions on dues, initiation fees and assessments.

It's about time the United States quit being the "only major industrial nation . . . without a system of national health insurance," the 1979 TNG Convention declared.

The convention also urged Canada's Parliament and provinces to end the erosion of that nation's medical care system. A measure by Sen. Edward M.

Kennedy (D-Mass.) and Rep. Henry A. Waxman (D-Calif.) "would help to end" the "scandal" in which 24 million U.S. citizens have no health coverage, and 60 million have poor coverage, the convention said.

The Kennedy-Waxman plan would provide comprehensive coverage, cost and quality controls and would increase patient

Ex-VPs Lane, Wical retire, delegates wish them well

Boston—The retirements from newspapering of former TNG Vice Presidents Richard P. Lane of Memphis and Noel Wical of Cleveland were marked by TNG's 1979 convention with special resolutions thanking them for decades of Guild service.

Lane, a vice president from

1956 to 1967, retired as wire editor of the Memphis Commercial Appeal in June.

Wical, a vice president from 1963 to 1967, retired as a copy editor on the Cleveland Press during the convention.

Lane was a Guild member for 43 years and Wical for 37 years. Both served in numerous local offices for many years.

The convention thanked them for their dedication and contributions to both their locals and the international.

Canadian body seeks seminars

Boston—The Guild's Canadian Policy Conference favors "voluntary" seminars on topics of major importance to Canadian locals, the conference decided at its annual pre-convention meeting.

The conference, which met July 1, elected George Light of Montreal as chairperson, John Hutchinson of Victoria as vice chairperson and James B. McCarthy of Ottawa as secretary.

It said the seminars should be funded by the Canadian locals and developed in co-operation with TNG's Canadian office.

The conference also asked that TNG's two vice presidents from Canada take to the IEB a review of TNG's Canadian Model Contract by Canadian counsel for any necessary changes.



TNG's 'professor' framed

Ellis T. Baker, TNG's administrative operations director, is framed in front of ornately draped window as he speaks to the annual meeting of the Conference of [District] Councils the day before TNG's 1979 Convention. At left foreground is Frank Prosnitz of Providence re-elected conference president. William Buchanan of Erie was elected secretary, replacing Louis M. Calvert of San Jose, next to Prosnitz.

Providence hotel union says thanks

Boston—TNG's Convention—which was supposed to have been at the Biltmore Plaza Hotel in Providence—was thanked for not having been there.

John Wilhelm, secretary-treasurer of the Rhode Island local of the Hotel and Restaurant Employees and Bartenders International Union, delivered the thanks on behalf of General President Edward T. Hanley.

TNG and the host Providence Guild moved the convention to the Boston Park Plaza Hotel after the Providence hotel reneged on promises it wouldn't oppose organizational efforts by the hotel union and the Service Employees International Union.

The hotel union is "not only grateful to you because of the clear stand that you took . . . but we want you to know that the move you made has been of very great assistance to us. . . ." Wilhelm said.

"I am very pleased to be able to report to you that last Friday afternoon we filed with the Boston office of the National Labor Relations Board a petition supported by 80 percent of the workers at that hotel," he said to applause.

"What happened was in the best tradition of the labor movement," Wilhelm said.

Health measures are endorsed

freedom of choice, the convention said.

By contrast, it added, President Carter's "timid" plan and Sen. Russell Long's catastrophic illness coverage are unacceptable.

Congressional committees were urged to give high priority to the Kennedy-Waxman bill and get it to the floor quickly.

The convention said Parliament should take measures "to ensure the provinces return to the high level of health care established by the original medicare legislation."

Provinces have been weakening these standards and the federal government has been abandoning its formal control over federal funds, the convention said.

The convention said provinces should drop deterrent fees, encourage doctors to accept provincial fee schedules, increase spending so doctors, hospitals and hospital employees aren't made scapegoats for stingy provincial governments and make special provisions to provide adequate care for all.



TNG Special Merger Committee and ITU Merger Negotiating Committee, 10th joint meeting, July 23, Washington, Oct. 27-28, Honolulu.

International Election & Referendum Committee, tabulation and certification of results, Oct. 10, TNG headquarters, Washington.

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

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

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

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

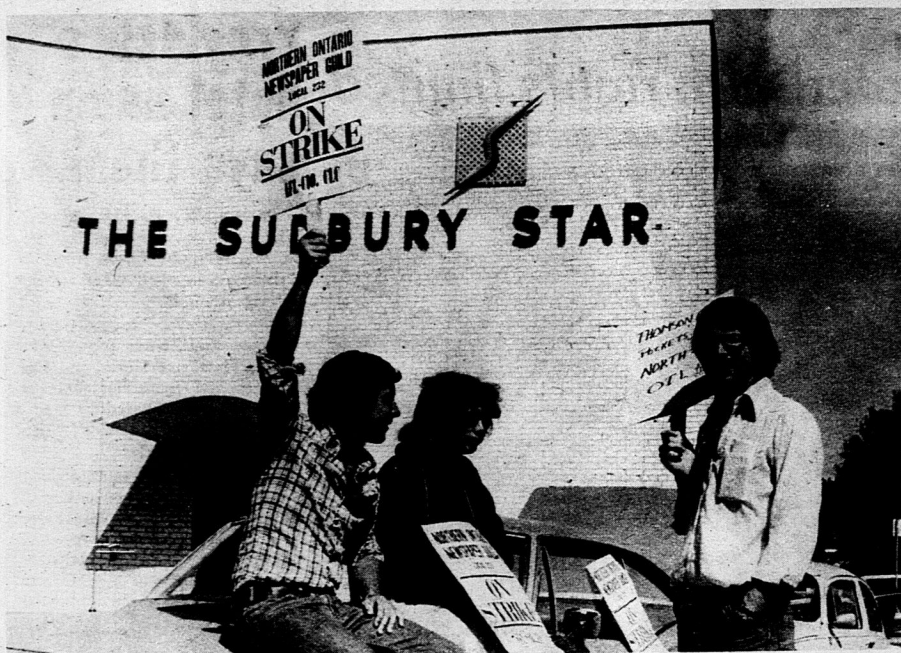
Great Lakes District Council, fall meeting, Nov. 3-4, Detroit.

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 TNG Convention, July 7-11, 1980, Montreal.



Jim Duncan, Northern Ontario Guild

PICKETS SALUTE MOTORISTS HONKING SUPPORT FOR SUDBURY STRIKE
 Guild strikers, from left: Paul Derro, John Lightfoot and Dave Copeland

Sudbury unions close Thomson

Sudbury, Ont. — This city's three newspaper unions continued their strike into a fourth week at the Thomson-owned Star after working more than a year without contracts and exhausting all other avenues for new agreements.

A joint council of the unions—the Northern Ontario Guild, the Sudbury Typographical and Pressmen's unions—finally called their members on strike June 27 when key proposals for wage increases and a health and dental plan received no response from Thomson negotiators during 11th-hour talks.

Ontario government mediator John Dempster had called the parties back to the bargaining table June 26 but, despite the unions' council setting aside 15 outstanding items including a crucial cost of living allowance proposal, talks reached an impasse.

The strike shut down the Star, at 31,000 circulation Northern Ontario's largest newspaper and the city's only daily. It affects about 55 workers in the three unions, including 29 in the Guild.

In joint bargaining on monetary items, the unions sought weekly increases of \$25.72 in the first year and \$27.77 in the second for all members.

Thomson officials called the unions' proposals "exorbitant" and offered seven percent increases annually, scaled down for lower-paid employees. That would mean a clerical worker with earnings at the base rate of \$136.09 would receive weekly hikes of \$10.14, or about 27 cents an hour.

As meetings dragged on over months, Thomson dismissed one Guild member for economy and threatened more for the same reason.

"It seemed hypocritical because five days before that member was laid off, Thomson bought another newspaper in California and contemplated a bid of \$644 million for purchase of the Hudson's Bay Co.," said Peter Desilets, Sudbury Guild president and council spokesman.

Desilets also noted that Thomson and local management had

been slow in responding to workers' needs while company profits soared.

Star publisher John Friesen said Thomson would not attempt to publish a paper during the strike. Friesen and other management officials at the Star would not comment on other issues in negotiations or the strike to reporters.

Reporter says 'no' to desk—board overturns discipline

Ottawa—An arbitration board has overturned a three-day suspension handed a former Ottawa Guild president for refusing to interview fraud defendants.

Citing Canadian, English, Scottish and Northern Irish law, the board said the reporter had good reason to think she might be found in contempt of court if the interviews were published.

The reporter was Katie FitzRandolph, who since has resigned from the Ottawa Citizen and taken a position with a public employee union in Toronto.

She had been asked to flesh out a Canadian Press story about three doctors accused of defrauding the Ontario Health Insurance Plan.

FitzRandolph got as much information as she could, but the city editor wanted more and asked her to interview the doctors.

She refused, saying that since a presiding judge had imposed a publication ban in one of the cases, she would be courting a contempt citation.

FitzRandolph also expressed the fear that the doctors might say something that would be used

against them and that their right to fair trials would be prejudiced.

The Citizen's editor, managing editor and city editor agreed that FitzRandolph should be suspended for insubordination.

They contended that there is a distinction between gathering news and publishing it.

The reporter does the first and management does the second, Citizen management argued.

The Ottawa Guild said, however, that there is no distinction because the processes can't be separated.

FitzRandolph testified that she believed the city editor wanted the substance of the charges since her legwork and the original wire story had everything else.

This could have resulted in a contempt citation—in which a reporter has the same liability as the paper—the union said.

A majority of the arbitration board agreed and said that an employee should not be put in a position where she cannot control whether she will be in contempt.

The majority opinion was signed by board chairman Ross L. Kennedy and union nominee Robert J. Rupert, a former TNG Canadian director.

Company claims die in Cap Cities strike

Wilkes-Barre, Pa.—Several allegations of unfair labor practices brought by the Times Leader against four striking unions either have been withdrawn or dismissed by the labor board's regional director in Philadelphia.

The actions leave pending other charges against the Wilkes-Barre Guild and the Pressmen, Stereotypers and Typographical unions. The labor board has issued no complaints on these charges brought by the struck paper.

A strike against the Times Leader, part of the Capital Cities chain, is nearing its 10th month.

Peter W. Hirsch, regional director of the National Labor Relations Board, said June 28 that:

✓ There was no merit to the company allegation that the unions violated the labor relations act by insisting to impasse that all wage and benefit increases be retroactive.

That's a mandatory bargaining subject which the unions lawfully may insist upon, Hirsch ruled.

✓ There was no merit to allegations the Pressmen and Stereotypers unlawfully insisted to impasse on manning provisions. Those also are mandatory bargaining subjects.

✓ A charge that the Guild went to impasse on a promotion and transfer clause has been withdrawn.

✓ The Guild was entitled to bargain on its proposal that the company continue to publish morning and evening editions.

Hirsch said a reduction in editions would mean a reduction in jobs—analogue to the partial closing of a business.

"It is well settled that an employer who partially terminates its operations, even for economic reasons, must bargain about the underlying decision to close" unless the closing would take the employer completely out of a line of business, Hirsch said.

✓ An allegation that the un-

ions engaged in unlawful coordinated bargaining was withdrawn.

✓ A charge that the Typographical Union engaged in surface bargaining — negotiating without meaning to settle—was withdrawn.

Still pending against the unions are company charges that they refused to bargain and refused to bargain in good faith, and that they cannot represent their members in good-faith bargaining because their interim strike daily, the Citizens' Voice, is a Times Leader competitor and, therefore, the unions have conflicting interests.

Another company charge pending against the Guild is that the strike paper is a violation of the contract's outside activities clause. This is going to arbitration and the board is holding up on the charge.

Settlement efforts are under way on many of the charges. Earlier charges concerning action against pickets have been settled, although final papers haven't been signed [Guild Reporter, June 22].

Meanwhile, the Citizens' Voice reported that Capital Cities has made purchase offers to the Wilkes-Barre Sunday Independent and the nearby Hazleton Standard-Speaker.

There was no indication of any response to the offers.

The Citizens' Voice also said that the family-owned Scranton Times was considered for purchase by Cap Cities but isn't for sale.

The Wyoming Valley Observer, a small Sunday paper, was bought by a shopping center operator who announced plans to go daily in September.

The Citizens' Voice said its own paid circulation was 48,000—to 13,000 for the Times Leader, of which 9,000 were paid evening subscriptions and most of the rest samples.

The Guild Reporter

CALM
ACPS

JAMES M. CESNIK
Editor

LABOR PRESS
AFR. CIO. CIO.

ROBERT DUDNICK, Associate Editor

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