It's your union! . . . Vote Sept. 20-25!

Newspaper profits 'ignore' slowdown

If the U.S. economy began to slow down in the first half of 1979, more particularly during the April-June second quarter, it was not evident from the financial performances of those newspaper companies that report them.

As one prominent industry financial analyst put it, "newspaper companies tend to outperform companies in other industries during recessions because of the fundamental strengths of the newspaper business."

And, said John Morton of John Muir & Co., "we're confident that respectable earnings growth will continue," though, "in view of softening business conditions" and the high growth rate during 1978's third quarter, "we cannot expect this pace to continue."

Editor & Publisher magazine noted, after running comments of several newspaper stock analysts, that "newspaper experts at some of the country's top investment firms" feel that public newspaper companies "continue to be an above-average investment in a period when many economists believe that the country has entered a recession."

Pointing to ad linage and circulation growth plus lower production costs and the industry's performance during other economic downturns, the magazine commented that newspaper companies seem to "merit the continued confidence of the financial community."

Morton reported that eleven of the companies he tracks posted an average second-quarter gain of "nearly 18 percent in earnings on an average revenue increase of about 16 percent." The 12th company he follows, Times Mirror, has since reported an after-tax profit increase of about 6 percent for the second quarter. The 12 companies had an average 24 percent increase in first quarter profits, Morton reported.

A Guild Reporter check of 15 U.S. newspaper companies, including the 12 Morton tracks, revealed that on a weighted basis—the sum of all their after-tax profits for the six months through June — they made 11 percent more after taxes this year than last. Two of the three additional companies had lower profits through this June than last.

Morton later reported that the stocks of his 12 companies appreciated an average of 10 percent during August, "almost double the New York Stock Exchange Composite Index."

"The gains came," he said, "despite discouraging news about newsprint prices . . . and uncertainty over advertising prospects."

Financial reports of the Southam company and Torstar Corp. in Canada

(Continued on Page 4)

29,386 eligible to cast ballots in TNG elections

Washington—A total of 29,386 Guild members in the United States, Canada and Puerto Rico are eligible to vote in TNG's international elections Sept. 20-25.

Eligible voters were certified by the International Election & Referendum Committee on Aug. 31, when it met at TNG headquarters, and later when its appeals subcommittee met in conference telephone calls to consider challenges by locals to the accuracy of the lists mailed to them after the IERC's Aug. 31 meeting.

Guildwide, voters will choose six at-large vice presidents from a field of eight candidates. In addition, those in the South, Midwest and New York City and vicinity will choose a regional vice president from two candidates in each area.

Largest number of eligible voters is in Region 3, the Midwest, with 6,372. There are 5,868 in Region 4, the U.S. West; 5,101 in Region 5, New York City; 4,122 in Region 1, the Northeast; 3,861 in Region 2, the South; 2,866 in Eastern Canada, and 1,196 in Western Canada.

U.S. Wire Service Guild members are included in the figures for the regions in which they work. Canadian Wire Service Guild members are included in the Eastern Canada total.

During its Aug. 31 meeting, the IERC determined that ten locals have no members eligible to vote: Battle Creek, Madison and Youngstown in Region 3; Greensboro, Hampton Roads (Norfolk) and Mountaineer (Morgantown, W.Va.) in Region 2; Kingston, Pawtucket and Rochester in Region 1, and Ottawa in Eastern Canada.

Voting eligibility is determined by receipts of constitutionally established financial obligations at TNG's offices postmarked not later than Aug. 15. A member has to have paid all dues, including full, regular dues, at least through May to be eligible to vote.

In addition, TNG's Constitution provides for members whose remittances have been collected or paid to the local but not received on time by TNG to be made eligible upon receipt of a proper explanation from the local's treasurer or two other local officers.

Locals, at their option, may conduct balloting on any or all of the six days of the official voting period establishd by the IERC.

Under IERC-established rules, local election committees must

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THE GUILD REPORTER

OFFICIAL PUBLICATION OF THE NEWSPAPER GUILD (AFL-CIO, CLC)

Vol. XLVI, No. 16 **Washington, D.C.** **September 14, 1979**



The tools of the phone-room 'trade'

An insider takes a look at one of those 'easy jobs' . . . . . Page 5

Impatience pervades ITU convention

MERGER PLAN IS GOAL

St. Paul—Impatience for a completed proposal for merger of TNG and the International Typographical Union ran through the ITU's 21st Convention here from its Aug. 18 opening to its adjournment Aug. 24.

Rising demand among the membership for "strength and security" mandates acceleration of efforts to complete a merger proposal, delegates declared that final day in adopting the reports of the convention's Committee on Graphic Arts Unions Merger.

Introduction of the reports touched off by far the longest floor discussion of the seven-day meeting. All five members of the ITU Executive Council plus 23 delegates from 17 printer and mailer locals took part. Each of the latter called for more rapid progress toward completion of a merger proposal.

Earlier each member of the Executive Council had been polled by the convention's merger committee on whether he favors merger of the Guild and the ITU. Each said he does.

As the convention opened, its merger committee was beginning what became a week-long study of a lengthy report on the status of Guild-ITU talks from the ITU Merger Negotiating Committee. That report, incorporated into the convention committee's first report, listed 48 areas of agreement in concept and 16 where agreement is yet to be reached. The committee approved each of the agreements. Members of TNG's Merger Committee, guests at the convention, sat in on the committee's deliberations.

Noting considerable progress during the 22 months since the two unions began formal merger talks — especially during the past year — the convention called for a "pragmatic approach" towards areas still under discussion.

Pointing out that technological changes "have obliterated traditional jurisdictional lines" in the publishing industry, the convention called upon merger negotiators to seek to "combine that which is practical with that which is possible."

The product should be "an entirely new" union, the convention said, calling for resolution of outstanding questions and a report to Guild and ITU memberships "as soon as physically possible" in preparation for votes by both unions' members.

The convention insisted that merger negotiators "submerge" whatever "may be peculiar" to the Guild or ITU and "get on with the business of creating an entirely new organization."

At the same time, the convention declared, the ITU should move to "establish closer relations" with the Graphic Arts International Union and the Printing & Graphic Communications Union to "hasten" realization of "the

(Continued on Page 2)

ITU delegates impatient for merger plan

(Continued from Page 1)

goal of one big union in our industry."

On the convention's opening day and in mid-week, delegates heard both ITU President Joe Bingel and TNG President Charles A. Perlik, Jr., renew their commitments to moving merger talks ahead as rapidly as possible [Guild Reporter, Aug. 24].

Alan Kistler, AFL-CIO director of organization and field services and a former Pittsburgh Guild leader, also noted the Guild-ITU moves toward merger in a talk to delegates.

"What a happy day it would be when the printing and graphic arts and communications industry would be confronted by the strength of one union," Kistler said.

Several of the delegates coupled their calls for rapid completion of a merger proposal with cautions that the proposal inevitably will meet resistance from some members, emphasizing the need for full explanation and discussion.

Robert L. Wartinger, 2nd ITU vice president, pointed out to delegates that while he agrees that merger is "essential . . . the essential elements . . . must be acceptable and in the best interests of the majority of ITU members and TNG members . . . before it will be accepted by the membership."

Delegates' and the convention's "strong statements today" will send us back to the merger sessions with your strong backing," he said.

Betram A. Powers, president of the New York Typographical Union, saying he sees a Guild-ITU merger as a major step toward a single industry union, suggested the AFL-CIO be enlisted to help resolve issues outstanding between the merger committees.

Both Joseph E. O'Brien and Donald L. Gergen, presidents respectively of the printers' and mailers' unions in Sacramento, said that while Guild members crossing picket lines at the Sacramento Bee for nearly two years have caused much bitterness locally, they see the situation as a stark example of the need for merger, not an argument against it.

Leon Olson, president of the (San Francisco) Bay Area Typographical Union, noted that some, for their "willingness to make changes" to achieve merger, "have been labelled merger-at-any-price advocates."

He is willing to "pay the price," he said, if merger means a stronger union, an end to picket-line crossing, eliminating duplicative costs, more people and money for organizing and servicing, more unified bargaining strength and all for "substantially the same dues dollar."

Allan J. Heritage, ITU 3rd vice president, said that those working toward merger "believe that we are working toward creation of a new union which will have the strength, the finances . . . combined know-how and experience of each predecessor union" to better serve the members.

In other actions, the convention also approved eight proposed amendments to the ITU's Constitution, including propositions that would:

✓ Remove the terms "printing and kindred trades" and "mailers and kindred trades" from the definition of the ITU's jurisdiction, substituting "graphic arts, news and advertising media and communications industry" employees.

✓ Change members' dues obligation to the international from a percentage of "total earnings" to a percentage of "straight-time earnings."

✓ Exempt from payment of the one-half percent of international dues that is dedicated to the ITU Strike Fund "public employee members prohibited from striking by law" while simultaneously barring those members voting on any local or international matter that is "strike related."

The latter proposal drew the only roll call vote of the convention, passing by 171 to 73.

All eight constitutional amendments will go to referendum, with voting scheduled for Nov. 28.

The convention's Committee on Returns and Finances reported that the ITU General Fund finished 1978 with a surplus of $936,085 after reecipts of $7,413,769 and expenditures of $6,426,230. The surplus was transferred to the ITU Strike Fund, as provided by its laws.

The strike fund's balance on July 31 was $605,650, up from a deficit of $1,362,947 at the end of 1978, thanks to a one-half percent assessment, the committee reported. The assessment will continue until the fund reaches $5 million and be automatically levied again if it falls below $3 million.

A special, assesment-raised organizing fund had a July 31 balance of $1,136,959. Expenditures during calander 1978 were $121,753.

Other convention action included:

✓ Endorsement of the Farm Workers' boycott of nonunion iceberg lettuce as well as the Coors beer boycott.

✓ Reaffirmation of the ITU's support for ratification of the Equal Rights Amendment.

✓ A call for legislation to provide full social security benefits to retirees at age 60.

✓ Warnings to members to be alert to hazards of toxic chemicals increasingly being used in the industry and to guard against possible fatigue and eyestrain from working at video display terminals.

Among delegates to the convention were members of the former International Mailers Union, which merged with the ITU Jan. 1, and a reporter from a recently organized editorial group in Champaign-Urbana, Ill. The reporter, Don DeBlasio is vice president of the area's Typographical Union local.

Convention guests from the Guild, besides Perlik, were:

J. William Blatz, director of field operations; William L. McLeman, Canadian director; Linda Zink of Los Angeles; Fred D. Fletcher of San Francisco-Oakland; Diane M. Woodstock of Madison, TNG Region 3 vice president; Frank Prosnitz of Providence, and Bridget Peterson, former Victoria president.

All but Peterson and Prosnitz are members of TNG's Merger Committee.

The ITU's 1980 convention will be in Kansas City. None has been scheduled for succeeding years, the ITU Review reported, since "the consensus is that any future convention will be of the merged union."



GUILD GUESTS AND ITU PRESIDENT JOE BINGEL, STANDING, POSE AT ITU'S 121st CONVENTION

Seated, from left: Frank Prosnitz of Providence; Bridget Petersen, former Victoria president; William H. McLeman, TNG Canadian director; Fred Fletcher of San Francisco-Oakland; Linda L. Zink of Los Angeles; J. William Blatz, TNG Field operations director, and TNG President Charles A. Perlik, Jr. Diane M. Woodstock of Madison was there, too.

Surveys: *Two of three Guild leaders are male*

Washington — Just over two-thirds—67.5 percent—of the four top offices in 36 Guild locals are held by men, a TNG survey shows.

And, according to a companion survey released simultaneously by TNG Human Rights Co-ordinator Hannah Jo Rayl, that is just about the proportion of men to women among employees represented by the Guild.

The first survey, among several mandated by successive TNG conventions, also showed that three percent of responding locals' offices were held by minority group members.

Offices referred to in both instances are president, vice president, secretary and treasurer.

Companion surveys showed:

Membership — With 59 locals reporting and data taken from per-capita forms for others, 66.2 percent of employees represented by the Guild were males and 86.6 percent were white.

Of the 13.4 percent who were minority group members, 8.4 percent were black, 1.6 percent were Asian-American, 3.1 percent were Hispanic and 0.26 percent were native American.

District councils — Sixty-two percent of top officers were males. No minority group members held any of the top offices.

Local staff — In 28 reporting locals, 61 percent of paid staff were female. Most administrative officers were male. Twelve percent of paid staff were members of minority groups.

TNG and **International Pension Fund** — Fifty-eight percent of officers and staff were male and 16 percent were members of minority groups.

By-line dispute draws charge in Lexington

Lexington, Ky.—The National Labor Relations Board regional director has issued a complaint charging Knight-Ridder's Herald and Leader with unfair practices against Guild-covered employees who have been on a "by-line strike."

Emil C. Farkas, labor board regional director in Cincinnati, acted on a charge filed by the Lexington Guild. A hearing was to be scheduled.

The board's complaint said the papers denied column-writing opportunities to staffers who engaged in the by-line strike.

The strike is part of an effort to gain a new contract [Guild Reporter, Aug. 10]. The old contract, which expired last November, provides that terms continue while negotiations continue.

One of the terms is the right to withhold a by-line.

Farkas said the company was discouraging employees from engaging in lawful, concerted activities and interfering with their right to join a union.

UPI issuing reminders on by-lines

New York—United Press International has agreed to remind all its bureau managers that its contract with the Wire Service Guild means it when it says that "an employee's by-line shall not be used over his or her protest."

The pledge came during a national grievance session over a Cheyenne, Wyo., bureau employee's complaint that his by-line was placed on news roundups over his protests and without explanation.

The roundups were "pieced together" by a wire filer in Dallas, the Guild said.

A "special letter" on the by-line clause's meaning was to go to the Cheyenne bureau manager, the Guild reported.

"A by-line is far from an ego point," one member of the Guild's national grievance committee noted. In signing a story, a reporter is "attesting that I stand by it," he said.

Chavez gets contract and boycott is lifted

Keene, Calif.—United Farm Workers President Cesar Chavez has called off his union's boycott of United Brands after the UFW won a contract with its Sun Harvest, Inc., subsidiary.

"The union will now focus all its resources on the boycott of non-union iceberg lettuce," Chavez said.

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Strikers' friends turn out in Wilkes-Barre . . .



Paul J. McHale, left, director of the United Steelworkers' District 9, presents $850 contribution to Paul Golias, representing Wilkes-Barre Council of Newspaper Unions. Golias, of the Guild, spoke to Steelworkers' conference in Wilkes-Barre Sept. 6. Full-page ad by Steelworkers in strikers' daily Citizens' Voice urged community to continue support for strikers.



George Tedeschi, president of the Pressmen's Union at Newsday on Long Island, presents contribution to Jack Williams, Wilkes-Barre Guild member and publisher of striking Wilkes-Barre newspaper unions' daily Citizens' Voice, during Citizens' Voice picnic late in August. About 500 persons, including delegations from Elizabeth and Philadelphia attended the picnic.

Buffalo News tops up by $63

Buffalo — Top minimums are increased by from $26.72 to $66.40 a week—that for reporters and photographers by $63.99, to $492.59—in a three-year Buffalo Guild contract with the Evening News.

Guild members at the paper ratified the settlement after their bargainers characterized it as "lean and mean" but necessary in light of financial losses by the paper last year and this year. The paper, owned by Blue Chip Stamps, opened its books to Guild representatives.

The settlement also provides major medical insurance and additional dental insurance and halves the actuarial reduction in pensions for early retirements.

The contract also provides that the News will review with the Guild in six months the status of efforts to balance the salaries and responsibilities of men and women editorial department employees.

Wage increases under the contract are effective from June 1 this year and on June 1, 1980 and 1981.

The $63.99 increase to experienced reporters and photographers comes in increments of $18, $18.11 and $27.88.

Circulation **district managers'** top minimum is raised a total of $56.93, to $437.55, in increments of $16.08, $16.08 and $24.77.

Among other classifications, increases and resulting top minimums include:

Copy editors, rewrite—$64.53 ($18, $18.33, $28.20), to $498.26.

Clerks and assistants—$43.64 ($12.33, $12.33, $18.98), to $335.33. **Editorial assistants**—$33.91 ($9.58, $9.58, $14.75), to $260.64. **Copy aides** — $26.72 ($7.55, $7.55, $11.62), to $205.35.

Circulation tub clerks—$32.28 ($9.12, $9.12, $14.04), to $248.04. **Circulation phone clerks** — $29.98 ($8.47, $8.47, $13.04), to $230.36.

Inside classified — $32.32 ($9.13, $9.13, $14.06), to $248.35.

Makeup and **night city editors, chief photographer, librarian** — $66.40 ($18, $19.08, $29.32), to $517.97.

Flat minimum for **cartoonists** and **editorial writers** plus **chief-copy, financial, news, picture, sports, wire** and **women's editors** is increased a total of $68.54 ($18, $19.94, $30.60), to $540.58.

The wage increases amount to 4.225 percent in each of the first two years and 6 percent compounded in the third. (If a Guild settlement with the competing Courier-Express produces more, the difference will be added to third year increases at the News.)

The three top classifications in the first year are raised 11 cents to $1.94 less than the percentage would yield, however, to pay for a stronger dental plan.

The News's books showed that the paper lost $1,936,534 on an operating basis in 1978. Defending against an antitrust suit by the Courier-Express over the News starting a Sunday paper, cost it another $982,720. During the first five months of this year, the News's loss was $2,455,077, against $1,621,268 in the year-ago period, the Guild reported.

A management representative was quoted by the Guild as saying that if the News didn't turn around in three years, "we have no future."

The News's owner, Blue Chip Stamps, subsequently reported that after-tax profits for 1979's first six months from its nonbanking and securities operations were $2.36 million, up 12.5 percent from last year.

In recent years, the Guild at the Courier-Express has agreed to delaying implementation of scheduled increases and, for some jobs, simultaneous reductions in hours and pay, also in the face of pleas of financial straits by the paper.

Distributors' first contract guarantees the jobs of 30

Buffalo—Lifetime job guarantees have been won by the Buffalo Guild for 30 circulation distributors whose jobs at the News were in danger of vanishing before their union affiliated with the Guild.

Each distributor is named in the job guarantee clause of the two-year Guild contract.

It is the group's first Guild contract. The distributors voted to merge their independent association with the Buffalo local on July 28, 1978.

Distributors who leave the News will not be replaced. But distributors will be able to move into district manager jobs, which are covered under the Guild's other News contract.

A flat minimum of $371.31 a week was established, rising by $12.75 to $384.06 on Oct. 21. The old association minimum was $356.31. The first minimum, a $15 increase, is retroactive to last October.

Among other provisions:

Weight limit—Bundles will not exceed 45 pounds.

Vacations—One day for each eight days worked, up to 25 days, after 20 years; one for 11, up to 20, after 10 years; one for 15, up to 15, after three years; one for 20, up to 10, for fewer than three years of service.

Holidays — Eleven are established — six designated and five floating.

Health care—Blue Cross, major medical, drug plan. Pensioners will get coverage that complements medicare.

Pensions — The employer will pay $5 per employee per shift for five shifts a week to an existing trust.

Votes go to ITU in newsroom unit

Danbury, Conn.—Editorial employees of the Danbury News-Times voted 34 to 15 for bargaining representation by the Danbury Typographical Union on June 28.

Challenged ballots, ten of them, were not numerous enough to affect the outcome.

The 38,800-circulation daily is part of the Ottaway chain, a wholly owned subsidiary of Dow Jones & Co. that publishes 20 dailies and five weeklies.

The Typographical Union already represented the paper's printers.



Wesley Gibson, Jr./Vallejo Unit/San Francisco-Oakland Guild

. . . and Vallejo

The Vallejo Independent Press Club, a citizens' group supporting newspaper unions' interim strike paper, raised $2,500 in mid-August with an "afternoon in the Napa Valley" party at a valley home that once was a winery. Pictured are party hosts Kim and William McPherson and support committee members Betty Mini, Loana Campo and Maureen Dingley. Several hundred persons attended. Musicians Union provided music. Funds will go toward purchase of a folder to go with the VIP's new presses. The strike paper increased to four-day-a-week publication this month.

Rally in Elizabeth draws wide support for strikers

Elizabeth, N.J.—Labor leaders and public officials from Union County and the rest of the state expressed strong support for the New York Guild's strike at the Daily Journal at a rally and picnic here Sept. 9.

They said there would be efforts in the legislature and among unions to resolve the strike against the Hagadone-chain daily, which began April 15.

TNG President Charles A. Perlik, Jr., sent a message regretting his inability to attend because of a "sudden and painful leg ailment."

He accused the "Hagadone gang" of following the same scorched-earth policy other chains were following in strikes around the United States and Canada and urged the strikers to remain steadfast.

The picnic drew about 300 persons.

Lists name 29,000-plus TNG voters

(Continued from Page 1)

count ballots on either of the two days immediately following the voting period, that is, either on Sept. 26 or on Sept. 27.

The IERC will meet at TNG headquarters Oct. 10 to conduct the official tabulation of returns and certify results. Locals' returns to the IERC must be postmarked no later than Sept. 29.

Chairperson of the IERC is Robert A. Steinke of St. Louis. Other members are Elinor Redner of San Francisco-Oakland, Lou Mleczko of Detroit, Pat Scuotto and Nicholas Zeoli of New York, Richard Roth of Buffalo and C. Claire Keefe of Providence.

Voter-eligibility appeals subcommittee members are Steinke, Roth, Redner and Keefe.

Candidates for at-large vice presidents are, in ballot order: Joyce Walker-Tyson of Detroit, William T. Davis of San Jose, Frank Prosnitz of Providence, Floyd Tucker of San Francisco-Oakland, Frank Mazza of New York, David M. Mulcahy of New York, Elwood B. Bigelow of Portland and Robert C. Holt, Jr., of St. Louis.

Tucker, Mulcahy, Bigelow and Holt are incumbents. They and Walker-Tyson and Davis are running as a Unity Committee slate.

Prosnitz and Mazza are running with the support of a Committee for an Open Choice.

For vice president from Region 2 the candidates are Carlos J. Sutton of Washington-Baltimore and Faye McCracken of Memphis. McCracken is the incumbent.

For vice president from Region 3, the candidates are John B. Mitchell of Gary and Richard M. Peery of Cleveland.

For vice president from Region 5 the candidates are Betsy Wade and Patrick J. Vallila, both of New York. Wade is the incumbent.



Raymond Crowell/Merkle Unit/Washington-Baltimore Guild

INTERNATIONAL ELECTION & REFERENDUM COMMITTEE CHECKS THE LISTS

Clockwise, from left: Richard J. Roth of Buffalo, C. Claire Keefe of Providence, Robert A. Steinke of St. Louis, Nicholas Zeoli and Pat Scuotto of New York, Elinor Redner of San Francisco-Oakland. Lou Mleczko of Detroit was absent.

There are no contests for TNG's other elective offices and nominees were declared elected at the 1979 TNG Convention in Boston in July.

TNG President Charles A. Perlik, Jr., was elected there to a sixth term.

International Chairperson Harry S. Culver of the Wire Service Guild was re-elected to a second term.

International Representative Charles Dale was elected secretary-treasurer.

Western Canada Vice President Roger L. Stonebanks of Victoria was re-elected to a fourth term.

And Eastern Canada Vice President John M. Lowe, of Southern Ontario; Western U.S. Vice President Carla W. Beck, of Great Falls, and Northeast Vice President Richard V. Sabatini, of Philadelphia, were re-elected to second terms.

The officers and the vice presidents will all be sworn in when the International Executive Board opens its fall meeting Oct. 15. The meeting will be in Ottawa.

Reports of newspapers' profits show continued 6-month gains

(Continued from Page 1)

and the Thomson chain, in both the U.S. and Canada, showed profit improvement for all three, substantial for the latter two and modest for Southam despite heavy losses at the Vancouver Province in the 8-month strike that ended June 29.

Here is a summary of the profit performance of each of the 18 companies:

Times Mirror—A 5.6 percent increase in overall after-tax profits for the six months, to $66,815,000; a 5.9 percent increase in the second quarter. Its newspapers' before-tax profits were $65,096,000, up 12.3 percent.

Dow Jones—A 16.9 percent gain in six-month profits, to $23,794,000; an 18.6 percent gain in the second quarter.

Gannett—A 21 percent gain for the six months, to $60,385,000; an 18.9 percent increase in the second three-month period.

New York Times Co.—Overall, a 12 percent gain in profits through June, to $17,077,000, and a 16 percent second-quarter increase. The Times newspaper's six-month, before-tax profits were up 28 percent, to $13.7 million.

Capital Cities Communications—After-tax profits of $30,322,000 for the six months were up 13 percent; for the second quarter they were up 14 percent.

The company reported a second-quarter loss of $800,000 after taxes in the continuing strike against its Wilkes-Barre Times Leader, bringing total after-tax losses there since last October to $3,800,000.

Washington Post Co.—After-tax profits for the six months were $24,048,000, up 2.5 percent if an extraordinary gain during the period last year is excluded. Second quarter profits were up 15 percent. Its newspaper and broadcast divisions both had higher earnings in the period while its magazine division had "a slight decrease," due to higher circulation costs and expenses for development of a new monthly sports magazine.

Multimedia—First-half, after-tax profits were up 22 percent, to $8,487,000, and second quarter profits were up 26 percent.

Post Corp.—Six-month profits were up three percent, to $1,927,000 while second quarter net was up 13.6 percent.

Knight-Ridder — Six-month, after-tax profits of $42,514,000 were up 12.9 percent; second quarter profits were up 9.7 percent.

Affiliated Publications — A 30.7-percent, six-month increase took its after-tax profits to $4,519,000. Its second-quarter profits were up by 10.7 percent.

Harte-Hanks — Six-month net was up 17 percent, to $8,315,000, while the second quarter was up 19 percent.

Media General — A 45.7-percent increase put its six-month, after-tax profits at $11,651,000. Second quarter net was up 35.9 percent.

Lee Enterprises — After-tax profits for the nine months ended June 30 were off 9.9 percent, to $10,994,000, while those for the April-June quarter were up 15.4 percent.

Panax Corp.—After tax profits were off 26.9 percent, to $495,443, for the six months; off 24.6 percent for the second quarter. It blamed recent acquisitions and starting a new Sunday paper.

Tribune Co.—Six-months net was off three percent, to $27,024,000, and the second-quarter was off 25 percent, due chiefly to a $10-million payment to settle a license renewal suit involving its WPIX-TV in New York.

Thomson Newspapers—A 14.7 percent increase in after-tax profits took them to $29,269,252 for the six months. It did not report separately on the April-June quarter.

Southam, Inc.—After-tax profits for the six months were $16,302,000, up 0.3 percent, while those for the quarter ended June 30 were $8,938,000, off 10.9 percent. It attributed most of the decline to the Vancouver strike.

Torstar Corp. — A 30.5-percent increase in the net for the nine months ended June 30 put its three-quarters profits at $20,471,000 after taxes. Its Toronto Star newspaper had before-tax profits of $14,344,000, a 39.9 percent improvement.



Wuxtry! in Monessen

Pittsburgh Guild members striking Thomson's Valley Independent in Monessen hawk their interim weekly, Valley Views, to Steelworkers outside Wheeling-Pittsburgh Steel Corp.'s Allenport plant. Normal sales at the plant are more than 400 copies each Wednesday when Steelworkers' shift ends in the afternoon. Guild members are, from left, Bob Grant, Linda Taylor and Kathy Gerda. Valley Views went to 40 pages first week in September. Twenty-member Monessen Guild unit struck the Independent on April 14.

Grievance nets $1,250 for 'tryout'

San Francisco—An Examiner copy editor who wanted to be a music critic—and wound up working 31 straight days with no time off or overtime—has received $1,250 in settlement of a grievance brought by the San Francisco-Oakland Guild.

The 31-day, seven-day-a-week stint was called a "tryout" by the Examiner even though for two-and-a-half years the copy editor had been writing music reviews while working his regular desk shift, the Guild reported.

The Guild grieved on that, too, saying he hadn't been compensated for the extra work.

"Management had to know what was going on," Unit Chairperson Al Cline said.

"On one day alone, he had the lead article in the Scene section, a lengthy column and a review."

An insider's tour of the classified phone room

By ESTELLA M. HOLMQUIST
San Diego Guild

"Geez, what an easy job you must have, all you do is sit there all day and talk to people on the phone!"

Well, folks, it isn't quite that easy for the women and men who work in inside classified.

Yes, we talk to people on the phone —many times to the background accompaniment of screaming children, advising spouses, barking dogs, chirping birds, deafening stereos, jet planes and factory noise!

We talk to the timid, the aggressive, the infirm, the hard of hearing, the demanding, and the irate; those who don't know what they want and those who argue about what we can't accept.

Once we establish that the caller wishes to place an ad, we are responsible for filling out the proper billing information, classification, start date and time ad is to run. The ads must be "scanner ready"—i.e. correct spelling, abbreviations, punctuation—not always easy when the customer keeps changing his/her mind about what to say.

In addition to writing ads, we cancel and correct existing ads, give information on rates and deadlines, take complaints on ads that may have contained errors, check on ads that aren't in and transfer to the credit department if applicable. All this activity takes place under great pressure. There are often 50 calls waiting, so it is necessary to be courteous, accurate and very fast—simultaneously!

Selling is, of course, a large part of our job. We are expected to suggest larger type sizes and multiple insertions to our customers. One of the frustrating aspects of the work is to sell a large ad only to have it held by the credit department!

Seasonal selling, for example, "Santa's in the Want Ads," presents us with the task of soliciting all local businesses for Christmas advertising. (For a real challenge try selling swimming pool supplies as a Christmas gift idea!)

Promotional advertising, such as "7 Days for the Price of 5," necessitates explaining the special to each caller and encouraging him/her to take advantage of it.

Keep in mind please, we are trying to sell in as short a time as possible—50 calls are waiting!

Most of us find some pleasure and pride in our work or we would probably not survive long in the environment of 50-calls-waiting-while-50-typewriters-are - clacking - and - 50 - people - are - talking-on-the-phone. Make that 49—there is usually at least one ad-visor ringing a bell for attention and frantically searching for an ad that must be changed that was taken by "that other person in your department!" Despite the pressure we get along quite well and try to help each other when possible.

For the most part, classified ad-visors are intelligent, pleasant and have a good sense of humor. Many of us have a college education; others are studying for their degrees.

We have actors, writers, musicians and artists in our midst. Some co-workers are skilled craftsmen and enjoy a variety of hobbies. These outside activities make us "experts" in various areas and, therefore, more valuable as employees. We must, after all, be knowledgeable about everything from afghans to zoom lenses.

When the end of a hectic Friday arrives, when the last of those 50 waiting calls has been answered and most of us leave the office, a small crew stays late to decipher and type the handwritten ads taken by the outside sales staff. For these ads also, must be made scanner ready, although not necessarily by the people who take them.

Classified telephone sales not only generates a tremendous amount of revenue for the company, but is the paper's primary one-to-one link with the general public. This dual role of sales and PR work requires patience, perception, and great mental agility.

No, "talking to people on the phone" is not all that easy—or simple.

(From the San Diego Guild's publication, The 95th Edition)



Frank Alexander/Washington-Baltimore Guild/Merkle Unit

A TUESDAY IN THE WASHINGTON POST'S CLASSIFIED PHONE ROOM
Rick Hopton, left foreground; Karen Woll, center foreground

Classified is a profit producer

Classified advertising long has been recognized inside the industry as one of its biggest revenue and profit producers.

Last year U.S. newspapers' revenue from classified was $3.9 billion, up 21.2 percent—30.7 percent of the industry's total ad revenues while classified linage was 28.7 percent of newspapers' total linage.

For the first five months of this year, classified revenues were up by 19.4 percent over 1978, according to a compilation by Editor & Publisher from Media Records' 64 Cities Report. At the same time, total ad revenue was up 12.7 percent.

TNG's Bargaining Program calls for pay parity for inside classified sales with outside display and classified sales.

Women in unions paid more, Denver survey shows

Denver—"In the news business, it seems to pay to be in a union."

This is one of the conclusions drawn from a wide-ranging survey of sex discrimination in newsrooms at Denver-area newspapers and radio and television stations.

The other conclusions aren't so positive.

Eighty-six percent of 200 women working for all area dailies, radio and television stations and a randomly selected 50 percent of weeklies in the area were interviewed by researchers from the Colorado University School of Journalism and the Denver Woman's Press Club.

Among their findings:

✓ Of the 121 fulltime employees, 40 percent make less than $10,000 a year.

✓ Of the 51 parttime employees, 67 percent make less than $5,000 a year.

✓ Sixty-seven percent of those represented by unions make from $15,000 to $25,000 a year, but 66 percent of those not represented by unions make $5,000 to $15,000 a year.

"There are no significant differences between the two groups in terms of education or years of experience in the news business," the researchers reported.

By medium, earnings were:

✓ Weeklies—80 percent of the women earned less than $10,000 a year.

✓ Radio—74 percent made less than $10,000.

✓ Dailies—27 percent made less than $10,000.

✓ Television — 17 percent made less than $10,000.

More than 60 percent said they had made financial sacrifices to work in the news business.

Strangely, "newswomen who appear to have the strongest reasons to feel discriminated against are the least likely to complain about it," the study found.

Eighty percent of the union members believed there was discrimination. Only 61 percent of the nonunion women felt so.

At the low end of the wage scale—women on weeklies—only 47 percent felt there was discrimination on their paper.

At the higher end—dailies and broadcasting—83 percent thought there was.

Among evidence of discrimination are constant assignment to soft news and lack of promotions, the respondents said.

"Managerial" positions were held by 35 percent of the women on dailies, 37 percent on weeklies, 42 percent in television and four percent of those in radio.

Nonetheless, 41 percent said they expected to hold such positions in five years.

"Managerial" was defined on newspapers as publisher, assistant publisher, editor or assistant editor.

In broadcasting, it was defined as owner-manager, assistant manager, news director, assistant news director, executive producer or assignment editor.

On newspapers, almost all of the women in management were at the lower rungs.

Unions have more members, most women

Washington — Membership of U.S.-based national and international unions increased by 605,000 from 1976 through 1978 and 455,000, or three of every four, of those new members were women, according to the Labor Dept.'s Bureau of Labor Statistics.

Women accounted for 23.5 percent of union membership in 1978, up from 22 percent in 1976, according to preliminary results of the BLS's biennial survey of membership in unions and employee associations, released early in September.

(The Labor Dept. reported elsewhere that as of May, 1978, women working under union contracts earned 35 percent more than those without unions.)

The BLS survey also showed that while union membership increased numerically, it declined as a proportion of the total U.S. labor force, from 20.3 percent in 1976 to 19.7 percent last year. While U.S. union membership increased about 3 percent the nation's labor force increased by 5.8 percent.

The 605,000 increase brought total membership in the unions to 21,734,000, a record, with membership increases among governmental and nonmanufacturing industries offsetting a decline in manufacturing industries.

Pressmen ex-leader named Detroit's executive officer

Detroit—Donald C. Kummer, former president of the Detroit Pressmen's Union, has been appointed the Detroit Guild's administrative officer.

Kummer, 45, took office Sept. 4. He succeeds Willard Hatch, who rejoined TNG's staff as an international representative.

"I believe I have developed a sense of respect from the publishers and the spirit of trust from the various newspaper unions which could be vital in any negotiation or serious confrontation," Kummer said in his letter of application.

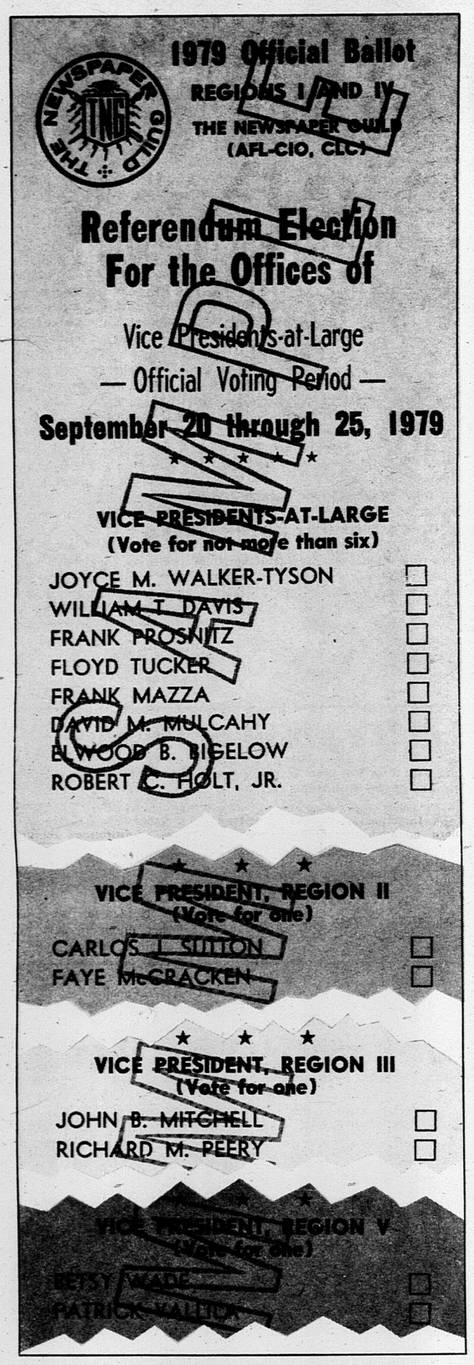
He has gone on leave from his pressroom job at the Detroit News and is continuing his Pressmen's Union membership in addition to taking Guild membership.

Kummer became active in the pressmen's union in 1959 and has been chief negotiator or committee member since.

He was Detroit Pressmen's president from 1973 to 1978, president of the Detroit Council of Newspaper Unions in 1978, trustee of several pension plans and vice president of the International Printing & Graphic Communications Union's North American Newspaper Conference.



DONALD C. KUMMER
New Detroit officer



Ballot lineups

Samples of the ballot to be used in Regions I and 4 and the parts of ballots in Regions 2, 3 and 5 listing candidates for regional vice presidents are reproduced above. The regional candidates appear ahead of the at-large candidates on the ballots in the three regions. A fifth ballot form, a bilingual one (French and English), listing the candidates for at-large vice presidents will be used in Canada.

$394 top is won at agency

New York—The newsman top minimum rises $43.36, to $394.17, in a two-year New York Guild contract with the Jewish Telegraphic Agency.

Top minimum for **bookkeeper and librarian** at the wire service goes up $38.88, to $353.46. Top for **automatic Teletypist** rises $31.48, to $286.14.

Secretary, production clerk and **assistant bookkeeper** top minimum increases $25.60, to $232.73. Top for **library assistant, telephone operator** and **stenographer** rises $23.01, to $209.25.

IT SEEMS TO US

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 referenda to appear in the issue immediately preceding distribution of ballots and subsequent issues preceding the voting shall contain no new charges.

San Jose VP backs Davis plus five mates on slate

SAN JOSE, CALIF.

Editor:

In the 12 years I've known Bill Davis, I've found him to be one of the most dedicated and active Guild members I've ever met. His encouragement was a major factor in my becoming active in the Guild. I know what Bill Davis has done for countless other Guild members, and I know the IEB needs him.

That's why I suport Bill Davis, Floyd Tucker and the others on the Unity slate—Joyce Walker-Tyson, Dave Mulcahy, Bob Holt and Woody Bigelow.

FRANK SWEENEY
Vice President
San Jose Guild

Oakland leader endorses Tucker and Unity slate

OAKLAND, CALIF.

Editor:

I urge re-election of Floyd Tucker as international vice president of The Newspaper Guild.

He has been an effective member of the International Executive Board, reliable and outspoken, and we need a man of his kind for another term.

I worked with Tucker when he was president of my local union and when he chaired our unit of the local. We have bargained contracts together, and you cannot do that with a man and not know him utterly.

Tucker's trade union credentials are the best. More than that, he is a man of character and decency.

I also support Tucker's running mates on the Unity Committee slate: Joyce Walker-Tyson, Woody Bigelow, Dave Mulcahy, Bill Davis, Bob Holt.

BILL EATON
1st Vice President
San Francisco-Oakland Guild

Mitchell's 4-union record cited by Region 3 backer

GARY, IND.

Editor:

In John B. Mitchell of Gary, Guildsmen of Region 3 have a candidate for vice president with a strong union background. The Guild is the fourth union with which John has been affiliated during his working career.

As a youngster be belonged to a shop union on the Pennsylvania Railroad while working as a boilermaker's helper. Later, as an aircraft worker, he belonged to the Machinists and Aerospace Workers and still later, before becoming a photographer, was a bus driver for the Chicago Transit Authority and a member of the Chicago Transit Union.

This background of unionism has made John a no-nonsense Guild officer as three-term Gary president, and I think Region 3 Guildsmen will be choosing wisely if they pick John for the regional seat on the International Executive Board.

FORBES W. SCOTT
Secretary
Gary Guild

Overseas statement clear, Washington member holds

WASHINGTON, D.C.

Editor:

The Wade statement quoted in the Guild Reporter article "Guidelines seen needed on overseas policy" [Aug. 24] clearly draws very tight and narrow boundaries for TNG.

Termination of projects including the seminars of the African-American Labor Center; no more visits from the likes of Philip Mtimkulu of South Africa's black journalists' union or of Mike Pitso of the Lesotho Union of Journalists, since TNG received and administered finances for them which came from AALC, which uses AID money.

The Wade statement was constructed by the "winners." Since they are professional reporters and editors, we can only assume that this incredibly parochial statement said exactly what it was intended to say.

It was not a statement of reaching out but of turning in.

KAREN E. WOLL
Post Unit
Washington-Baltimore Guild

N.Y. member is 'troubled' by 'guidelines-need' story

NEW YORK, N.Y.

Editor:

I am deeply troubled by the article in the Guild Reporter, "Guidelines seen needed on overseas policy" [Aug. 24].

Less than two months after the convention, President Perlik is playing a devious game with an important convention decision.

He referred repeatedly to the "Wade statement," while being aware, as were all of us at the convention, that the statement was drafted by, and clearly reflected the sentiments of, the six IEB vice presidents and their supporters.

Far more significant is Perlik's contention that he has "no alternative but to resolve such questions as they arise. . . ."

Why is this issue being treated differently from any other issue resolved by the convention? It has always been Guild policy to handle specific questions as they arise in the light of policy arrived at so painstakingly.

Further, by questioning local autonomy, Perlik is dragging in yet another spurious issue. Guild locals have, and always have had, the right to act as they see fit as long as they adhere to the principals of the Guild Constitution.

At the Boston Convention, I joined in the hearty applause for a good loser. I would hate to think that instead, we have inherited a sore one.

JOAN COOK
Times Unit
New York Guild

Foreign projects questions viewed as 'not necessary'

CLEVELAND, OHIO

Editor:

Some questions being raised in the wake of the convention's vote to bar the use of government or corporate funds for foreign projects are not necessary. The mandate seems clear: we simply don't do what we voted not to do.

If members have second thoughts about the action that was taken, they should work to change it at future conventions, not through re-interpretation by the IEB. Trust that the Guild leadership will do exactly what it is instructed to do is the cement that binds individual members into a union, no matter how serious the disagreements about particular policies.

Members who seek open discusion of this and other issues should not be criticized. Only the most delicate questions of temporary strategy should be handled behind closed doors. The strongest and best policies are those that are set with the knowledge and participation of the membership.

RICHARD M. PEERY
President
Cleveland Guild

Court orders food-price bargaining

Washington — The Supreme Court unanimously has upheld the right of a union to bargain over prices charged in plant cafeterias and food vending machines, affirming a long-standing policy of the National Labor Relations Board.

"With all due respect to the courts of appeals that have held otherwise, we conclude that the board's consistent view that in-plant food prices and services are mandatory bargaining subjects is not an unreasonable or unprincipled construction of the National Labor Relations Act, and that it should be accepted and enforced," Justice Byron White declared on behalf of the court.

"The availability of food during working hours and the conditions under which it is to be consumed are matters of deep concern to workers, and one need not strain to consider them to be among those 'conditions' of employment that should be subject to the mutual duty to bargain," the decision said.

The case involved the Ford Motor Co., which had refused to bargain with the UAW over food price increases at its automotive parts stamping plant in Chicago Heights, Ill. The AFL-CIO filed a brief in support of the union's position in the case.

Ford argued that NLRB policy in this area would provoke "endless rounds of negotiations over issues as minor as the price of a cup of coffee or a soft drink." The high court responded, however, that "common sense . . . tells us that even minor increases in the cost of meals can amount to a substantial sum of money over time."

It left open the question of whether an employer must bargain over a union's demand that in-plant food services be supplied where they do not exist.

Overseas policy guides ample, VP asserts

Washington — TNG President Charles A. Perlik, Jr., has ample guidance for applying to specific circumstances the union's new ban on using government and corporate funds for overseas activities, TNG Vice President Roger L. Stonebanks of Victoria has written Perlik.

Stonebanks is one of six TNG vice presidents who drafted the policy motion adopted by the Guild's 1979 Convention. He said that while there was no formal convention debate "there was an abundance of discussion at the Resolutions Committee, in caucuses and in corridors, in some written material and in debate and statements filed at International Executive Board meetings" by opponents of the former policy. That policy had permitted use of open government funds.

Stonebanks responded Aug. 23 to a memo from Perlik two weeks before to IEB members and candidates in which Perlik called for IEB guidelines on the new policy's application, characterizing the statement of intent drafted by the former policy's opponents as ambiguous and raising more questions that it answers [Guild Reporter, Aug. 24].

Stonebanks's was the only response received through Sept. 12 from an IEB member to Perlik's invitation for "concurring or contrasting" responses.

Carlos Sutton of Washington-Baltimore, a candidate for the IEB seat from the South, wrote Perlik Sept. 4 that he felt part of Perlik's memo "flies in the face of the constitution" and that part of it left him "confused."

And Richard M. Peery of Cleveland, candidate for the IEB seat from the Midwest, wrote the Guild Reporter Sept. 5 that he feels that "some questions" being raised about the new policy "are not necessary." [It seems to us, Page 6.]

Sutton pointed to Perlik's acknowledgment that he had invited a statement for the convention record so it would show "just what kind of activities were being abolished." He contrasted this with Perlik's observation that with the benefit of hindsight, development of the statement "would better have been left to . . . a less frantic, hectic time" like the next IEB meeting, then taken to next year's convention if necessary.

That, Sutton charged, "flies in the face" of TNG's Constitutional provision that the convention is the "supreme authority of TNG" unless overridden in a referendum.

Perlik had emphasized in his memo that the policy motion adopted by the convention "is secure." He said he felt the statement of intent read into the record on behalf of the former policy's opponents was proving to be ambiguous as he attempted to apply the new policy to "the full spectrum of Guild international activity."

That two-sentence statement, read into the record by Vice President Betsy Wade of New York after the policy's adoption, says that the convention "notes that we are currently involved in seminars of the African-American Labor Center as well as 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 funds will be terminated."

Stonebanks said he is "at a loss" to understand Perlik's "outrageous" conclusion that because of questions raised in applications of the statement "it cannot be taken as considered Guild policy on a matter of such complexity."

The answer, Stonebanks said, is in Perlik's next sentence: that pending further board consideration he will resolve questions as they arise "within the framework of my best understanding of what was intended at the convention."

Stonebanks, who said he would have responded to Perlik's memo sooner but for slow delivery of mail to Victoria from Washington and the time it took to get a written copy of the statement, also addressed himself to specific questions raised by Perlik. Among his responses:

It is not the intent of the convention action to try to force the IFJ to curtail or change its activities, "financed from wherever," because TNG has no such authority. TNG, however, should not participate in any endeavors using government or corporate funds.

He said it is his personal hope that the IFJ would ultimately adopt a policy similar to TNG's.

Disaffiliation with IFJ was "never in the minds" of the initiators and supporters of the new TNG policy .

He said he does not think the new policy prohibits members or locals from participating in seminars overseas that are supported by government or corporate funds so long as there is no TNG involvement.

He said he believes, however, that the policy should be persuasive for locals "in the same way that the nonmandatory part of the Model Contract is."

TNG's inquiring of a local if it had a candidate for a project would not be a policy violation if it involved simply forwarding a request to a local.

Stonebanks said he hoped that disagreements on TNG's international activities are now ended.

NLRB again turns aside move to parry AP paring

Washington—The full National Labor Relations Board has turned down a Wire Service Guild request that it review rejection by the board's New York office of a second Guild motion to dismiss an Associated Press petition to pare ten percent of its employees from Guild contract coverage.

At the same time the NLRB turned down a Guild motion that, in the alternative, it order the "unit clarification" proceedings transferred immediately to Washington.

Its regional office acted within its "discretion" in turning down both motions, the board's headquarters said Aug. 21.

In the meantime, AP has filed a motion asking the NLRB to dismiss a "unit clarification" petition by the Guild that the board order into the Guild bargaining unit about 90 employees heretofore excluded as "confidential" employees.

The Guild has objected, citing the board's rationale in dismissing the Guild's petitions, i.e. that the parties agreed that the questions would be settled through adjudication by the NLRB.

Hearings on the AP's petition, which would exclude about 120 persons from Guild contract coverage, have been going on since last November. Hearings on the Guild petition have not yet begun.

Bargain! like it or not, NLRB orders papers

Washington — The full National Labor Relations Board has turned down the Greensboro, N.C., News and Record's appeal from a law judge's finding that the papers have been illegally refusing to bargain with the Greensboro Guild.

A three-member board panel here adopted the findings and order of an administrative law judge, who ruled that the papers must bargain regardless of their dislike of the contract approval procedures spelled out in TNG's Constitution [Guild Reporter, June 8].

The NLRB also agreed with the finding by Irwin H. Socoloff that the Landmark-chain papers also violated the labor act by refusing to supply payroll information to the Guild.

The paper had told the local that they would refuse to bargain unless they received written assurance that the bargaining committee alone could make a binding settlement.

TNG's Constitution requires ratification by the affected unit and the local executive committee and approval by the IEB Contracts Committee.

Socoloff had ruled that these are internal union matters not subject to bargaining.

The board panel was John H. Fanning, Howard Jenkins, Jr., and John A. Penello.

Contract takes accountant to $308

New York—A three-year New York Guild contract with the Jewish Daily Forward raises the assistant accountant's top minimum $43.53, to $308.73 a week.

Bookkeeper, publication deskman, cashier clerk, stenographer-translator and **assistant makeup** top minimum rises by $37.21, to $263.89.

Top minimum for **general clerk, library clerk, telephone operator** and **mail clerk** goes up $33.74, to $239.30.

Member has advice for those still waiting

By SUE BASS
Wire Service Guild, AP Dept.

'DON'T KICK TIRES, JOIN'

Bass is a newsperson at Associated Press's bureau in Boston. She was reinstated to the position this summer while the Wire Service Guild was contesting her dismissal in an arbitration under the Guild contract's provision delineating temporary and regular, full-time employees. AP settled the Bass arbitration after an arbiter overturned AP's dismissal of Laura Raun from its Seattle bureau under the same contract clause. Bass's observations are reprinted from the July-August issue of the Wire Service Guild's Wireport.



As vacation relief and rookie rewriter in the AP's Boston bureau in 1976, I often sat across a desk from John Steede and Phil Cannaday, both union officers. And I often brought up the subject of the Wire Service Guild.

"I'll join your damn union when it does something about the noise in this bureau," a typical conversation would begin. I had noticed that some staff members were going deaf, so my comment was meant seriously, even if I worded it flippantly. At other times I asked about reports that CRTs caused cataracts—always with the same proviso: "I'll join your damn union if . . ."

I was the typical hard-nosed prospect, kicking the tires of a used car, disdaining it as if I had a better one parked out front.

I soon found I did not. Late in 1976, a Guild member lent me a copy of the contract. I learned that what people had been telling me was true: AP was breaking the agreement by keeping me a temporary when I had worked more than six months.

That discovery started me on a two-and-a-half-year battle with the company. And during the fight I found out why people join unions.

At first I treated the dispute over the terms of the contract's temporary clause as a dispute among lawyers. When the Guild grieved the violation, I was sure that the grievance would be quickly and honorably settled in New York.

I soon found I was wrong. I had been offered, in writing, a second vacation relief stint for 1977, and my work had been praised by everyone who supervised me. But shortly after the grievance was filed, I was accused of incompetence.

Finally, New York agreed that my record showed all praise and no criticism. The grievance was settled, and I went back to work. But to save the AP's face and to show our good will, the Guild and I allowed a loophole in the settlement. For the first six months I would be technically on probation.

My bureau chief took advantage of that loophole. My first week back, he told me he resented being forced to back down. Before the grievance, he had praised my work and invited me back. Now he said he could have proved I was incompetent if only he had built a file.

For the next six months, he examined nearly every word I wrote. If anyone made a mistake, he tried to blame me. He reported errors that were not errors at all. The evaluations he wrote were the joke of the office.

But working under such scrutiny was no joke. The pressure began to make me physically ill, and I asked the Guild to file a charge of harassment with the National Labor Relations Board. The day after the AP received the complaint I was fired.

For a year and a half, my case was in dispute. But halfway through the arbitration, the dispute was settled in my favor. Staffers in droves had volunteered to testify for me, but only one got to do so. The AP's legal case had been demolished by a decision in favor of Laura Raun in a similar dispute; its factual case was destroyed by the cross-examination of my former bureau chief. Without completing its own presentation or waiting to hear the Guild's, the AP threw in its cards.

Now I am back at the AP. My name has been cleared. I joined the Guild more than two years ago, but my dues could not repay my debt to the union if I stayed for 30 years. When I had nowhere else to turn, I discovered that the only car on the lot was a good deal after all.

I owe a great deal to individuals: Sid Reitman, the Guild's lawyer; to Pat Sherlock and Dick Olive, its administrators; to the committees that represented me at grievance sessions; to the staffers who agreed to testify at my arbitration, and to all the Guild members whose dues paid for my defense.

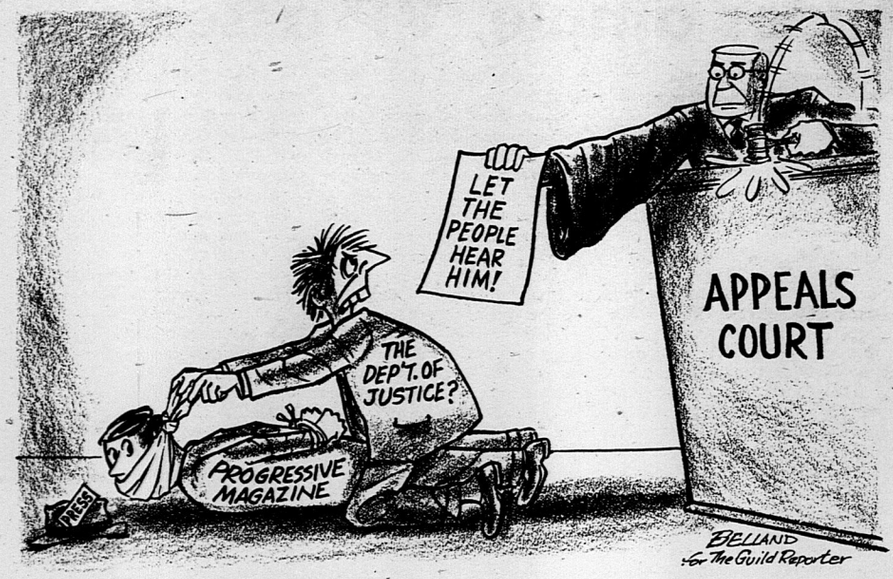
But most of all I owe a debt to unionization and an apology to the Wire Service Guild. The company tried to destroy my career. Only the Guild saved it.

The mistake I made back in 1976 was thinking that the Guild had to be perfect to be entitled to my endorsement. I have friends who think that now. One is still out because the international did something stupid seven years ago.

But in fact the Guild is imperfect because we don't make it better. If the bureau is still noisy and CRTs are still dangerous, it is because too few of us are willing to fight for better conditions. If the new contract is weak, it is because too few of us were willing to strike for something better.

The unfortunate truth is that we cannot depend on the company, any more than we can trust our national leaders to take care of us. Like our democratic system, our unions are imperfect. But the alternative is much worse.

One for our side — for a change!



Editorial

U.S. vs. the Progressive

At last, a small ray of light has emerged in the battle against the U.S. government's attempt—successful since March and into at least the immediate future—to keep the Progressive magazine from publishing an article about the H-bomb. The 7th U.S. Court of Appeals in Chicago on Sept. 10 tartly turned down the government's attempt to keep secret hearings on the magazine's appeal from a federal district judge's enjoining the article's publication.

"Even in wartime, in cases involving the national security, the Supreme Court has permitted the public to attend those arguments," the appeals court said. It did assure the Justice Department that if sensitive information comes up during the hearing—scheduled for Sept. 13—it would decide on an individual basis whether to hear the information behind closed doors.

As TNG's 1979 Convention observed, if prior restraint is ever justified, the government does not appear to have met the test in the Progressive case. We say it does not appear to have met the test since to now practically every move in the case has been kept secret, at least in part.

The government claims the article reveals key secrets of the H-bomb's design. It was pointed out that the information was assembled from readily available sources. The government said some information is "born classified," that it has the power to prevent publication of some ideas even if they are original with the author.

Federal District Court Judge Robert W. Warren issued a preliminary injunction in March after closing his court during some of the argument. Then in June, when he refused to lift the injunction, the judge issued his ruling in secret, first closing his courtroom to the press, the public and even the defendants.

In its brief to the appeals court the government contended that arguments based on the First Amendment don't apply in the case because "technical information" about the bomb is exempt from the Constitution's guarantee of freedom of the press. Twenty percent of the government's 123-page brief was deleted from copies made public—for security reasons—including 11 pages totally blank.

The government also had deleted 15 portions—including an entire five-page section—of the Progressive's brief to the appeals court before the brief was allowed in the public's hands.

Before the first court's June ruling—the still secret one—the Justice Department admitted that the "essential secret of the H-bomb" had been available to anyone for 34 months in a declassified document on the shelves of the Los Alamos Scientific Library. The document has been re-classified.

The Chicago Tribune reported that even paperback fiction contains enough information on nuclear weaponry to help a terrorist or psychotic make a threat that at least rings true.

It all sounds like something from another time, another place.

Said Thomas Paine in 1778: "There are two ways of governing mankind; by keeping them ignorant, [or] by making them wise. The former was and is the custom of the old world. The latter of the new." Oh, yeh?

U.S. BLACKS AND THE PLO?

Mixing terrorism and nonviolence

By BAYARD RUSTIN

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

AMID THE CONTROVERSY following Andy Young's resignation as Ambassador to the United Nations some black people have suddenly embraced the Palestine Liberation Organization.

As I see it, some black leaders have turned to the PLO in an effort to act as conciliators between Israel and the Palestinians. Others met with PLO representatives in New York to demonstrate independence from U.S. policy. Still others viewed such meetings as striking back at Israel and the American Jewish community for supposed involvement in Andy's ouster.

Regardless of motivation, black people must clearly understand the moral issue involved here. For in seriously considering links with a group like the PLO, the black community is moving beyond the realm of "politics as usual." We are moving into an area where we face three enormous risks:

We risk serious divisions within our own ranks.

We risk the forfeiture of our moral prestige, based on a long and noble tradition of nonviolence.

We risk becoming the unwitting accomplices of an organization committed to the bloody destruction of Israel, indeed of the Jewish people.

Naturally, this talk about the PLO as a "civil rights" group or a minority movement within Israel has generated sympathy for the Palestinians among black people. But this identification with the PLO is based on a terrible perversion of the truth about the PLO and about our own movement, as well.

Looking at the history of the PLO, one thing becomes abundantly clear: From the day of its creation in 1964, the PLO has never uttered a word in support of any form of nonviolent resistance, peaceful relations between Israelis and Palestinians or a political solution to the complex problems in the Mid-East.

By contrast, black leaders in America, especially central figures like Martin Luther King, Jr., and A. Philip Randolph, never countenanced violence or terrorism.

AMERICAN CIVIL RIGHTS leaders, of course, chose nonviolence for many political and tactical reasons; but Dr. King identified the key source of the movement's strategy when he noted that the black American rejected physical force "because he believed that through physical force he could lose his soul."

In short, the choice of nonviolence was based on deeply held moral principles, on a desire to build community, to unleash the creative force of love and to protect and enhance the God-given human dignity of all people.

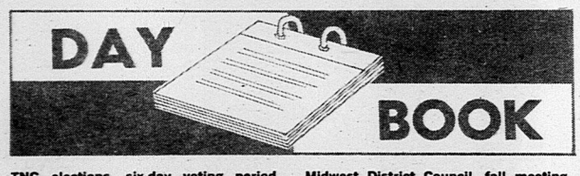
The PLO, however, espouses the opposites of all these. In word, but more importantly in deed, it espouses violence, hatred and racism. It repeatedly scorns reconciliation. While Dr. King frequently spoke of nonviolence as "the sword that heals," the PLO exalts the sword that kills.

My description of the PLO is no exaggeration. Its tactics, values and goals are candidly set forth in its National Covenant and other official documents. Its legacy of terrorism is written in innocent blood across Israel and Western Europe, even across the Arab lands of Jordan and Lebanon. Between 1967 and 1977, the PLO was directly responsible for killing over 1,100 unarmed men, women and children, its terrorist activities maimed nearly 2,500 people and it held over 2,700 hostages. Moreover, this organization has trained and armed other terrorist groups such as the Baader-Meinhof gang in Germany, and the Red Brigades in Italy. I fear that individuals who see similarities between our struggle and the terror campaign of the PLO are ignoring or twisting the facts.

By harshly criticizing the PLO, I do not mean to suggest that black leaders have no business concerning themselves with Mid-East problems. Nor am I arguing that blacks should shun the PLO so as to ingratiate themselves with American Jews. Rather, I am saying that if black Americans are to play any constructive role in shaping American policy in the Mid-East, we must do so in a manner totally consistent with the moral and spiritual tradition of nonviolence. We must reject hasty and expedient moves; we must reject any formal or organizational relationship with the PLO. Any links with the PLO, no matter how limited, would give legitimacy and tacit approval to the rule of the gun.

DR. KING, in his letter from the Birmingham jail, included a story to illustrate the rewards of perseverance in the nonviolent tradition. He wrote about a 72-year-old black woman who walked a long distance every day during a bus boycott. Frequently she was jeered by hostile whites. She was tired and physically weak. Someone asked her why she continued to support the nonviolent protest. Her response: "My feets is tired, but my soul is at rest."

By shunning and condemning the terrorism of the PLO, we too can be assured that our souls will be at rest as we preserve our tradition of nonviolence.



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

New England District Council, fall meeting, Sept. 29-30, Colonial Hilton, Wakefield, Mass.

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. 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

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