

IEB candidates' campaign forum . . . 4-5

Toledo 2-year packages average \$70

Toledo, Ohio—Joint bargaining by the Toledo Guild and the other six unions at the Toledo Blade has produced wage and fringe-benefit increases that average \$35 per employee per week in each of the first two years of new three-year contracts.

There is a reopener for wages, pensions and health and welfare for the contracts' third year.

Minimums in the Guild's contract are raised a total of 15.7 percent over the two years, with

over-minimum differentials maintained for those making less than \$556.86 a week.

The minimum for head librarian is raised by 29.3 percent to parity with district managers, outside salespersons, photographers and reporters.

Top minimum for the latter is raised by \$62.24, \$32.86 retroactive to March 22 and \$29.38 next March 22, to \$457.91 a week. Starting minimum is raised by \$38.21, to \$281.12.

The head librarian's flat minimum is increased a total of \$103.72 a week, with \$74.34 retroactive and \$29.38 next year, to the key top minimum.

Among other classifications, increases and resulting top minimums include:

Classified inside salespersons—Up \$41.66 (\$22 plus \$19.66), to \$306.51 a week.

Stenographers and secretaries—Up \$39.94 (\$21.09 plus \$18.85), to \$293.85.

Programmers—Up \$58.21 (\$30.74 plus \$27.47), to \$428.26.

Copy messengers—Up \$29.75 (\$15.71 plus \$14.04), to \$218.91.

Flat minimum for **sports and women's page editors, columnists and head photographer** is raised by a total of \$67.17, to \$494.18.

Top minimum for **copy readers** is raised by \$65.17, to \$479.48. Their starting minimum is raised by \$47.53, to \$349.70.

Top minimum for **classified clerks** is raised by \$38.41, to

\$282.58, while that for **key-punch clerks** goes up by \$39.63, \$291.56, and that for **bookkeepers** goes up by \$48.20, to \$354.59 a week.

The \$35 total first-year money package is broken down to \$27.97 for wages, \$4.53 for health and welfare and \$2.50 for pensions.

The \$27.97, applied to the average Guild salary, produces an increase of 8.306 percent. (Continued on Page 6)

Unity talks recess; no accord still

Washington—There will be no proposal for merger of TNG and the International Typographical Union before the ITU's 1979 Convention, nor will there be a special TNG convention later this year to take up the matter.

TNG and ITU merger discussions were recessed July 27 until after the ITU convention. (TNG President Charles A. Perlik, Jr., will address the convention and several members of TNG's merger committee will attend.)

The unions' presidents said a definite date for resumption of the talks will be set as soon after the ITU convention as possible.

Perlik and ITU President Joe Bingel said, however, that while the latest merger meeting ended without overall agreement, there was "additional progress toward an acceptable merger plan."

They listed remaining "major unresolved areas" as the "leadership structure of a new union, its government and policy governing strikes and strike sanction."

The July 23-27 meeting here was the eleventh between the unions' merger committees.

TNG's 1979 Convention in Boston in July had expressed a "fervent hope" for completion of a merger agreement in time for action by the ITU's 1979 Convention Aug. 18-24, in St. Paul. [Guild Reporter, July 20.]

If that happened, TNG would have called a special convention on merger before the year's end.

TNG's convention also called for TNG's merger committee to "continue persistently to pursue acceptable merger terms" if there turned out to be no proposed merger agreement in time for action by the ITU convention.

The GUILD REPORTER

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Elizabeth strike paper adds composing room

The Community Paper, interim strike daily in Elizabeth, N.J., has its own photo composition equipment—\$30,000 worth of Compugraphic gear purchased by the New York Guild. Strikers Mary Carrea, left background, and Eileen Bruder, right, operate equipment along with Barbara Wicklund. Wicklund, a former

leader of the old New Jersey Guild, now an at-large member of the New York Guild, comes in to help evenings. The Guild has been on strike against Hagadone's Elizabeth Daily Journal since April 15 in an attempt to gain an acceptable new contract. Strikers' news and composing rooms are now in same location.

BY-LINE STRIKE IMPERILING KNIGHT?

Lexington aims to catch up to 1969

Lexington, Ky.—Is a 25-year-old sportswriter who covers school-girl basketball players and who drives to work in a tiny convertible while armed with a four-cup coffee thermos a threat to a multi-million dollar newspaper?

Apparently so—judging from the actions of the Knight-Ridder subsidiary that publishes the morning Herald and afternoon Leader here.

Five months ago, the sportswriter joined about 30 other staffers at the papers in a by-line strike to protest the company's lack of movement toward a contract with the Lexington Guild.

The immediate result: her column was removed from the paper; any commentary she wrote was stricken from her copy, and another

sportswriter was told to disdain the by-line strike or he, too, would lose his column.

The sportswriter is being penalized for union activity, argues the Lexington Guild in unfair practices charges filed with the National Labor Relations Board.

She joined the by-line strike in March, when bargaining was five months old. It is now heading into its 11th month.

Long, arduous bargaining is nothing new at the Herald-Leader company. One Guild contract took two years to reach settlement. Printers went three years without a contract.

Some staffers see conditions at the papers, which improved dramatically upon sale to (Continued on Page 2)

V.I.P. gets its own press

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Pittsburgh top to hit \$475

Page 3

Newsweek editors: \$641

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Striker bonuses ordered

Page 8

Lexington aims for buying power of 1969

(Continued from Page 1)

Knight-Ridder five years ago, slipping back toward those that gave birth ten years ago to the Lexington Guild, the only local in Kentucky.

Just before the local was formed starting reporters earned the same as stock clerks—the federal minimum wage. Newsroom staffers with 40 years' experience were earning \$3.25 an hour.

The patriarch of that system was a bald, thin, angular man named Fred Wachs. Wachs rarely let the newspapers impinge on his other financial interests, tobacco and livestock. He used a bowling bag for a briefcase and indulged in other, less benign, eccentricities: during the Watts riots, he decreed that the Lexington papers would carry no word of them, lest local blacks be stirred to riot.

Near the end of his career, noting that Lexington was the center of the race horse industry, Wachs ordered that the first sports page be given over to horse news—nothing but—every day. After a few months, one desk person placed the summer Olympics on the same page with the horse puffery. He was fired.

The desk man was reinstated

2 candidates for IEB form a mini-slate

Frank Mazza of New York and Frank Prosnitz of Providence have combined their campaigns for at-large TNG vice presidencies under the banner of a Committee for an Open Choice.

The other six candidates for the six at-large seats in TNG's Sept. 20-25 elections have joined to run as a Unity Committee slate [Guild Reporter, July 20]. They are: Elwood B. Bigelow of Portland; William T. Davis of San Jose; Robert C. Holt, Jr., of St. Louis; David M. Mulcahy of New York; Floyd Tucker of San Francisco, and Joyce Walker-Tyson of Detroit.

Co-ordinator for the Committee for an Open Choice is Diane M. Woodstock of Madison. Treasurer is Alan Rosenberg of Providence. Meanwhile, the executive committees of two locals reported that they have voted endorsements in the vice presidential races.

The St. Louis Guild's committee endorsed both the Unity Committee slate and John B. Mitchell of Gary, who is seeking the vice presidency elected from the Midwest, Region 3.

The Providence Guild's committee endorsed the candidacies of Prosnitz and Mazza.

In addition, the Guild Unit Council at the New York Daily News has endorsed Patrick J. Vallila for the vice presidency from Region 5 and Mulcahy for an at-large seat.

Vallila, chairperson of the Daily News Unit, is challenging incumbent Betsy Wade of the New York Times Unit in the regional race. Mulcahy, of the local's Standard & Poor's Unit, is an incumbent. Mazza is a member of the News Unit.

Earlier, the New York Guild's delegation to TNG's 1979 Convention, by a 9-to-1 vote, with 5 abstentions, endorsed the Unity Committee slate.

only under pressure from the Guild. "You're firing someone for putting news in the newspaper?" it asked.

The Lexington papers haven't seen the likes of Wachs since they were sold to Knight-Ridder. Wachs was followed by a Georgian named Don Carter, a member of the hand-clasping "good ole boy" school. He was succeeded by Creed Black, the present publisher, formerly of Wilmington and Philadelphia.

Black regularly writes memos to editors with an acid-tipped pen and reminds some staffers of Wachs in his bid to bring a dress code to the papers—something Wachs did several years ago.

Otherwise, however, Black is the opposite of Wachs. For example, he acknowledges privately that Lexington salaries are too low. How to correct the situation,

though is one of the barbs in current bargaining.

The top minimum for reporters and photographers in Lexington is \$270 a week. That's the lowest in Knight-Ridder chain, where the average top minimum is \$411.82. The company is holding firm to a six percent increase offer—for minimums only. Steve Wilson, Leader editor says it's not true that "the company is just being cheap." There also could be "\$9 or \$10 a week extra to some people," he says.

Just to regain the purchasing power of the \$165 reporter top minimum of Dec. 1, 1969, under the Guild's first contract here, or of the \$205 top minimum of Oct. 31, 1973, when Knight-Ridder bought the papers, there must be increases of \$27 a week retroactive to Dec. 1 plus another \$22 from July 1, the chief Guild bar-

gaining spokesman points out.

The company's proposed six percent would add \$16.20.

Richard J. Ramsey of TNG's Contracts Committee also notes that Guild settlements under Wachs' ownership kept minimum increases just ahead of the increases in the cost-of-living index. Under Knight-Ridder ownership, however, the cost of living has outstripped minimum increases by 23 percent.

In dollars, Ramsey notes, the reporter top minimum increased \$40 in the 47 months of the Guild's contracts under Wachs; it increased \$65 in the 61 months between the first Lexington contract under Knight-Ridder and the expiration of the most recent one last Nov. 30.

To regain the value of the Dec. 1, 1969, key top the experienced reporters here need \$296.83 a

week as of Dec. 1, 1978, and \$318.94 as of July 1, 1979, Ramsey said.

Meanwhile, the paper's management, while sticking to its proposal for six percent on the minimums and \$10 extra for some, is erecting a new \$22 million plant just a few blocks away.

The previous four Guild presidents gave up the fight here for greener pastures—or unemployment.

But Darlene Bowden, Guild president now, has her roots in Lexington and plans to stay. She says the Guild is doing the same thing. "The Guild is 10 years old in Lexington," Bowden says. "It's come of age. Membership is stronger than ever. The Guild is here to stay. The company had better get used to it as a fact of life."

A unity of purpose . . .

. . . TNG election September 20-25

The UNITY Committee

For us, unity's more than a slogan; it's a commitment.

It's a commitment to the common purpose of solving the problems that face our union with decisiveness, not divisiveness.

✓ Like sticking to the tough task of rebuilding our International Defense Fund . . .

✓ Like seeing through the hard work of negotiating merger with the ITU, then making it work . . .

✓ Like staying with the seemingly never-ending job of ending discrimination in our industry . . .

✓ Like organizing ourselves as well as the unorganized to turn back the publisher attack on our contracts and speed our growth . . .

For us, unity = commitment.

Vote for unity in next month's election. Ensure commitment in the crucial years ahead.

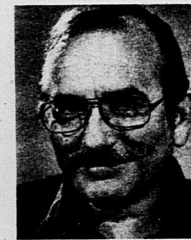
Elect these Six as Vice Presidents at Large



Walker-Tyson



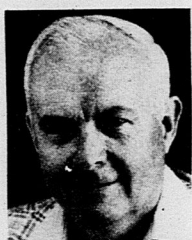
Davis



Tucker



Mulcahy



Bigelow



Holt

ON THE UNITY COMMITTEE'S SIDE

Delegates to the 1979 Guild Convention from the following locals seconded and/or nominated each of the members of the Unity Committee slate at the convention or subsequently announced endorsement of them: Boston, Brockton, Central California, Detroit, Hawaii, Los Angeles, Manchester, Memphis, Montreal, New York, Pacific Northwest, Philadelphia, Portland, St. Louis, Salem, San Francisco-Oakland and San Jose.

The Unity Committee is the official name of the slate adopted by the six candidates. Contributions, payable to the Unity Committee, should be sent to its treasurer, Robert E. Bruner, West Ayers Rd., Rochester, N.H. 03867.

Jose Stell, San Jose, chairperson

- ☒ Joyce Walker-Tyson
DETROIT
- ☒ William T. Davis
SAN JOSE
- ☒ Floyd Tucker
SAN FRANCISCO-OAKLAND
- ☒ David M. Mulcahy
NEW YORK
- ☒ Elwood B. Bigelow
PORTLAND
- ☒ Robert C. Holt, Jr.
ST. LOUIS



Ray Blach, Vallejo Independent Press

Vallejo strike paper gets own press

Vallejo, Calif., Independent Press (VIP) staff members unload unit and folder (background, right) of five-unit web press they will use to produce interim strike paper. It makes the VIP one of the few strike papers in recent memory with its own press. Trial runs began the week

of Aug. 6 and thrice-weekly VIP was expected to be run on the press soon thereafter. Funds were raised by a citizens' support group, which leases press to VIP. Guild and printers, mailers, pressmen and graphic arts unions struck Donrey-chain Times-Herald in June, 1978.

Charge blocks move to oust Guild

Vallejo, Calif.—An unfair labor practice charge has blocked a decertification attempt against the San Francisco-Oakland Guild at the struck Vallejo Times-Herald.

Strikebreaking sports editor Richard Waters filed the decertification petition with the labor board in June, but action on the petition was halted pending investigation of an unfair labor

practice charge filed by the Guild.

The Guild said the Times-Herald instigated the Waters petition, which would be an unfair labor practice.

The labor board's regional office is investigating the Guild charge to determine if it should issue a complaint and hold a hearing.

Bay Area Typographical Union Local 21 also has at least tem-

porarily blocked a decertification petition by filing an unfair practices charge.

The board has issued a complaint on that one and hearings have been held. There is no decision yet.

Decertification petitions also were filed against the pressmen and mailers.

The other striking union is the Graphic Arts engravers.

General editors to go to \$641 in pact at Newsweek

New York—Flat minimum for general editors at Newsweek goes up by \$59.70 a week, to \$641, in a two-year New York Guild settlement.

The increase comes in two parts—\$44.70 retroactive to Jan. 1 and \$15 next Jan. 1.

Among other classifications, increases and resulting top minimums include:

Writer-reporters, photographers, book division picture editors—\$18.20 and \$15 (total, \$33.20), to \$511.

Associate editors, correspondents—\$38.50 and \$15 (total, \$53.50), to \$559.

Photo lab technicians, Teletypesetter operators—\$24.10 and \$15 (total, \$39.10), to \$400.

Stenographer-typists—\$15.30 and \$15 (total, \$30.30), to \$274.

Copy clerks—\$21.70 and \$15

(total, \$36.70), to \$215, a 20.6 percent increase.

Top for video display terminal operators rises \$37.50, to \$363.

Employees who were earning \$576.92 or more a week on Dec. 31, 1978, receive an increase of at least \$25.96 a week. Those who will be earning \$605.77 or more a week on Dec. 31, 1979, will also receive a raise of at least \$25.96 a week.

Individual increases also will be granted among these employees at management's discretion. Total increases for each such employee will be at least 7.7 percent of individual salary on Dec. 31, 1978, and 6 percent com-

pounded on salary as of Dec. 31, 1979.

There will be a cost of living adjustment next Jan. 1 if the area price index is more than 7.7 percent higher this December than it was in December, 1978. That excess will be added to the general increase up to a 2 percent ceiling. Minimums will be raised by up to \$2.

Employees required to read page proofs will get a 20 percent per shift premium, up from 15 percent.

Meal allowance for employees required to work nine or more hours in a day goes up \$1, to \$11. Lunch allowance for em-

ployees required to work on Sunday goes up \$1, to \$6.

Maximum annual reimbursement for tuition and fees for courses related to an employee's position rises by \$500, to \$2,000.

Vision care allowances rise to \$20, from \$15, for examinations; to \$40, from \$16, for single-

vision lenses; to \$50, from \$23, for bifocals, and to \$60, from \$27, for trifocals.

Major medical reimbursement is increased from 80 percent to 100 percent after \$6,200 in claims for a single illness. Maximum out of pocket cost to employees is \$1,200.

Denver names Ciuccio to administrative post

Denver—Victor A. Ciuccio, a former researcher for Colorado's state government, assistant college professor and school psychologist, is the Denver Guild's new administrative secretary.

He replaces Willard Moore, a former National Education Assn. field representative, named to the post in March. Moore was dismissed in a policy dispute. Previously Richard E. Wanek held the position for 14 years.

Ciuccio, 33, did field and legal research for Colorado's local affairs and regulatory agencies departments, preparing and presenting legislative testimony in the process. In doing so he worked with several unions, including the Steelworkers, building trades and public employees.

A Ph.D. in anthropology with emphasis on labor studies and demographics, he was on the staffs of Bethany College, in West Virginia, and Pennsylvania State University, where he taught social sciences and labor studies.



VICTOR A. CIUCCIO
Denver Guild's new hand

Unions' coalition asks study by U.S. of VDTs' hazards

San Francisco—A union coalition has asked the U.S. government to study possible health hazards of video display terminals.

In a letter to Anthony Robbins, director of the National Institute for Occupational Safety & Health in Rockville, Md., the unions said they had received member complaints of headaches, tension, malaise, eyestrain, focusing problems and concern about radiation.

The request was signed by Helen S. Palter of the San Francisco-Oakland Guild, Barbara Pottgen of the Office & Professional Employees and Barbara Gray of the Bay Area Typo-

graphical Union. "We believe that standards are urgently needed to insure safe usage" of VDTs, they said.

The request was endorsed by five international unions—TNG, Communications Workers, Office & Professional Employees, Graphic Arts and Transport Workers.

Among locals and district councils that have endorsed the request are SFONG and the Central California, Great Falls, San Diego and San Jose Guilds.

Other industry and allied locals are the broadcast employees, printers, and telegraph workers. A total of 21 locals and councils have endorsed the request.

The IEB election campaign forum . . .

For at-large vice presidents (6)

Joyce Walker-Tyson
Detroit

MY AREA OF MAJOR concern and expertise as local co-ordinator, of course, is human rights. Although I'm very pleased with what has happened in Detroit during my tenure, there is still a long way to go.

However, human rights cannot be defined solely in terms of new and greater opportunities for women and minorities.

It includes the right of every Guild member to a livable salary and good working conditions, to job security and a chance to live up to career potential, and, equally important, the right to the best possible union representation.

The Guild is embroiled in battles from every side—raging inflation, legal attacks on press freedoms and the methodic, organized publisher assault on unionism.

Despite some political and philosophical differences among members and locals, we all share the common goal of winning those battles.

I'm sure differences will crop up among the Unity Committee candidates—of which I am one—who are running as a team. That's what makes the Guild work—myriad ideas from dedicated people willing to scream at each other until something can be worked out to benefit the entire membership.

To me, that's the job of the IEB. As the Rev. Jesse Jackson put it: "Nobody can save us from us for us but us."

I am not sure any one person can ever do enough and I know no individual can do it all. But I am asking for your votes to help me do a little bit more for us.

William T. Davis
San Jose

THE GUILD IS FACING in the ensuing two years, as it has in the previous 46 years, difficult times and decisions.

The IEB will have to deal with the issues. The decisions will not be easy and they will have to be made without a crystal ball. But, with a sound IEB they will be made in the best interests of all Guild members.

I am running because I believe my 20 years experience as a leader in Local 98, augmented by two years as a TNG international representative and another two years as a fulltime representative for the San Jose and San Francisco - Oakland locals, have prepared me to assist in making the hard decisions.

Among the many issues will be potential merger with the ITU, the continuing problem of financing, the squeeze on our members' pocketbooks, defense of our contracts and possible resurrection of labor law reform. I believe I have something of value to offer in these and other areas.

Although I am running on the Unity Committee slate, I do not expect to always agree with the others. I do expect that we, and other members of the board, will deliberate all issues forthrightly and reach collective decisions that will enhance our union.

The Guild is one of the extraordinary unions in the United States and Canada—one that I've been proud to serve. I

seek your support — for myself and other members of the Unity Committee slate, in whom I have the utmost confidence.

Frank Prosnitz
Providence

THE GUILD HAS EMERGED from one of its most difficult years. Numerous strikes occurred — many of them still active — as publishers continued their unrelenting assault on the Guild. TNG's Defense Fund was decimated. Merger remained near but still unattained. An issue over the union's use of government funds for a Latin American project threatened to divide the Guild.

The battle is not over. Many of the issues remain. The publishers continue their attack.

It is a time when TNG needs the strongest leadership possible. When independence is a necessity and not a luxury. When members of the International Executive Board must be attuned to the membership and not just to other union leaders.

I am running, along with Frank Mazza, as an independent candidate for the IEB. Independence does not mean being anti-administration. It means having the ability to think each issue through, based upon its merits and not political considerations.

We believe that the convention, by overturning an IEB-approved Latin American program, demonstrated that at times some IEB members are out of touch with the membership.

Merger remains a key issue. When it comes we will face the task of not only making an international merger work, but of bringing together local ITU and Guild units. In Providence, all newspaper unions have worked together since the craft unions supported a Guild picket line in 1973. And the relationship has grown even stronger in those six years.

I ask your support. And I ask you to support Frank Mazza.

Floyd Tucker
San Francisco-Oakland

I'M A CANDIDATE for a second term as vice president at large because I want the opportunity to help meet the challenges that will confront the next IEB.

Chief among these are pursuing merger and building financial strength for TNG and its locals that will enable us to bargain effectively and organize aggressively.

On the IEB I've gained experience that would be invaluable during a second term. I also bring to the office 25 years of Guild membership during which I've been president of the San Francisco-Oakland Newspaper Guild, have served on negotiating committees, including the one that originated the San Francisco Bay Area joint bargaining with other newspaper unions, and have been unit chairperson at the Oakland Tribune and a delegate to the Western District Council. I work as Sunday news editor at the Oakland Tribune.

I am running as a member of the Unity Committee slate because I be-

TNG members will vote Sept. 20-25 for six international vice presidents at large. Members in Region 2 (the South), Region 3 (the Midwest) and Region 5 (New York City and environs) will vote, in addition, for a regional vice president from each area.

Statements on this and the facing page are printed in accordance with the provision in TNG's Constitution that the Guild Reporter "no later than the third issue following the Convention . . . provide equal space for a statement by each candidate and shall publish a complete official list of candidates." Each candidate was offered space for a statement of up to 250 words. The statements are printed in ballot order.

Frank Mazza
New York

THE NEWSPAPER GUILD is in its toughest era since we organized in the deep Depression. To meet the hard challenges and to outmaneuver the anti-union "give-back" assaults of the publishers, our International Executive Board must have activists who are closely in touch with the needs and concerns of today's membership. It needs fresh input and the creative competition of new ideas, not automatic endorsement of any one leader.

The July convention proved that President Charles Perlik and some of the IEB vice presidents have got out of step on several major issues. The IEB

lieve I can work with the other slate candidates for a stronger Guild. I have seen Bill Davis' skills as a negotiator and organizer. I have been impressed with Joyce Walker-Tyson's talents while serving with her on two convention Human Rights Committees. I know Woody Bigelow, Bob Holt and Dave Mulcahy, with whom I have served two years on the IEB, as dedicated trade unionists.

The independent, democratic process that took place at the convention is the kind of deliberation that should go on regularly at the IEB. The Guild works best when the membership's views are reflected rather than the administration's wishes.

That is why I am running. I will not be a "yes man." But I am not an "anti" candidate either. I aim to shore up our Guild, to help President Perlik and his administration lead, and to assure that the voice of the rank and file will be heard and heeded in Washington.

My colleague and running mate, Frank Prosnitz of the Providence, R.I., local, feels equally strongly that the IEB needs imaginative, energetic and independent-thinking representatives.

(Continued on Page 5)

For Region 5 vice president

Betsy Wade
New York

IN DECEMBER, LOCAL 3 voted for an effort to run the local for the benefit of the membership instead of a select few. We have begun the task of restoring sound finances and making the local again responsive to the needs of members.

This work is not easy: meetings are long and require tenacity; there are differences about how to reach our goals. But we are persisting.

Our goals cannot be reached, though, unless Local 3 and the international can speak to each other with candor and credibility.

Last October, I told the New York executive committee and the International Executive Board I believed that the membership opposed another Latin American project. Convention action in July proved this.

In January the IEB turned down Local 3's request for aid on our costly unit clarifications. In April, after Local 3, under its new leadership, had painfully cut \$100,000 from expenses, the IEB reversed itself and offered help. President Perlik made clear that our work to repair our financial mess was the credential we needed to get aid.

If we are going to pull Local 3 into shape and see that it holds its rightful place of leadership in the international, we need IEB delegates who can voice the members' viewpoints free of other obligations.

I believe I can continue to do this. That is why I am running. I believe that Frank Prosnitz of Providence and Frank Mazza of New York can also speak out. I therefore support their candidacies, too.

Patrick J. Vallila
New York

I SEEK A SEAT on the IEB for the same reason I have served in various capacities in Local 3 for the past 20 years. That is, to devote whatever talent I possess to improving the status of Guild members.

Many of us have come to realize that the publishing industry is now big business. More than one half of the newspapers and periodicals that we work for are owned by publicly held corporations. The sole concern of their managers is "the bottom line"—profits, not people.

Technology has made reaching their goal much easier. We have learned that close co-operation with other unions is imperative. That is why as chairperson of the News Unit I devoted so much of my time to establishing trade union unity during our critical strike at the News last year.

Therefore, I believe in merger under the proper terms and conditions because I am convinced that ultimately one union must represent all employees in our industry.

This is the only way that our members' voice can be heard loud and clear at the bargaining table. I support the full unity slate—Walker-Tyson, Davis, Tucker, Mulcahy, Bigelow, Holt—because their views parallel mine.

I don't pretend to have all the answers, but I will add to the board my commitment to think through all issues and judge them on their merits.

With your support, I believe I can be instrumental in helping us choose the best course for a stronger and more effective Guild.

. . . candidates' platforms

(Continued from Page 4)

David M. Mulcahy
New York

TWO YEARS AGO, I said that my first two years on the IEB had been most rewarding. The past two years have been even more so; albeit more hectic and more demanding. But, then, this was one of the reasons why I ran for the IEB in the first place. I would not hold the position I now occupy at Standard & Poor's nor would I be making the salary I am if it were not for the Guild. I owe the Guild.

During my first term on the IEB, I decided that the best way to find out what our brothers and sisters thought about our union was to attend district council meetings. During my second term I increased my attendance. Among them were joint sessions in Knoxville in 1976, in St. Louis in 1977, in Madison in 1978 and in Cleveland in 1979.

I found that the vast majority of our brothers and sisters are dedicated to the preservation of our union, to the betterment of the environment in which we work and to protecting our union against the ever-hardening positions of the publishers.

During my two terms on the IEB I concentrated my efforts on Finance, Constitution and Appeals, the three areas where I felt that I could best serve.

Thank you for your past support. I ask you for your continued trust

and your vote for my running mates on the Unity Committee—Walker-Tyson, Davis, Tucker, Bigelow, and Holt—and for myself.

Elwood B. Bigelow
Portland

I AM ASKING for your support as I seek re-election as a vice president at-large on the IEB.

My first term was a rewarding, valuable experience. As a "freshman," I learned a lot. Helping to formulate programs affecting all of us in this union truly makes one realize the great responsibility in being elected to this post.

The IEB faced difficult, painful issues these past two years, principally how to deal with a defense fund going broke. That crisis was met with a comprehensive program proposed by the IEB and given the green light at convention. This will give the Guild added strength to fight off continuing publisher assaults on our contracts.

Much work remains. Proposed merger with the ITU remains a key issue. The next months may be a period of major decisions.

We must continue to press our organizing efforts. Failure of labor law reform in Congress must not lessen our determination to organize. The potential for membership growth is great.

And that great profit vehicle, automation, continues its encroachment on our jurisdiction.

I ask for your votes so I again may serve on the IEB. I can offer you experience, dedication and my best efforts.

I also ask your support of the Unity Committee, of which I am honored to be a member. Please also vote for Joyce Walker-Tyson, William T. Davis, Floyd Tucker, David M. Mulcahy and Robert C. Holt, Jr.

[Bigelow is 51. His age was incorrectly stated in his biography in the July 20 Guild Reporter.]

Robert C. Holt, Jr.
St. Louis

TWO YEARS AGO I was elected to my first term on the International Executive Board.

As a freshman member of the IEB I received a true "baptism of fire."

Never, in the history of The Newspaper Guild, has the IEB been faced with solving such difficult problems.

The publishers' unprecedented assault on the Guild threatened the very life of our union. Our contracts repeatedly came under severe attack. Goals achieved at the bargaining table over many years of negotiations were in jeopardy time and time again. The assaults continue.

President Chuck Perlik, burdened by the untimely death of Secretary-Treasurer Bob Crocker, nonetheless provided strong leadership as the IEB acted promptly and responsibly to solve the financial crisis as well as some of the myriad of other problems that beset us.

The candidates

Here, in ballot order, is the official list of candidates in TNG's Sept. 20-25 elections:

At-large . . .

Joyce Walker-Tyson
William T. Davis
Frank Prosnitz
Frank Mazza
David M. Mulcahy
Elwood B. Bigelow
Robert C. Holt, Jr.

. . . in Region 2 . . .

Carlos J. Sutton
Faye McCracken

. . . in Region 3 . . .

John B. Mitchell
Richard M. Peery

. . . in Region 5

Betsy Wade
Patrick J. Vallila

Much remains to be done.

Merger tops the list. We must press on to achieve this goal. The next two years are crucial.

Twenty-four years as a Guild local leader and a term on the IEB have given me the experience necessary to deal with our international union's complex and difficult problems.

I ask for your vote and for your support of the Unity Committee: incumbent vice-presidents at large Bob Holt, Jr., Dave Mulcahy, Woody Bigelow, Floyd Tucker, and newcomer candidates for vice-president at-large, Joyce Walker-Tyson and Bill Davis.

For Region 2 vice president

Carlos J. Sutton
Washington-Baltimore

TRADE UNIONIST—that is what you could call me. Coming from the coal regions of West Virginia, I know what it means to be a union person. I jumped at the first opportunity to join a union 21 years ago, from a nonunion apprentice job in the composing room to a union job in the press room. I still carry my union card in the Printing and Graphic Communications Union, as well as in the Guild.

Some might say I have served my time. But I continue to serve because I believe. Virginia and Maryland States AFL-CIO; D.C. Central Labor Council; president, Local 35; Washington Star Unit chairperson; convention delegate; representative assembly, and any other capacity I am asked to serve.

What I would like to bring to the IEB and the Guild is a knowledge we lack. It's called new technology. To me it's old technology—to you it's computers and their effects on our industry. I have something to share. Janitors to editors, we are all in it together. I can add to the future of our region and our union. Automation is here. Let's go forward, not backward. It's a new day.

This is what, as Region 2 vice president, I can contribute. An understanding of what we have now—visions of what is to come.

I ask support for myself and: Wade, New York; Peery, Cleveland; Prosnitz, Providence; Walker-Tyson, Detroit; Mazza, New York; Tucker, San Francisco-Oakland, to give you the best Newspaper Guild possible.

Faye McCracken
Memphis

DURING THE PAST TWO YEARS I have worked to improve communications between the locals in Region 2 and with TNG. I have maintained contact with locals and kept them informed on issues coming before the IEB as well as requesting opinions and advice.

In any democratic organization there are differences of opinion and Region 2 is no exception. I have always tried to keep an open mind and listen to both sides of an issue before making a decision.

Merger is still one of the most important issues facing us. The two international unions are moving closer to merger with each meeting.

I hope eventually to see one union covering all newspaper workers.

On the local level I have worked to promote co-operation between the various unions. I was a member of the Memphis Guild-ITU Task Force and now am secretary of the Memphis Council of Newspaper Unions.

We must continue to protect our contracts from publisher assaults and increase our efforts in organizing.

I have long been active in human rights, serving on the local committee, holding membership in the Coalition of Black Trade Unionists and in the Coalition of Labor Union Women. I was one of the founding members of the CLUW chapter in Memphis and currently serve as president. I am currently also president of the Memphis Guild.

I believe Guild members in my region will benefit from my two years of experience on the IEB. I ask for your support again.

For Region 3 vice president

John B. Mitchell
Gary

A HOUSE OR TALL BUILDING, an idea or philosophy—all must have a strong foundation to withstand the tests of time.

I love our union and I will continue to fight for it, in or out of office. For several years I have been haunted by the lack of attention to basic things, the multitude of small problems that never seem to get consistent care. All, it seems to me, lead back to the Guild's foundation.

The fact that there is a need for a small locals' caucus tells me something is amiss; a need for minority and women's caucuses tells me we have problems.

Basically, I would like to focus on these areas. I also think I can improve on the mechanics between locals, regional VPs and TNG. It occurs to me that most locals disregard their option to inform their VPs of their problems and/or have their VPs follow up on contacts with TNG. If these factors can be put in their proper perspective a lot of needless apprehensions could be alleviated.

The lack of on-going local leadership programs disturbs me. I would like very much to work this out with the IEB and TNG, in an effort to bring about a greater awareness of who we are and where leadership must be prepared to take us. Local leadership programs are a must, programs that keep a watchful eye on the rapidly changing facets of our industry. We must have prepared leaders for these changing times.

Leadership training should be stepped up by using tape recordings as well as written material to bring information to those who cannot attend district council meetings.

If elected to the IEB, I will be as outspoken on the international level as I have been on issues affecting my local and the convention.

We must return to the basics in order to go forward.

Richard M. Peery
Cleveland

THE BEST DEFENSE against the concerted attacks on Guild locals across the United States and Canada would be a return to the fundamentals of trade unionism.

Differences with other unions must be resolved before picket lines go up. We have to avoid satisfying the bosses with the spectacle of workers crossing each others' lines. Merger is a step in this direction, but only a beginning.

The existence of a vast pool of potential workers who have not been encouraged to enter our industry remains a constant threat to the security of the union. The IEB must see that our statements on affirmative action are put into practice to let minorities and women know the Guild is serious about equal opportunity.

The loss of a large local would be a traumatic blow to our union. It is the collective strength of our small locals, however, that makes the survival of the giants possible when they are under attack. If local leaders have problems getting service from TNG, I would want them to contact me. They will have leverage in their regional representative.

Leadership training should be stepped up by using tape recordings as well as written material to bring information to those who cannot attend district council meetings.

If elected to the IEB, I will be as outspoken on the international level as I have been on issues affecting my local and the convention.

We must return to the basics in order to go forward.

IT SEEMS TO US

Slate members' purpose, experience draw backing

SAUGUS, MASS.

Editor:

Members of the Unity Committee slate for the six at-large seats on the International Executive Board have the common purpose of uniting and strengthening our union. They also have the varied experience required to accomplish that purpose, as their biographies show [Guild Reporter, July 20].

They include the chairwoman of this year's convention Human Rights Committee and the chairman of the IEB Human Rights Committee, a former TNG international representative (and chief negotiator for six different units or locals) and the chairman of the IEB Organizing Committee, a member of the administrative committee of TNG's largest local (and of the IEB Finance Committee) and a ten-time local president who also served as an officer of his regional Allied Printing Trades Council.

Four — Floyd Tucker, Dave Mulcahy, Woody Bigelow and Bob Holt — are incumbent international vice presidents; two — Joyce Walker-Tyson and Bill Davis — are experienced local leaders. Together they will bring to the IEB the combination of proven performance and fresh perspectives that every organization needs if it is to grow and prosper.

They deserve the support of every Guild member who, like them, is committed to a united and effective union, merged or not, in the difficult years ahead.

ROBERT E. BRUNER
Executive Secretary
Boston Guild

Editor's note: Bruner is treasurer for the Unity Committee.

Wical retires with thanks to all newspaper unions

MENTOR, OHIO

Editor:

The alarm clock jangled once too often, commanding me to the Press.

Rather than throw the clock out the window, I threw myself into retirement—after 36 years in the news department.

Leaving is more than leaving a job. It also means leaving a long—and fortunate relationship

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.

with scores of union men and women.

It is more than breaking off an association with members of my own union, the Guild.

It breaks the relationship with other union people—circulation and drivers, engineers, engravers, machinists, mailers, maintenance crews, pressmen, printers and stereotypers.

We did not hold picnics. But we depended on each other when it counted, when contracts were at stake, when pickets were on the line.

My union card increased my self-respect, provided security for a career and benefitted my purse and family.

But my union did not make its gains alone.

The Guild made gains when other unions made gains.

Unions receive strength from each other. That is what the labor movement is all about.

In leaving union ranks, I say thanks to the Guild and to all newspaper unions for helping provide dignity as well as comfort for the men and women who work in the industry.

NOEL WICAL
Press Unit (retired)
Cleveland Guild

St. Louis leaders endorse six at large plus Mitchell

ST. LOUIS, MO.

Editor:

The executive committee of this organization, at its meeting last night (July 19), unanimously endorsed the candidacies of Woody Bigelow, Bill Davis, Bob Holt, Jr., Dave Mulcahy, Floyd Tucker and Joyce Walker-Tyson for election as vice presidents at-large.

Furthermore, the executive committee, in a similar unanimous action, endorsed the election of John Mitchell as vice president from Region 3.

ROBERT C. HERMANN
President
St. Louis Guild

Toledo packages total \$35 a year

(Continued from Page 1)

This percentage is then applied to actual minimums, which accounts for increases in a particular minimum of more or less than \$27.97.

The \$4.53 for health and welfare includes 50 cents per employee per week to maintain current benefits and \$4.03 to establish a dental plan.

Publisher health and welfare payments had been \$34.35 per week per employee. The \$4.53 raises them to \$38.88.

The pension payment increase also is to maintain current benefits and raises the publisher payment to \$28.31.

In the second year, the money package breaks down into \$25 for salaries and \$10 for a "float."

The float will be used to maintain current health and welfare

and pension benefits—in other words, to pay increased premiums.

Whatever remains after that is done may be designated by the Guild to increase benefits or to add to wages.

The Guild and six other unions conducted joint economic bargaining.

The six were the Teamsters, Typographical, Pressmen, Engravers, Electricians and Mailers unions.

All unions got the \$35 economic package in both years.

The printers took \$31 in wages, bringing day scale to \$369. Part of the remaining \$4 went to increase night and lobster differentials.

Several of the other unions hadn't yet decided how to split the package.

Mitchell's record earned endorsement, Roth writes

ROCKFORD, ILL.

Editor:

John Mitchell, president of the Gary local, is a man of few words. He doesn't need words; his actions speak for him.

John Mitchell's actions are the reason the Midwest District Council voted unanimously at its spring meeting to endorse him for Region 3 representative on the IEB.

John Mitchell's actions: 1971, delegate to the TNG minority rights in employment conference; chairperson of Gary's human rights committee for four years; member of Gary's grievance and negotiating committees for seven years; member of Gary's executive committee for eight years.

There's more: He helped organize Gary's inter-union council and its Guild publication. And still more:

He is in his third term as Gary's president; chairperson of the Knight-Ridder Council in 1977; named member of the year by the Gary local in 1977; elected vice-president of the Midwest District Council in 1978 and 1979; a delegate to three conventions; chairperson of the Credentials Committee at the 1979 Convention; honored by the Gary chapter of the Coalition of Black Trade Unionists.

There may be more, but John doesn't blow his own horn.

Region 3 needs a man of action. Vote for John Mitchell.

NORMA ROTH
President
Midwest District Council

Wade adds to the record on Latin policy remarks

NEW YORK, N.Y.

Editor:

Your account of the convention action forbidding Guild use of government funds for international trade union activities, the topic that has come to be known as the "Latin American issue" [Guild Reporter, July 20], "takes note of a statement I read on the floor after adoption of the new policy early in the morning of July 6. This statement delineated the types of activities comprehended in the ban and the types of money—government and corporate—not to be accepted.

Although it was not stated at the time, this paragraph was drafted at the request of President Perlik, who told the International Executive Board that because there was to be no debate on the subject, he wanted the record to contain a policy statement to enable the Guild to understand the full intent of the convention on this matter. The statement was drafted by six IEB members and other opponents of the Latin American program. I was designated by the group to read the paragraph.

BETSY WADE
TNG Vice President
Region 5

Brockton president backs Bigelow, 5 running mates

BROCKTON, MASS.

Editor:

It's a pleasure for me to write this letter urging support for Elwood B. (Woody) Bigelow in his campaign for re-election as a vice president at large.

Woody's long experience as a Guild leader both in his Portland, Me., local and with the New England District Council is well known. He has worked long and hard for the Guild.

Woody is again running as a

member of the Unity Committee, a dedicated and experienced group deserving of your support. All have served the Guild well in such areas as bargaining, organizing and human rights. They are the kind we need on the IEB.

Along with Woody will be two other Unity Committee members seeking second terms. They are Bob Holt of St. Louis and Floyd Tucker of San Francisco-Oakland. Making their first bids for seats on the IEB are Joyce Walker-Tyson of Detroit and Bill Davis of San Jose. The "veteran" of the group is New York's Dave Mulcahy, going for a third term.

This at-large Unity Committee offers experience and dedication and will contribute much to the IEB as it faces the problems of the next two years. I urge support.

ROBERT J. TOWNSEND
President
Brockton Guild

Best 1st contract recalled; Davis and slate endorsed

CARMEI, CALIF.

Editor:

As a member of the Monterey Unit's first bargaining committee, I can endorse the candidacy of Bill Davis for the IEB.

The year was 1973, and Bill, as international representative, was chief negotiator in Monterey bargaining. After some 13 months of very hard bargaining, complete with strike preparations, the Monterey Unit had the privilege of ratifying the "best first contract in Guild history."

During that first thirteen months and in the years that followed, I have come to know Bill Davis as thoroughly knowledgeable in virtually every area of Guild interest.

I enthusiastically endorse the Unity slate and Bill Davis—the IEB could have no finer member.

RUSS CAIN
Monterey Unit Chairperson
San Jose Guild



Tony Tomsic/Press Unit/Cleveland Guild

Cleveland's Wical—retires running

Noel Wical, second from left, former TNG vice president and Cleveland Guild president, poses with other Cleveland Guild members during farewell tribute marking his retirement from the Cleveland Press. Wical was given jogging outfit, including new running shoes to

replace combat boots he reportedly has used for ten years. With Wical are William F. Miller of the Plain Dealer Unit, Cele Hughes of the Press Unit, Richard Peery, Plain Dealer, current Cleveland president, and Betty Klaric of the Press Unit. Miller organized the tribute.



Wilkes-Barre presents symbol of unity

Leaders of two striking Wilkes-Barre unions present plate of first edition of strikers' interim Citizens' Voice to TNG at 1979 Convention. From left: Robert G. Ladd, president of Wilkes-

Barre Typographical Union; John J. Wallace, president of Wilkes-Barre Guild; TNG President Charles A. Perlik, Jr. Ladd thanked TNG and Perlik for assistance to strikers.

McGoff mum; firms fined \$10,000

San Francisco—Corporations controlled by Sacramento Union co-owner John P. McGoff were fined \$10,000 by a federal judge here July 31 after McGoff and his attorneys refused to co-operate with lawyers for the paper he is suing under the antitrust laws.

Attorneys for McClatchy's Sacramento Bee won Federal District Court permission to take depositions from McGoff and his Detroit law firm about where McGoff got the money to buy the Union.

McGoff and the attorneys refused to see the Bee attorneys and Judge Charles B. Renfrew said, "This is horsing around that I will not tolerate."

He ordered McGoff and Richard A. Jones, his principal lawyer, to answer such questions here on Aug. 9 and 10.

McGoff, who co-owns the Union with Richard Mellon Scaife of Pennsylvania, sued the Bee, charging that it was attempting to monopolize the Sacramento market.

The Bee countersued, charging McGoff, of East Lansing, Mich., with selling Union circulation and advertising at a deliberate loss.

The \$10,000 fine was not assessed against McGoff personally, but against the Sacramento Publishing Co., its subsidiary, Sierra Publishing, which operates the Union and associated weeklies, and against the Detroit law firm.

There have been reports—including one by a South African government commission—that McGoff received funds from the South African government to buy the Washington Star and, failing that,

bought the Union instead [Guild Reporter, June 22].

McGoff, in a July 18 "open letter" published in more than 40 weeklies and dailies he owns or controls, denied that he is an agent of a foreign government or that any foreign government has an ownership interest in the Union. He did not, however, deny the allegations about the source of the money to buy the Union.

At the beginning of the July 31 hearing here, an attorney for McGoff sought to close the session, citing McGoff's "Fifth Amendment rights" and pointing out that McGoff is under investigation by at least four government agencies, the New York Times reported.

The Justice Dept. reportedly is investigating whether McGoff violated federal law by acting as an unregistered agent for a foreign government, the Times said.

McGoff is chief executive of the Panax chain of weeklies and dailies. Panax is not involved in the Sacramento case, nor in the alleged South African connection.

Think again on press bars, panel is told

Boston—UNESCO's communications commission should think again and drop proposals that would invite government restrictions on press freedom, TNG's 1979 Convention said.

The commission's report calls for government involvement in forming press councils and drawing up ethics codes, the convention noted.

These and a right to reply by governments would lend themselves to abuse, the convention said.

UNESCO has not yet adopted the recommendations.



Hudson County
Thomas Goldik, president; Arnold Freilich, vice president; Frank Goodman, treasurer; Earl Morgan, corresponding secretary; Judith Locantore, recording secretary.

Providence
Frank Prosnitz, president; Claire Keefe, vice president; Janice Fabrizio, secretary; Charles Walker, treasurer.

TNG launches COPE effort in locals

Washington—TNG has launched the annual drive within U.S. locals to collect \$2 from each member for the AFL-CIO's political action program.

"The convention urged that locals make every effort to fulfill the Guild's COPE quota of \$6,265," David J. Eisen, TNG's research and information director, wrote in a call to locals and district councils.

COPE is the AFL-CIO's Committee on Political Education. So far, the Guild has raised \$1,241.73—\$1,000 voted by the International Executive Board and \$221.73 contributed by delegates in a floor collection during the 1979 TNG Convention in Boston.

The IEB money can't be used for candidates and the collection funds will be used only in COPE national-office activities. Eisen also sent a copy of the convention's recommendation that locals bargain voluntary checkoffs for political contributions with members' employers.

The UAW recently won such a checkoff at Chrysler.

Harvard study dates in '79-80 announced

Washington—Deadline for applications for the 1979-80 Irving Leuchter Memorial Scholarship to the Harvard University Trade Union Program is Aug. 31. TNG Administrative Operations Director Ellis T. Baker has informed locals in a letter explaining admission procedures and eligibility requirements.

This year, to help meet the rising costs of the Harvard program, the scholarship has been increased by \$500, to \$3,500 (plus travel expenses to and from Harvard), which Harvard estimates will cover the minimum basic expenses of tuition, books and room and board on campus. Other expenses—including lost time—are borne by recipients.

The Harvard Trade Union Program, a 12-week residential course in union administration and related subjects, will be presented twice during the academic year: Sept. 12 to Dec. 6, 1979, and Feb. 13 to May 8, 1980. Applicants may choose either session but, Baker emphasized, Aug. 31 is the deadline for applications for both sessions.

The Harvard program is conducted at a professional level of instruction and the Guild scholarship is open only to top local officers (paid and unpaid) and staff and international officers and staff. Other considerations being equal, preference is given to full-time officers and staff.

The scholarship was established as a continuing memorial to the Guild's late general counsel by the 1973 Convention, which noted Leuchter's "lifelong dedication to enlightened trade unionism." Last year's recipient was Willard W. Hatch, then administrative officer of the Detroit Guild, now a TNG international representative.

Automation, economy aren't same, arbiter rules in overturning firing

Pawtucket, R.I.—The Evening Times must reinstate its last working proofreader even though the paper closed its proofreading department more than a year ago, an arbitrator has ruled.

Robert L. Stutz, the arbitrator, upheld the Pawtucket Guild's position that the proofreader had been discharged because of the introduction of new equipment, not for economy reasons, as the company had argued.

The Guild contract provides that no employee shall be discharged because of new equipment, but does allow discharge for economy.

Case of the missing badges solved

Delegate? Officer? Alternate? Guest? Staffer?

For decades it has been possible to tell at a glance during a TNG convention by the color of the 9.9-by-31.6-pica ribbon on convention badges.

Royal blue is for delegates, burgundy for officers, white for alternates, yellow for guests, green for staff members, etc.

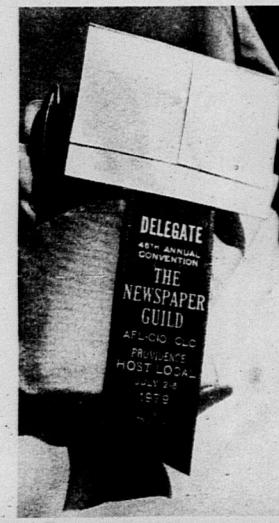
Not this year, however. The badges were in one of five cartons that were delivered by United Parcel Service to a residence in Northwest Washington, D.C., instead of to the convention hotel in Boston.

All five cartons—also containing various TNG files and other materials needed at the convention—were shipped from TNG headquarters in downtown Washington ten days before the convention opened. All five were delivered instead—three days into the convention—to the Washington home of Ellis T. Baker, TNG's director of administrative operations. "Overweight," was the explanation (i.e., the cartons).

TNG's office manager, Anita Rynning, said that upon the advice of UPS she had used the names and addresses of four TNG headquarters persons—her own and Baker's among them—as shippers, since UPS has a rule against more than 100 pounds to one address from one shipper.

All the boxes, including those listing Rynning, TNG President Charles A. Perlik, Jr., and J. William Blatz, director of field operations, were "returned" to Baker's residence.

Delegates and alternates who might want their badge as a souvenir may have it by writing Rynning at TNG headquarters.





Fred Griffith/Memphis Guild

Memphis' bon voyage to Dick Lane

Memphis Guild members present Richard P. Lane, former local leader and TNG vice president (1956-67), with gifts at gathering marking Lane's retirement as wire editor of the

Commercial Appeal. Others pictured are, from left: Lane's wife, Vici; Emmett Maum, like Lane a local charter member, and Carolyn Gause. The Lanes plan to travel and garden.

Guild moves anew to parry paring at AP

New York—The Wire Service Guild has a second motion before the National Labor Relations Board to dismiss an Associated Press petition to deny contract coverage to ten percent of AP's employees for whom the Guild has long bargained.

The Guild's motion is before the full NLRB in Washington af-

ter having been dismissed by the board's regional director here without comment.

The Guild's June 27 motion asked that the AP's petition be dismissed because:

1—AP has failed to set forth any facts that would allow the petition to meet National Labor Relations Act and National La-

bor Relations Board criteria for the unit clarification process.

2—Circumstances are the same as they've been for 30 years, so there is no reason to clarify.

3—Such petitions can't be filed where there has been no significant change in the bargaining unit structure or in the content of the jobs covered. Company testimony supports this, the Guild said.

4—The process can't be used where an employer seeks to exclude a sizeable number of employees in the face of a long, voluntary bargaining history that has included them in the unit. At AP, the history spans 30 years and, in fact, the AP withdrew another such petition covering the same positions in 1971.

5—The AP is attempting to use board processes to decimate the bargaining unit—something it failed to do in bargaining—and this abuses labor board processes

Weekly's ad sales up \$82, to \$384

North Vancouver—The North Shore Citizen's display sales staff gets an \$82.40 a week pay raise and parity with reporters, photographers and circulation district managers in a new, two-year Vancouver-New Westminster Guild contract.

All other employees at the weekly get raises of \$54.60 a week across the board—\$30.10 retroactive to Nov. 1, 1978, and \$24.50 this Nov. 1.

For display sales, reporters, photographers and district managers, the top minimum goes to \$384.49 a week, a 16.6 percent increase for the latter three.

Classified sales staff top minimum goes to \$252.90, a 27.5 percent increase.

Top minimum for general clerk, receptionist and accounting clerk goes to \$286.26, a 23.6 percent increase.

Top for runner goes to \$216.18, a 33.8 percent increase.

Among other key improvements in the new contract:

Overtime—Double time in-

stead of time and a half.

Holidays—An employee's birthday is added, making 11 holidays.

Vacations—Four weeks after six years, instead of seven; five weeks after 11 years, instead of 15; two additional weeks after 15 years; three additional weeks after 20 and 25 years; four additional weeks after 30 and 35 years; five additional weeks after 40 years. On retirement or termination, an employee with five or more years of service will be entitled to pro rata supplementary vacation.

Health—The company will provide extended services under an industry welfare plan.

Commissions—Paid every second Friday instead of monthly.

Expenses—Mileage rate up three cents, to 28 cents. Weekly allowance for reporters up \$12, to \$30; for photographers and display sales staff, up \$8, to \$30. Mileage rate will be increased one cent for each 10-cent per gallon increase.

Job security—There will be no dismissals to reduce the force for four weeks, instead of two weeks, after the necessity for dismissals is established. There will be a month's notice, instead of two weeks, of dismissals because of sale or suspension.

Automation—New or modified equipment will not be put into operation unless there is a Guild-company agreement.

Severance pay—The 25-week maximum is dropped.

Training program—The employer shall set up a training program for employees, emphasizing women and socially or culturally disadvantaged minority groups, to provide equal transfer and advancement opportunity.

Noise—It will be kept at a level that will not cause injury.

Guild shop—New employees must join the Guild immediately upon starting their jobs.

Matching bonuses ordered to strikers, strikebreakers

Bedford, Va.—A company that gave bonuses to supervisors and picket line-crossers has been ordered to give bonuses to 817 strikers as well.

Rubatex Corp. paid \$100 to those who worked throughout a United Rubber Workers strike and \$25 bonuses to four persons who worked during part of the strike.

The National Labor Relations Board found—and the Fourth Circuit Appeals Court now has agreed—that this was an unfair labor practice because the union members didn't also get special benefits.

Hundred-dollar bonuses plus interest must be paid to the union members, the NLRB said.

Rubatex is appealing.

Beef on handbilling dismissed

Monessen, Pa.—The National Labor Relations Board's regional director has dismissed a charge by the struck Valley Independent against the Monessen Unit of the Pittsburgh Guild.

Regional director Henry Shore in Pittsburgh refused to issue an NLRB complaint on an allegation by the Thomson paper that the Guild violated federal law when its pickets handbilled a large Independent advertiser.

Had a complaint been issued,

the matter would have gone to a hearing.

Shore said the Guild's handbills asked customers not to shop at the store while the strike was going on.

Shore said each handbill specifically said it was not directed to store employees or its suppliers or their employees.

The handbilling, therefore, was privileged by the "publicity proviso" of the labor relations act, Shore said.

The 21-member Guild unit has been on strike since April 20. Money, union security and employer demands for retrogressions are key issues.

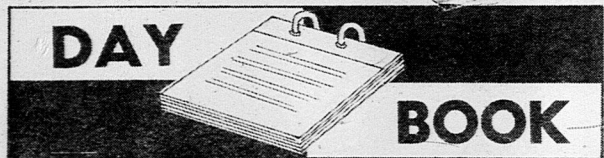
Meanwhile, the strikers' interim weekly, Valley Voices, leased Computwriter equipment and went from a three-column tabloid to a six-column tab.

The paper has been running about 50 percent advertising, said Mike Fuoco of the Guild unit.

The Pittsburgh Guild reported \$4,102.05 more in contributions to its Monessen strike fund, including these from Guild locals and bodies:

Midwest District Council	\$ 50.00
Toledo Guild	50.00
Pueblo Guild	100.00
Providence Guild	150.00
Akron Guild	100.00
San Jose Guild	50.00
Buffalo Guild	25.00
Erie Guild	50.00
Pacific Northwest Guild	25.00
Boston Guild	200.00
Winnipeg Guild	100.00
San Diego Guild	50.00
Victoria Guild	150.00
Los Angeles Guild	25.00
Vancouver-New Westminster Guild	500.00
TNG Convention floor collection	253.40
Hudson County Guild	25.00

These and other contributions bring the total to \$5,277.45 since the strike began, Lorraine Mytryk of the unit reported.



International Election and Referendum Committee, voter eligibility and election materials distribution meeting, Aug. 31, TNG headquarters, Washington.

TNG elections, six-day voting period, Sept. 20-25, all locals.

International Election and 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. 10-11, 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, June 30-July 4, 1980, Montreal.

The Guild Reporter

CALM
ACPS

JAMES M. CESNIK
Editor

ROBERT DUDNICK, Associate Editor

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