

Philadelphia pact raises some \$108

THE GUILD REPORTER



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WILKES-BARRE PICKET LINE VISITS MADISON AVENUE

New Yorkers join rally outside Capital Cities-chain headquarters to mark year since Wilkes-Barre strike began ... Page 7

Citizens' Voice

Keytop to go up \$100; Guild strike is averted

Philadelphia—A new Philadelphia Guild contract that raises wages by as much as \$108.50 a week over three years has averted a Guild strike at the Inquirer and Daily News.

There is an additional \$15 per employee per week added to publisher payments to pension and health and welfare funds.

The tentative settlement was ratified by unit members by about three to two on Oct. 9.

The unit earlier had given its bargaining committee power to call a strike when the old contract expired at 6 a.m. Oct. 3.

Teamsters and Pressmen's union members, whose contracts expired at 12:01 a.m. Oct. 1, set up picket lines for seven and a half hours that day and the Inquirer and Daily News did not appear.

Neither did the Bulletin, where the Teamsters also were seeking a new contract. The Guild does not represent Bulletin employees.

Teamsters returned to work when they won a settlement. The pressmen returned while their bargainers attempted to negotiate a new contract.

As of Oct. 10, they and the Typographical Union, engravers and Machinists still were without new contracts. The mailers reached agreement Oct. 8.

Top minimums for "key" and "over key" classifications are increased by \$100 a week under the Guild settlement, reported TNG International Representative William M. Brown, who was chief negotiator for the local.

(Continued on Page 6)

U.S. weighs pioneering VDT tests

San Francisco—Federal occupational health investigators will conduct a preliminary survey of video display terminals here, probably in November.

"Exploratory observations" were agreed to by Anthony Robbins, director of the National Institute for Occupational Safety & Health after a coalition of unions, including the Guild, asked for a study of VDTs and the working environment.

The coalition was led by the San Francisco-Oakland Guild, Bay Area Typographical Union and the Office & Professional Employees local here. TNG and four other international unions were signatories to the study request.

Guild members in the United States and Canada have complained of visual fatigue, headaches and nausea and glare and reflections on the screens.

No fullscale study of VDTs and their effect on occupational health has been done in the United States.

A NIOSH team will examine conditions at the San Francisco Chronicle, Examiner and Newspaper Agency and at the Oakland Tribune and Blue Cross.

NIOSH will decide whether to (Continued on Page 6)

Merger sessions set for Nov. 4-9

Washington—TNG's and the ITU's merger committees will hold their 11th joint meeting early in November, the presidents of the unions have announced.

The committees will meet separately Nov. 4 and jointly from Nov. 5-9 in Colorado Springs. It will be their first joint meeting since late July, shortly before the ITU's 1979 Convention.

Both union's 1979 conventions called for accelerated efforts to complete a merger proposal [Guild Reporter, July 20 and Sept. 14].

Unity slate, Sutton, Mitchell, Wade elected

Washington—Joyce Walker-Tyson of Detroit and William T. Davis of San Jose have won election and Floyd Tucker of San Francisco-Oakland, David M. Mulcahy of New York, Robert C. Holt, Jr., of St. Louis and Elwood B. Bigelow of Portland have won re-election as TNG's vice presidents at large.

They ran as a Unity Committee.

John J. Mitchell of Gary and Carlos J. Sutton of Washington-Baltimore have been elected and Betsy Wade of New York re-

elected to TNG regional vice presidencies.

The victories of all nine in elections held last month were certified by TNG's International Election & Referendum Committee Oct. 10.

Right after certifying the result, the IERC wrote top New York Guild leaders that the IERC nearly threw out all the votes cast in the local because of its "defiance" of IERC directives on resolution of the "questionable" voting status of 532 persons in the local.

The nine winners, plus seven others elected without opposition at this summer's TNG convention, will begin two-year terms Oct. 15 at the International Executive Board's fall meeting in Ottawa.

Losers in the eight-candidate race for the six at-large vice presidencies were Frank Mazza of New York and Frank Prosnitz of Providence. They ran with the support of a Committee for an Open Choice.

Official tally in the at-large contests was:

Walker-Tyson	6,352
Tucker	5,784
Mulcahy	5,447
Holt	5,373
Davis	5,235
Bigelow	4,891
Mazza	4,735
Prosnitz	4,585

Sutton defeated incumbent Faye McCracken of Memphis for vice president from Region 2, the South. Official tally:

Sutton	956
McCracken	929

Mitchell defeated Richard M. Peery of Cleveland for the vice

presidency from Region 3, the Midwest, being vacated by Diane M. Woodstock of Madison. Official tally:

Mitchell	1,040
Peery	885

Wade was re-elected to the seat from Region 5, New York City and vicinity, over challenger Patrick J. Vallila. Official tally:

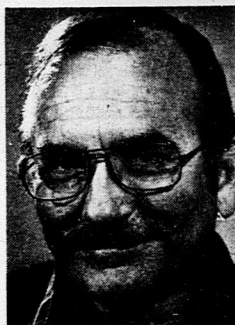
Wade	1,574
Vallila	1,219

A total of 10,544 ballots were cast and counted in the Sept.

(Continued on Page 5)



JOYCE WALKER-TYSON



FLOYD TUCKER



DAVID M. MULCAHY



ROBERT C. HOLT, JR.



WILLIAM T. DAVIS



ELWOOD B. BIGELOW

Why they're striking Thomson in Sudbury

By TONY VAN ALPHEN
Northern Ontario Guild

Sudbury, Ont.—A worker's life at the Sudbury Star certainly isn't a bowl of cherries.

"It's the pits," says veteran circulation employee Rita Castonguay.

Castonguay tells of confusion and disorganization in her department.

"When management hired a new circulation manager, they didn't teach him the job, we did," she says.

The department is understaffed and workers must conduct several assignments not related to their job descriptions.

Management was so intent on keeping circulation employees on the job one day that it refused to let them vote in the May 22 federal election. A union official informed management that the action was contrary to law, but some workers did not exercise their right even then because of earlier harassment.

Weekly pay isn't something to write home about either. At \$153 despite several years of experience, Castonguay is near the poverty line, along with some of her Star colleagues.

It's one of the reasons 54 members of the Northern Ontario Guild, International Typographical Union Local 846 and Pressmen's Local 590 have been on strike since June 27. The paper is closed.

In addition to better salaries,

The Thomson newspaper chain owns 67 dailies (at last count) in Canada and the United States. Most are small dailies and the only ones in town—the kind once described as "cash boxes" by the chain's founder. Guild members have been striking two Thomson papers since the spring and summer—the Valley Independent in Monessen, Pa., since April 20 and the Sudbury Star since June 27. Here a Sudbury striker reports about the working conditions and bargaining stance that brought on the strike there by members of the Typographical and Pressmen's unions as well as the Guild.

the three unions, now bargaining as a joint council, also want a prescription drug and dental plan and a cost of living allowance.

[Management finally agreed to the drug and dental plan on Sept. 26, but no other progress was made.]

Upstairs in the photography department, John Lightfoot and management have never clicked very well. He was hired in 1973, laid off and recalled in 1975.

Lightfoot would've been laid off again last year when the Star cut back its underfunded work force as an "economic measure" during contract negotiations.

But Lightfoot reluctantly took a lower-paying technician's post and still had a job. (During the last round of negotiations, the Thomson management agreed to reinstate Lightfoot to his old photographer's position.)

"I've been really bounced around but it's not surprising because that's the way Thomson has always treated its employees," he says. "We've always been short of people in our department."

Strikebreakers used in St. John's walkout

Sudbury, Ont.—The Thomson chain's Star has made no attempt to publish in this heavily organized city since being struck June 27 by its employees and their three unions.

But in St. John's, Nfld., where composing, press and editorial employees are striking the chain's Evening Telegram, the paper is operating with strikebreakers.

All the St. John's strikers are members of the Printing & Graphic Communications Union. The editorial employees are seeking their first contract ever under the union.

This is the largest newspaper in Northern Ontario but we only had two photographers before the strike. The North Bay Nugget and the Sault Star each have four or five and they're smaller."

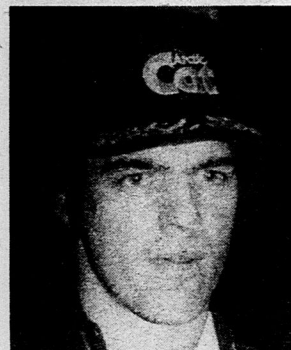
Penny-pinching isn't confined to the photo department. The Star surprisingly does not have any copying machines. Workers must use the ones across the street at the public library.

Next door to the photo department, reporters and copy editors have been sweating it out every summer because there is no air conditioning.

The only people who receive proper air conditioning are those in high management in their own offices. In some areas, machines also get the luxury because they can't operate properly otherwise.

Machines always have had higher priority than workers at the Star.

When management switched from hot type to cold, it left composing room workers with an



ALEX FAULKNER
Pressman



JOHN LIGHTFOOT
Photographer

average of 15 years of service without jobs. The company cut composing room staff by 50 per cent.

"It doesn't exactly leave one with a good feeling when a guy who has worked beside you for a long time is only a few years from retirement and they let him go," one bitter printer says. "The company gave him and the other guys a few grand in severance pay then threw them out on the street."

Pressmen like Alex Faulkner says working conditions are reasonable in his department but the pay isn't.

"The pressmen here have quickly dropped out of sight of

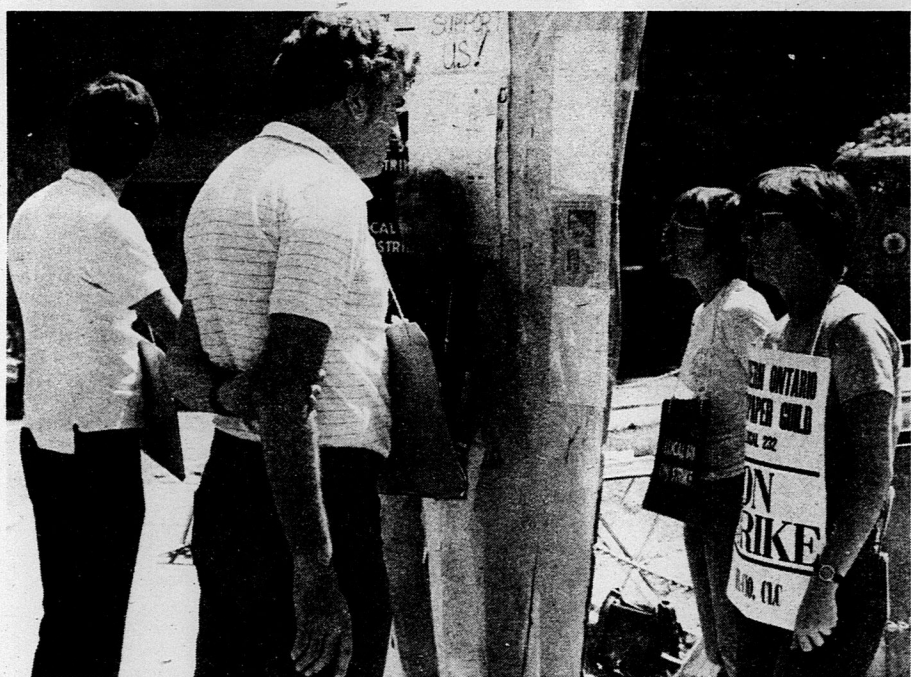
the income of other workers in the community," Faulkner notes. "We were once ahead of the Steelworkers at Inco but not anymore."

Inco is the region's largest employer with more than 14,000 workers in mining and smelting operations.

Faulkner, with 15 years service and a family, adds:

"I'll fight tooth and nail. I'm prepared to stay out as long as it takes."

The unions' joint council has printed and distributed 10,000 copies of the Strike Supporter, a tabloid focused on strike issues, growth of the Thomson empire and its policies toward workers.



WILLIAM McLEMAN, TNG CANADIAN DIRECTOR, DISCUSSES SUDBURY STRIKE . . .
... with Northern Ontario Guild Vice President Wendy Bateman (right) on picket line at Star

Paper's lobby held open for union leaflets

St. Petersburg, Fla.—The St. Petersburg Times can't claim its lobby is the same thing as a retail store or a hamburger outlet. Thereby hangs a National Labor Relations Board decision favoring the Graphic Arts International Union.

A three-member labor board panel in Washington ruled that the GAIU can distribute organizing materials to employees in the lobby even though it is a working area.

The board earlier had upheld the ruling of an administrative law judge that the company's ban on distribution was too broad and was invalid in all cases.

The company appealed to Federal Appeals Court, which ruled that the lobby was a working

area and, therefore, most solicitations could be banned.

But:

In remanding the lobby part of the case to the board, the court directed that the panel decide if the lobby is the same thing as a retail store or hamburger stand.

If it were, both solicitation and distribution of union organizing materials could be banned if the business function of the lobby were disrupted.

Noting that fewer than 10 of the company's 200 employees work in the lobby, the board panel said there was insufficient evidence that permitting organizers to leaflet in the lobby "would interfere with its primary business operations."

There wasn't enough evidence, the panel said, "to justify making an exception to our general rule of allowing solicitation on non-working time in a working area."

But even if the lobby were to be considered the same as a retail store, the board said, the company's ban on distribution would be invalid because the board originally had found the ban to be invalid in general.

"[O]nce a rule is found to be generally invalid, it is invalid for all purposes and cannot be applied as valid in part to a specific area," the panel said.

The panel was Chairman John H. Fanning and board members John A. Penello and John C. Truesdale.

Vote adds 30 to Buffalo

Buffalo — Inside circulation employees of the Buffalo Courier-Express voted by two-to-one for bargaining representation by the Buffalo Guild in an election supervised by the National Labor Relations Board Oct. 5-6.

The tally was 20 to 10. There was one challenged ballot. A total of 31 are in the unit. All are women.

The group is the third to vote to be represented by the Guild local in little more than a year and should put the local's total membership at about 700, with about 90 of them in the three new units. A little more than

two years ago the local's membership totalled about 550.

The local was assisted in the latest organizing effort by TNG Representative Fred W. Jones, as it was in its two other recent successful organizing efforts.

In those, advertising circulation and business office employees at the Tonawanda News voted for the Guild June 21 and circulation distributors at the Buffalo Evening News voted to merge their previously unaffiliated union into the Guild in July, 1978. An initial contract for that group of about 30 was won earlier this

year [Guild Reporter, Sept. 14].

The Buffalo Guild already represented employees in the Courier-Express's art, dispatch, editorial and outside circulation departments before the vote by the paper's inside circulation employees.

Purchase of the Courier-Express by the Minneapolis Star and Tribune Co. was announced in June.

The new group is the fifth, containing a total of about 290 persons, to vote for Guild bargaining in the first six months of the TNG's current fiscal year.

Gannett news room votes for printers

Ithaca, N.Y.—Editorial employees of the Gannett chain's Journal here have voted by 20 to 10 for the Ithaca Typographical Union as their bargaining representative. The paper has a circulation of about 20,000.

The local for many years represented the paper's composing room employees.

Suburban group turns away Guild

Chicago—Editorial employees of the Southtown Economist chain voted against Chicago Guild representation, 26-16, on Sept. 27. Forty-two of 43 eligible employees voted. The Guild filed for the election six months earlier.

Bargaining is sought for 150 at Pantagraph

Bloomington, Ill.—The Guild on Oct. 3 petitioned the National Labor Relations Board for certification as bargaining representative of nearly 150 employees of the Daily Pantagraph here.

The petition was supported by membership applications and bargaining designations signed by a "very large majority" of the employees in the paper's advertising, business, camera lab, circulation, editorial, maintenance and photo departments, reported TNG Representative Marshall W. Schiewe, who is assisting the group.

The Pantagraph is an all-day

daily and Sunday paper with a circulation of about 50,000. A minority interest is held by the family of U.S. Sen. Adlai E. Stevenson (D-Ill.).

Bloomington is in north-central Illinois, 40 miles east of Peoria.

Quebec upholds Guild in Gazette circulation

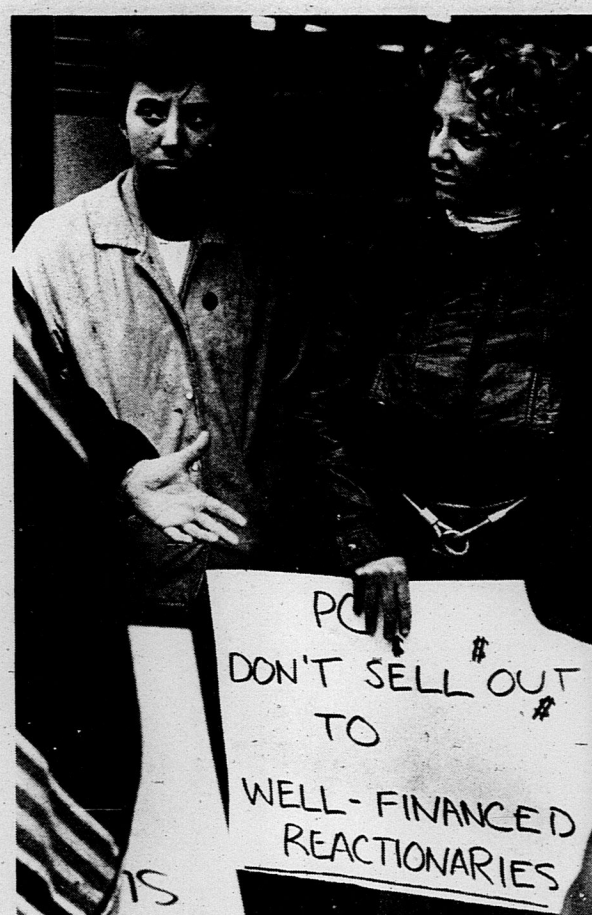
Montreal—The Quebec Labor Board on Sept. 20 dismissed an appeal by the Montreal Gazette from the board's certification three months before of the Montreal Guild as bargaining representative for 65 outside circulation employees.

The Montreal Guild also represents the paper's editorial employees, numbering about 100.

Ad people vote 'no'

Long Beach, Calif.—Advertising employees of Knight-Ridder's Independent, Press-Telegram rejected bargaining representation by a Teamsters' union local by 70 to 28 in a July 27 National Labor Relations Board election.

Voting were classified, display and "ad plans" employees.



'PRO-CHOICE' PICKETS AT PRESS CONNECTION
Action protests anti-abortion group's ad

Ad in Connection draws pickets

Madison, Wis.—Madison Press Connection offices were picketed Oct. 2 by a group protesting the paper's having run a full-page ad the day before by an anti-abortion organization asserting that defacement of its billboards was a violation of its First Amendment rights.

Press Connection staff leaders defended the paper's running the ad at a three-hour-plus meeting with several dozen persons from the Madison feminist community the evening of the protest.

In an editorial prepared to run the same day as the ad, Press Connection editor Ron McCrea called part of the ad's anti-abortion argument "deceptive," but defended running it as a point of view that has a right to public exposure.

Demands drawn up at the conclusion of the feminist meeting

and presented to the paper included one that it publish a "statement of accountability" of its coverage of women's issues and on ad acceptance, that it negotiate timetables for hiring women and minorities "sensitive to women's and minorities' issues," that it give complete coverage to women's issues as regular news and that it reject ads that "sexually objectify women" or attack women's rights.

The Guild has long represented employees of the paper's advertising, business, circulation, editorial and engraving departments. The paper is owned by the Minneapolis Star and Tribune Co.

Great Falls seeks to bargain for pair

Great Falls, Mont.—The Great Falls Guild has demanded recognition as bargaining agent for the two employees in the clerical department of the Great Falls Tribune.

The Guild has long represented employees of the paper's advertising, business, circulation, editorial and engraving departments.

The paper is owned by the Minneapolis Star and Tribune Co.

By RON MCCREA
Madison Guild
Editor, The Press Connection

Madison—For six months all of us on the Press Connection had been firsthand witnesses to the pains of prior restraint of the press in the Progressive case. The editors of the Progressive, a Madison-based magazine, were our friends; they had been supportive to us during the 18-month Madison Guild strike that was settled early this year.

It pained us as colleagues to see them appear in public forums, censoring their own words, trying to explain the rightness of publishing Howard Morland's article on nuclear secrecy and the H-bomb without referring to specifics of the article, which a court had forbidden them to talk about.

The Press Connection had been on top of the H-bomb story from the moment it was suppressed. We had run the first interview with Morland, we had read everything we could find on the bomb and we had co-sponsored with the Progressive a national symposium in July which drew Nobel prize winners and arms-race critics from around the country to probe the issues.

So when we received a copy of a letter from another amateur atomic weapons critic, Chuck Hansen, to Sen. Charles Percy of Illinois that contained a discussion of the general design and

function of the H-bomb, its material had a familiar ring. The same ground had been covered in a series of articles published in the Milwaukee Sentinel and in encyclopedias.

We were satisfied that it was harmless, just as we were satisfied that Hansen's argument that a "double standard of secrecy" was being practiced by the government was newsworthy. At the same time, we were aware that the Dept. of Energy was already asking other newspapers to surrender the letter.

After taking the ordinary precaution of having Hansen attest that he had used no classified information in preparing his material, we were left with only the possible legal consequences of publication to consider.

If we were wrong, the possible penalties could be steep—10 to 20 years in prison under the Atomic Energy Act.

By Sept. 15, the day after the letter arrived, we knew the Daily Californian had been temporarily restrained by a court from publishing the letter. We had the option of waiting for the gov-

ernment to act against us and then going through the same process we had watched the Progressive endure.

It was at this critical point that our experience as newspaper strikers played a valuable role. In 1977 we had made a fateful decision to strike and face the possibility of great losses. Over nearly two years, many of us have lost a great deal. But our world has not come to an end. Our pride is intact. And we have the satisfaction of knowing we did something right—something we would do again.

Moreover, our years as strikers taught us that lawyers and government agencies are a poor substitute for effective citizen action when it comes to getting justice. Our ITU printers are still waiting for the NLRB to finish its first round of hearings more than two years after the initial injustices which provoked the strike were committed. They may be kept twisting in the wind for years more.

Our strike experience—plus our deep feelings as journalists that the job of the press is to publish, not to ask permission—helped us make our decision on Sept. 15 to go ahead with a Sunday Extra carrying the Hansen letter, editorials and a photo spread on Hiroshima.

We don't do anything on the Press Connection without the consent of all the workers involved. So our first step was to bring in the printers and pressmen for a full discussion of what we proposed to do. They were solidly with us.

The rest was routine; headlines, layout, getting the Extra to press, running the papers to the news stands. That's how it all should have been—routine. The only thing that made it "daring" was the threat of government intervention or prosecution.

The government did not intervene and to date we have had no indication that it will prosecute. On Sept. 17 the Justice Dept. dropped its injunction against the Progressive, using our publication of the Hansen letter as the occasion to exit gracefully from a case it was bound to lose.

Unfortunately, this means the nuclear secrecy law can be used again against publications which nose too deeply into the whys of America's deadly and profitable arms industry.

We can only hope that the Press Connection's decision to publish will be a useful example for other newspapers facing similar challenges.

Nurse editors up \$85

New York—Present associate editors get increases totalling \$85.75 a week, taking them to \$466.80, in a new, three-year New York Guild contract covering the American Journal of Nursing and Nursing Outlook.

Actual salaries will be increased by a compounded seven percent in each year—\$26.67, \$28.54 and \$30.54.

Among other classifications, the seven percent per year formula yields these increases and resulting wages:

Assistant editor and news editor — \$73.17 (\$22.76, \$24.35, \$26.06), to \$398.30.

Art director—\$78.87 (\$24.53, \$26.65, \$28.09), to \$429.35.

Editorial associates — \$53.85 (\$16.75, \$17.92, \$19.18), to \$293.14.

Assistant librarians — \$42.26 (\$19, \$20.33, \$2.93), to \$313.66. The increases are effective retroactive to Jan. 1 and on next Jan. 1 and Jan. 1, 1981, for present employees.

For new employees, the associate editor classification rises \$20.66, to \$401.71, over the contract term. The editorial associate minimum for new employees drops \$43.59 over term, to \$195.70, and the assistant librarian classification falls \$44.80, to \$226.60. Other classifications rise or fall a few cents. Local Representative Dona Kaminsky reported.

Antiques editor top raised by \$97

New York—Top minimum for senior associate editor rises \$97.54, to \$683.40, in a two-year New York Guild contract with Antiques magazine that provides for 8 percent wage increases in each year plus a cost of living formula.

Among other classifications, increases and resulting top mini-

mums include:

Associate editor, assistant advertising sales manager—\$83.85, to \$587.35; administrative, editorial and advertising assistants—\$56.20, to \$393.80; stenographer, bookkeeping clerk, circulation assistant—\$48.65, to \$340.75.

Vision care is added to health insurance coverage.

Official IERC election tabulations

Local	AT-LARGE VICE PRESIDENTS										Holt
	Voters eligible	Votes cast	Walker- Tyson	Davis	Prosnitz	Tucker	Mazza	Mulcahy	Bigelow		
Region 1											
Albany ¹	213	—	—	—	—	—	—	—	—	—	—
Boston	363	215	177	163	41	159	44	167	167	174	—
Brockton ²	102	84	76	73	17	72	18	71	77	75	—
Buffalo	638	157	132	129	37	130	32	130	128	139	—
Erie	164	104	83	94	33	88	25	90	87	91	—
Harrisburg	62	34	21	11	23	10	24	11	14	14	—
Hazleton ³	20	—	—	—	—	—	—	—	—	—	—
Hudson County	48	43	11	3	41	3	41	6	5	5	—
Kingston	33	21	9	16	6	19	4	16	17	18	—
Lehigh Valley	9	9	9	8	2	8	2	9	6	8	—
Lynn	32	13	2	1	3	3	2	2	13	1	—
Manchester	109	86	83	79	13	77	13	82	79	79	—
Pawtucket	46	31	15	9	29	9	22	10	7	12	—
Philadelphia	1,066	322	189	133	204	135	198	140	134	154	—
Pittsburgh	115	33	19	15	18	15	16	12	14	15	—
Portland ⁴	233	162	139	132	33	121	30	129	142	129	—
Providence	396	148	41	30	145	39	110	27	16	27	—
Rochester	—	—	—	—	—	—	—	—	—	—	—
Salem	67	43	39	39	2	37	7	39	39	36	—
Scranton	93	40	15	21	16	21	24	30	23	20	—
Utica ⁵	14	—	—	—	—	—	—	—	—	—	—
Wilkes-Barre ⁶	113	—	—	—	—	—	—	—	—	—	—
Wire Service	2	—	—	—	—	—	—	—	—	—	—
Woonsocket ⁷	76	—	—	—	—	—	—	—	—	—	—
York ⁸	—	—	—	—	—	—	—	—	—	—	—
Members at Large	—	—	—	—	—	—	—	—	—	—	—
Region 1 totals	4,014	1,545	1,060	956	663	946	612	971	968	997	—
Region 2											
Chattanooga	36	33	21	14	20	23	21	15	14	13	—
Greensboro	—	—	—	—	—	—	—	—	—	—	—
Hampton Roads	—	—	—	—	—	—	—	—	—	—	—
Knoxville	43	31	8	15	5	4	3	25	10	27	—
Lexington	13	4	—	—	—	—	—	—	—	—	—
Memphis	419	217	155	168	50	161	33	154	146	155	—
Mountaineer	—	—	—	—	—	—	—	—	—	—	—
Puerto Rico	923	606	516	514	124	509	139	502	501	500	—
San Antonio	103	42	10	15	41	16	39	10	12	7	—
Washington-Baltimore	1,989	991	705	228	659	503	660	223	173	226	—
Wire Service	332	69	41	29	28	41	28	35	38	35	—
Members at Large	2	2	2	1	1	2	1	1	2	2	—
Region 2 totals	3,860	1,995	1,458	988	928	1,259	924	965	896	965	—
Region 3											
Akron	124	54	44	12	46	46	46	39	40	6	—
Battle Creek	—	—	—	—	—	—	—	—	—	—	—
Bay City ¹	69	—	—	—	—	—	—	—	—	—	—
Chicago	538	55	33	22	38	37	35	23	18	23	—
Cincinnati	294	175	140	107	83	116	82	91	92	109	—
Cleveland	624	442	292	93	296	242	303	81	67	93	—
Columbus	249	208	70	55	42	60	38	61	63	64	—
Denver	567	77	40	28	31	38	33	35	31	39	—
Detroit	1,003	143	100	45	40	46	49	48	46	51	—
Gary	68	60	38	43	11	44	18	46	47	48	—
Indianapolis	7	5	1	1	5	1	4	1	1	1	—
Kenosha	38	20	15	14	2	15	2	15	15	14	—
Lansing	—	—	—	—	—	—	—	—	—	—	—
Madison	—	—	—	—	—	—	—	—	—	—	—
Peoria	71	14	8	6	10	3	9	9	7	3	—
Pueblo	95	43	36	37	8	33	7	37	35	32	—
Rockford	49	27	23	22	8	22	24	8	21	22	—
St. Louis	1,056	523	352	335	119	331	103	376	354	471	—
Sheboygan ²	57	—	—	—	—	—	—	—	—	—	—
Sioux City	9	5	4	4	3	4	2	5	5	3	—
Terre Haute	91	78	25	33	28	20	21	32	27	31	—
Toledo	388	79	60	41	42	50	33	52	60	64	—
Twin Cities	745	170	54	38	124	121	124	37	27	126	—
Wire Service	250	38	21	14	14	14	17	18	17	21	—
Youngstown	—	—	—	—	—	—	—	—	—	—	—
Members at Large	—	—	—	—	—	—	—	—	—	—	—
Region 3 totals	6,392	2,216	1,356	950	950	1,243	950	1,014	972	1,221	—
Region 4											
Bakersfield ¹	93	—	—	—	—	—	—	—	—	—	—
Central California	718	131	73	86	55	94	50	67	56	77	—
Eugene ²	72	—	—	—	—	—	—	—	—	—	—
Great Falls	15	11	9	8	8	7	9	2	4	5	—
Hawaii	438	111	78	76	21	74	17	70	72	72	—
Los Angeles	381	48	39	44	13	38	15	37	36	35	—
Pacific Northwest	1,126	197	144	150	101	145	84	137	115	116	—
San Diego	801	96	69	66	36	64	38	60	57	60	—
San Francisco-Oakland	1,316	370	206	206	95	329	103	209	190	201	—
San Jose	749	222	158	212	39	151	44	144	134	145	—
Wire Service	277	38	20	15	19	14	17	21	19	19	—
Yakima ³	21	—	—	—	—	—	—	—	—	—	—
Members at Large	1	1	1	1	—	1	—	1	1	1	—
Region 4 totals	6,008	1,225	797	864	387	917	377	748	684	731	—
Region 5											
New York	5,180	2,915	1,258	1,128	1,314	1,011	1,565	1,368	1,118	1,184	—
Wire Service	353	99	54	49	45	47	56	48	44	56	—
Members at Large	—	—	—	—	—	—	—	—	—	—	—
Region 5 totals	5,533	3,014	1,312	1,177	1,359	1,058	1,621	1,416	1,162	1,240	—
Canadian Region—East											
Canadian Wire Service ⁴	627	—	—	—	—	—	—	—	—	—	—
Montreal	529	178	120	109	31	104	30	105	107	103	—
Northern Ontario	27	17	14	8	13	10	10	12	12	6	—
Ottawa	—	—	—	—	—	—	—	—	—	—	—
Southern Ontario	1,683	158	70	59	90	89	91	58	66	67	—
Members at Large	—	—	—	—	—	—	—	—	—	—	—
Canada East totals	2,866	353	204	176	134	203	131	175	185	176	—
Canadian Region—West											
Vancouver-New Westminster	926	88	68	27	61	57	20	60	17	32	—
Victoria	174	108	97	97	103	101	100	98	7	11	—
Winnipeg ⁵	96	—	—	—	—	—	—	—	—	—	—
Members at Large	—	—	—	—	—	—	—	—	—	—	—
Canada West totals	1,196	196	165	124	164	158	120	158	24	43	—
GRAND TOTALS	29,869	10,544	6,352	5,235	4,585	5,784	4,735	5,447	4,891	5,373	—

¹ Votes disallowed: Polls open after Sept. 25, last day of official voting period.
² Votes allowed only after IERC counted marked ballots itself as permitted for returns otherwise disqualified by late or no postmark.
³ Votes disallowed: Counted before official counting period.

⁴ Votes disallowed: Return postmarked after Sept. 29 deadline; no ballots returned.
⁵ Votes disallowed: No postmark on return; no ballots returned.
⁶ No returns received from York, Sheboygan, Eugene, Yakima, Canadian Wire Service, Winnipeg.

IERC certifies TNG election winners

(Continued from Page 1)

20-25 voting, representing 35.3 percent of 29,869 eligibles. In the last Guildwide elections, in 1977, 33.4 percent of those eligible voted; in 1975, just over 36 percent; in 1973, just under 32 percent.

Re-elected without opposition the convention's last day, July 6, were TNG International Chairperson Harry S. Culver, President Charles A. Perlik, Jr., and Regional Vice Presidents Roger L. Stonebanks of Western Canada, John M. Lowe of Eastern Canada, Carla M. Beck of the U.S. West and Richard V. Sabatini of the Northeast. At the same time Charles Dale, veteran international representative, was elected secretary-treasurer, succeeding Robert M. Crocker who died April 7.

The letter of reprimand from the IERC to New York leaders was prompted by the local's admission that its election committee had opened, counted and mixed with other cast ballots an indeterminate number of ballots the IERC had ordered challenged if cast by any of 532 members whose good standing under TNG's constitution could not be determined readily before the voting from records of per-capita receipts from the local.

The IERC, in a letter delivered to the local along with ballots for the 532 by a TNG employee on Sept. 19, had directed that ballots voted by any of the 532 were to be segregated by units and forwarded to the IERC unopened for "determination of the eligibility of these voters if such determination be necessary to determine the outcome of the election."

Pat Scuto, New York's local election committee chairperson and one of two members of the IERC from the local, said he had not received the letter and did not recall a telephone understanding before the letter was dispatched that the ballots were not to be opened and counted. Acknowledgement of the letter's receipt by the local was signed by its office manager.

Scuto and Nicholas Zeoli, also of New York, were the only persons on the seven-member IERC to vote against the reprimand.

It was addressed to Betsy Wade, New York Guild president and TNG vice president from that region, Harry Fisdell, the local's executive vice president, Raymond A. Mann, its secretary-treasurer, and Scuto as local election committee chairperson.

The IERC wrote that only "after a lengthy debate" did its majority vote not to throw out



CARLOS J. SUTTON
Elected from Region 2



JOHN B. MITCHELL
Elected from Region 3



BETSY WADE
Re-elected from Region 5</

Top Philadelphia raise \$108

(Continued from Page 1)

The key classification includes **rewriters, reporters, artists, photographers, display sales, classified outside sales and promotion assistants.**

Increases in their top minimum are \$33.50 retroactive to Oct. 3, \$6.50 three months after signing, \$30 Oct. 3, 1980, and \$30 Oct. 3, 1981.

This means top minimums on those dates of \$458.44, \$464.94, \$494.94 and \$524.94.

The "over key" minimum—for **makeup persons and desk assistants**—increases by \$33.50, \$6.50, \$30 and \$30, going to \$508.32, \$514.82, \$544.82 and \$574.82.

Employees earning \$480 a week or more will get increases of \$38.50, \$35 and \$35, a total of \$108.50.

Top minimums for several clerical jobs are increased by as much as \$94.45 a week over the term of the contract as a result of upgrading of the jobs' classifications.

They all will be classified now as general accounting clerks, a new category.

Top for credit checkers, record clerks and cash receipt clerks goes up by \$94.45, taking them to \$304.36.

Top for circulation and accounting blotter clerks and circulation and accounting general clerks goes up by \$85.18, to \$304.36.

Statistical clerks' and transient revenue clerks' top goes up by \$76.34, to \$304.36.

Top minimum of accounts payable clerks, accounts receivable clerks and bookkeeping machine operators goes up by \$60.49, to \$304.36.

Circulation radio dispatchers also are upgraded, with their top increasing a total of \$49.84, to \$269.02. Another upgrading goes to **classified ad-takers**, whose top increases by \$58.37, to \$310.73.

Classified telephone sales employees' top goes up by \$70, to \$389.94, in increments of \$23, \$6.50, \$20.25, and \$20.25.

Office and copy persons get a top-minimum increase of \$41 in segments of \$15, \$13 and \$13, to \$233.

In addition to the wage money, \$15 is added over the term to pension and health and welfare funds.

In the first year, an additional \$4.30 goes to pensions. In addition, \$5.60 goes from the existing health and welfare fund into pensions. The health and welfare fund currently is over-funded, with a surplus of \$750,000.

In the second year, 60 cents is applied to pensions to support a new formula and \$4.75 is put into health and welfare.

The new pension formula uses an average of the employee's seven highest earning years instead of using a career average since June, 1976.

Another 60 cents is placed in pensions and another \$4.75 in health and welfare in the third year.

Mileage payment is improved from a top of 19 cents to a floor of 20 cents in the first year, and the daily guarantee is increased by 50 cents a year, to \$9 in the third year.

In all three contract years, the mileage rate will increase 1/2 cent for every 5-cent increase in gas prices.

Adjustments are possible on a monthly basis and are to be based on the gasoline-cost line item in the Consumer Price Index for the Philadelphia area.

A training program is established for inside advertising employees, who temporarily may fill outside ad jobs when there are vacancies.

They will receive an extra \$20 per week or the next highest minimum in the higher classification, whichever is greater.

They will earn experience credit in the higher classification. A fifth week of vacation—after 25 years of service—is added.

A personal holiday is added, effective Jan. 1, 1980, making a total of eight holidays.

Minimum death severance rises \$1,000, to \$5,000.

Philadelphia Newspapers, Inc., the Knight-Ridder subsidiary that publishes the papers, agreed to drop its claim for \$150,000 damages against the Guild for the union's honoring of Teamsters' and Machinists' picket lines in 1974.

An arbitrator had ruled that the Guild had violated a no-strike side letter and said that the company could press damages claims.

U.S. weighs pioneering VDT tests

(Continued from Page 1)

make a full-scale investigation based on results of the exploratory observations, Robbins said in a letter to Helen Palter of SFONG.

Robbins on Oct. 1 noted that the agency earlier had done a radiation study of VDTs [at the New York Times] but agreed with the union coalition that there are other considerations too.

He said a team of occupational medicine specialists, ergonomists, psychologists, radiation investigators, physicians, and others would look into "the nature and extent of any apparent problems."

The July 18 request for a NIOSH study was endorsed by five international unions—TNG, Communications Workers, Office & Professional Employees, Graphic Arts and Transport Workers.

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

Other industry and allied locals included broadcast employees and telegraph workers. A total of 21 locals and councils endorsed the request.

Rights given up at Pontiac paper

Pontiac, Mich.—The Detroit Guild Oct. 1 relinquished its interest in representing editorial employees of the Oakland Press. The Guild and pressmen had been on strike for new contracts since Dec. 29, 1977, with the printers crossing their picket lines.

A representation election to determine whether the Guild had a majority interest would have been held on Oct. 2 if the Guild had not relinquished its interest.

The Guild said that there were so many strikebreakers eligible to vote that it did not want to win the election and be required to represent them.

Mazza, Prosnitz hail 4,600 who voted 'Open Choice'

EAST GREENWICH, R.I.

Editor:

We want to thank the more than 4,600 Guild members who voted for us as part of the campaign for an Open Choice in the recent election and who helped to turn a potentially lackluster contest into a genuine horse race. Only 300 votes separated the last-place finisher from a seat on the International Executive Board—it was a hell of a race.

The closeness of the contest calls attention to renewed vitality and concern within our union. Such membership interest can only work to make us stronger and more successful.

We wish the victors well. We thank all those who worked in our campaign, especially Diane Woodstock of Madison. To all our colleagues, we also send thanks. You will be hearing from us again.

FRANK MAZZA
New York Guild
FRANK PROSNITZ
Providence Guild

7 New Yorkers protest 'disorder' in voting lists

NEW YORK

Editor:

We are writing to protest whatever errors and misadven-

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.

tures led to the disordered state of TNG good-standing lists for last month's election.

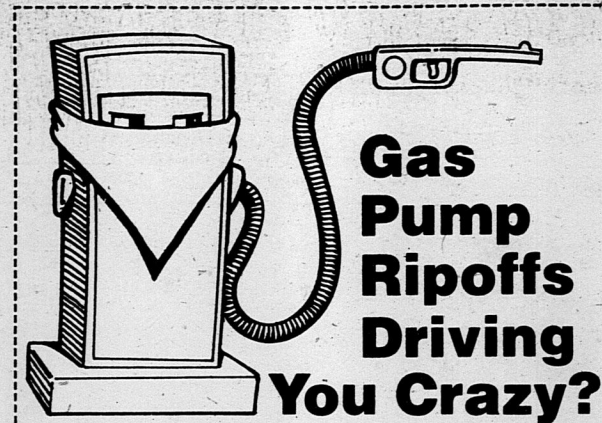
At the New York Times, by far the largest dues-paying unit in the Guild, scores of members were told they did not appear on TNG's good-standing list. Ironically, they had been eligible to vote in a unit referendum a week earlier, creating an embarrassing situation.

At the Post, many who had been good dues-paying members for as long as 10, 20, even 30 years, had to be challenged.

At Consumers Union, people on the staff 25 years and more, people who never complain, told unit officers of their disgust at being challenged this time. Eighty-nine people whom we knew to be in good standing were forced to vote challenged ballots.

Other units had similar problems.

With dues going up for many this month, TNG must understand when members aren't on the list.



Gas Pump Ripoffs Driving You Crazy?

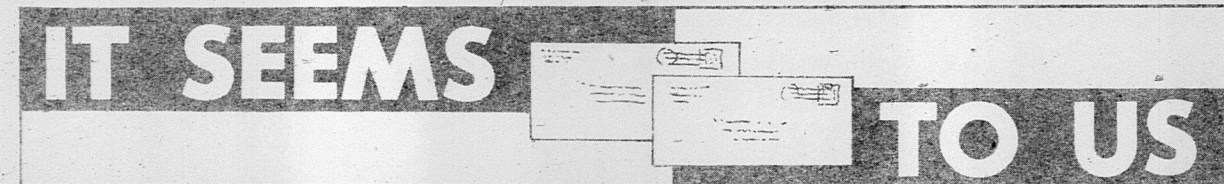
Gasoline price increases are leading the inflation parade, and are making it very difficult for workers who need their cars to get to work. You can join thousands of union members all across America who are helping to fight inflation by identifying unjustified price increases. The AFL-CIO will give every price increase report to President Carter's inflation-fighters and demand action to stop inflation.

Mail your completed form to: Operation Price Watch, AFL-CIO, 815 16th Street N.W., Washington, D.C. 20006

Name of gas station:		City:	State:
Address of gas station:		(Please report same items, same brands, same gas station)	
Item	Brand Name	Price on	Price on
Gasoline—			
Leaded Regular, 1 Gallon			
Leaded Premium, 1 Gallon			
Unleaded Regular, 1 Gallon			
Unleaded Premium, 1 Gallon			
Motor Oil—10W-30 Detergent, 1 Quart			
Bus Fare			
Your name:			
Address:			

Operation Price Watch

The Guild Reporter is running this coupon in co-operation with the AFL-CIO's Operation Price Watch. The federation is calling upon union members across the United States to help fight inflation by identifying unjustified price increases for several categories of goods and services. Future Guild Reporters will reprint other coupons. The AFL-CIO is giving every coupon received to government inflation fighters.



stand how serious a turnoff it is. With all the problems we face, we are dismayed at this indignity to so many good members. It must not happen again.

DON BARKER
Chairperson, Times Unit
BARRY LIPTON
Times Unit
PAT VALLILA
Chairperson, News Unit
JOY COOK
Chairperson, Post Unit
RALPH PETRUCELLI
Chairperson, Consumers Union Unit
BETSY WADE
President
NEIL O'KEEFE
News Unit
New York Guild

Philadelphia original asks increases for pensioners

KINGS POINT, FLA.

Editor:

To those Guilds now negotiating new contracts: Take a hint from the new United Auto Workers contract which gives pensioners sizeable increases.

I suggest, nay petition, all Guilds to do something for pensioners who have been hurt by inflation.

I have been a Guildsman since the union was formed. I have asked the Philadelphia Guild in current negotiations with Inquirer-Daily News and Knight-Ridder officials to increase payments to pensioners.

So, to all Guilds, please remember the old timers who were in the front lines when belonging to the Guild put your job in danger. We need all the help we can get.

S. H. ETINGER
Retired
Philadelphia Guild

New York rally marks year of Wilkes-Barre strike

New York—More than 1,000 persons turned out Oct. 5 for a rally at Capital Cities Communications' headquarters here in support of the Wilkes-Barre newspaper strikers.

Three busloads of strikers and supporters came from Pennsylvania to the Madison Avenue rally, where they were addressed by TNG Secretary-Treasurer-elect Charles Dale, Machinists' Vice President Sal Iaccio and others.

Among others who joined the Pennsylvanians at the rally were leaders of the city central labor council, the New York Guild, Teachers, Screen Actors, Pressmen, Stereotypers, the New York Typographical Union and the Food & Commercial Workers.

[In Washington, meanwhile, the National Labor Relations Board dismissed another Capital Cities move to stop publication of the strikers' interim daily, the Citizens' Voice.]

Capital Cities' Wilkes-Barre Times Leader has been struck since Oct. 6, 1978, by about 200 employees represented by the Wilkes-Barre Guild, Typographical, Pressmen's and Stereotypers' unions.

The Machinists' Iaccio told the rally that the solidarity of the labor movement with the strikers—in the Wilkes-Barre area, all of Pennsylvania and beyond—is "better than money [and] . . . the power that comes from wealth."

When Capital Cities decided to try to break the Wilkes-Barre unions "they probably thought that because times have been rough . . . they were taking on cream-puffs," Iaccio said.

"Well," he said, "those four cream-puffs have turned out to be four blocks of anthracite," the hard coal that once was the economic backbone of the Wyoming Valley around Wilkes-Barre.

TNG's Dale told that strikers that "like you I am a stranger in New York City [and] . . . also a stranger to people in this building [Capital Cities' headquarters] who have a calculator for a brain and cash register for a heart."

David Crockett, secretary-treasurer of the New York Typographical Union, also addressed the rally. He was accompanied by about 60 members of the local.

New York Guild leaders at the rally included Executive Vice President Harry Fisdell, local President and TNG Vice President Betsy Wade, TNG Vice President David M. Mulcahy, and Local Representative Michael Crumrine.

Ray Rogers, who has led a Clothing Workers' campaign to make J. P. Stevens & Co. stockholders aware of that firm's anti-union efforts, offered his assistance for a similar effort directed toward Capital Cities' stockholders.

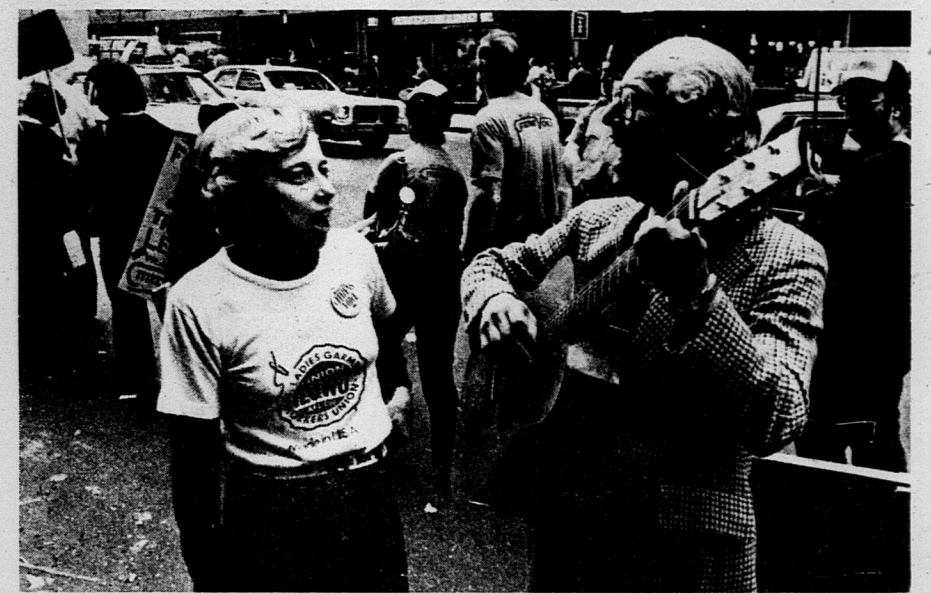
Ed Asner, the actor who plays city editor Lou Grant on the television program, could not attend but sent a wire praising the strikers as "a bunch of courageous people."

"Rather than cave in to the pressures of a conglomerate, you chose to strike, honing to preserve the most basic of human rights in the workplace."

"Your struggle is one that deserves the attention and support of all working people," he said.

On Sept. 28, the National Labor Relations Board in Washington dismissed a petition for a declaratory order filed by Wilkes-Barre Publishing Co., the Capital Cities subsidiary that publishes the Times Leader.

The petition charged that the unions had a conflict of interest because they were both collective bargaining agents for Times Leader employees and competitors of the Times Leader through



UNION TROUBADOR JOE GLAZER ADDS SPARK TO MADISON AVENUE RALLY
Lois Miller of the Garment Workers joins in the chorus

the Citizens' Voice.

A three-member NLRB panel, however, upheld the unions' motion to dismiss the petition, agreeing that the controversy should be resolved through a board hearing on an unfair labor practices charge brought by the company

that covers most of the same ground.

It was the second time the board had rejected a Capital Cities move to halt the Citizens' Voice.

The first came Sept. 20 when the regional director in Philadelphia dismissed the company's

contention that the unions bargained in bad faith because they wanted to establish the Citizens' Voice, not negotiate new contracts [Guild Reporter, Sept. 28].

The unions have made it clear that the Citizens' Voice is an interim paper.

Second agency probes McGoff

Washington—A second government probe has begun of publisher John P. McGoff's alleged South African cash connection.

Joining a federal grand jury in probing McGoff was the Securities & Exchange Commission.

It asked U.S. District Court here to enforce subpoenas for financial records issued to McGoff, Panax Corp., Global Communications Corp. and Sacramento Publishing Co.

There have been persistent reports—including one from an official South African commission—that McGoff got \$11.5 million of Pretoria government money with which to buy the Washington Star.

Failing in that, McGoff used part of the money to buy the Sacramento Union and half of a television news network, the report said. He later sold the TV interest.

McGoff is majority stockholder in Panax, publisher of several weeklies and dailies, and owns Global and, with a partner, Sacramento Publishing, the Union's operating company.

A McGoff attorney said the subpoenas violate McGoff's First Amendment rights.

Judge Oliver H. Gasch set Oct. 24 as a hearing date.

The SEC and grand jury in-

vestigations are separate. The grand jury also has subpoenaed financial records.

The grand jury is trying to discover if McGoff acted as an unregistered agent of a foreign government, a violation of the Neutrality Act.

McGoff has denied that he is an agent or that a foreign gov-

ernment owns part of any of his properties. He has not denied the allegations that he got money from South Africa.

When it became evident that he would have to say where he got the money to buy the Union, McGoff settled his antitrust suit against the Sacramento Bee out of court.

Press defense fund set

First Amendment defense insurance is expected to be available by the first of the year for newspapers, broadcast stations, magazines and book publishers owned or controlled by members of the American Newspaper Publishers' Assn.

The plan, being put together by Mutual Insurance Co., Ltd., of Bermuda, was endorsed by the ANPA's board of directors during a meeting in Zurich, Switzerland, Sept. 26. Mutual is the firm that offers libel and strike insurance to newspapers. Its U.S. counsel is Arthur B. Hanson, also the ANPA's general counsel.

The plan is expected to cover legal costs of up to \$1 million incurred in defending against actions involving prior restraint, access, reporters' privilege against disclosure "and related and other situations contrary to the constitutional rights of a free people's free press," ANPA said in a press release.

Jack C. Landau, director of the Reporters' Committee for Freedom of the Press, and Allen H. Neuharth, president of Gannett newspapers and the ANPA, agreed that such insurance is needed.

"This should guarantee that smaller papers won't have to hock their presses to their law firms," Landau said.

Henritz succumbs at 58; ex-president of Hazleton

Danville, Pa.—Harrison M. (Scoop) Henritz, former president and secretary of the Hazleton Guild, died in a hospital here Sept. 21. He was 58 years old.

Henritz was local president from 1971 through 1972 and secretary from 1961 through 1970. He also was a Middle-Atlantic District Council delegate.

He went into the newspaper business in 1938 on the Allentown Call and Chronicle and came to the Standard-Speaker 23 years ago. He was assistant night editor.

Henritz also was active in at least 26 journalistic, civic, governmental, fraternal, religious, veterans' and political organizations and received several awards.

UPI tendering shares

New York—United Press International is offering shares of itself to selected publishers and broadcasters in an attempt to spread the agency's losses.

E. W. Scripps Co., which owns 95 percent of UPI through a trust, and Hearst Corp., which owns 5 percent, would remain as managing partners under the proposed offering.

Each would have 10 percent of the new company, United Press International, Ltd.

The rest would be sold in 45 blocks of two percent each. A publisher or broadcaster could buy up to five blocks, or ten percent.

For this, they would contribute toward making up the service's losses, but would not have liability—that would stay with

Scripps and Hearst. Each would put in \$1.5 million a year and the other partners would supply \$4.5 million in working capital, or \$100,000 per two percent unit.

Last year, UPI lost \$2.5 million on revenues of \$80 million, the New York Times reported.

UPI has lost \$17 million since 1971 and needs \$6 million a year to operate, the Times's Deirdre Carmody reported.

Another advantage of the proposed arrangement would be to get around a trouble spot in the E. W. Scripps trust agreements.

The trust dissolves when the last trust member, who now is almost 50 years old, dies.

The stock offerings will continue until Dec. 3 and it is hoped that the new corporation will be established by Jan. 1, the Times said.

Scabs vote out Pressmen

Vallejo, Calif.—The International Printing & Graphic Communications Union has been decertified at the struck Vallejo Times-Herald in an election in which only strikebreakers voted.

The IPGCU's striking pressroom members were ineligible to vote in the Oct. 2 election because they had been on strike for more than a year.

Earlier, the mailers' union relinquished its interest in representing mailroom employees.

The Donrey paper was struck

Editor raised by \$127 at Italian news agency

New York—Top minimum for editor rises \$127 a week, to \$628, in a three-year New York Guild contract with ANSA, an Italian-language news agency.

Top for staff writer goes up \$93, to \$460, and for Teletype operator \$104, to \$515.

A 12th holiday, the day after Thanksgiving, is added.

There will be six weeks of vacation after 24 years this year and after 18 years effective next year.

The severance pay ceiling rises eight weeks, to 84.



Patricia Strand/Chicago Guild

Guild crew at CLUW meet

Some of the nine delegates and two observers from Guild locals and TNG at Coalition of Labor Union Women Convention Sept. 13-16 in New York take time out for photograph recording their presence. From left: Dianne Martino of Manchester, TNG Human Rights

Co-ordinator Hannah Jo Rayl, D. Ann Carver and Anna Padia of Pacific Northwest (Seattle), Ruth Jordan of Washington-Baltimore and Rachel Rosen DeGolia and Lois Anne Rosen of Chicago. (Story on convention was run in Guild Reporter of Sept. 28).

Kennedy: Press must shock consciences

By JOYCE WALKER-TYSON
Free Press Unit, Detroit Guild

Washington — Massachusetts Sen. Edward M. Kennedy told a gathering of black journalists here that the communications media are the only tools by which to "shock the conscience of the community and launch a new commitment to end oppression and injustice."

Kennedy, keynote speaker at the fourth annual conference of the National Assn. of Black Journalists Sept. 23-25, took the newspaper industry to task, noting that fewer than 1,000 of the 40,000 journalists working for dailies in the U.S. are black.

"In spite of the progress that has been made, we know that blacks are having great difficulty in obtaining employment in journalism," the senator said. "Some doors are locked, and even those that are open are not open far enough."

"It is clear to me that if there is to be greater progress on the critical social and economic issues of our time, the press itself must make a greater effort to express the point of view of black Americans and other minority groups," he said.

Recruiters from papers from

coast-to-coast moved among the 250 black journalists at the three-day meeting with an eye to adding to their staffs. About 25 percent of the participants were from Guild-covered papers.

Among the most active were those from the Gannett and Capital Cities chains, hosting receptions and hospitality suites nightly. Management personnel from several Knight-Ridder newspapers also were present in search of black talent.

The guest list for the collection of panel discussions and

workshops on civil rights, job opportunities, urban crises and black involvement in the news looked like a who's who of black elected officialdom.

NAACP Executive Director Benjamin Hooks joined black mayors and members of the Congress at the speakers tables, along with Federal Energy Administration Commissioner Matthew Holden and Dr. Faustine Jones of Howard University.

Kennedy used the forum to push legislation to make Martin Luther King's birthday a national

holiday and for stronger laws against discrimination in housing and employment.

The senator also used the non-campaign speech to plug ratification of the Equal Rights Amendment, voting rights for the District of Columbia and his labor-backed national health program.

The conference closed with the election of NBC field producer Bob Reid to a two-year term as association president. The organization's executive committee also includes: Jeanne Fox, Kansas City Times copy editor, vice president; Karen Howze, assistant managing editor of the Rochester Times-Union, secretary; Mal Johnson, Cox Broadcasting's White House correspondent, treasurer; and Roger Clendenning, formerly of the St. Petersburg Times, parliamentarian.

Next year's conference, also to be in Washington, is scheduled for the third week in September.

Age bias charged in firing of 43-year-old data worker

Mount Clemens, Mich.—A 43-year-old Macomb Daily data processing operator has charged the paper with age discrimination in a complaint to the federal Equal Employment Opportunity Commission.

The complaint, prepared with help of the Detroit Guild, alleges that the Macomb Daily fired the employee, who was earning \$282.55 a week, so it could hire an 18-year-old ex-student at \$220.

Management said that the discharge was because a change in programming had eliminated the employee's job.

The discharged employee's complaint says she was fired out of seniority and that she should be reinstated without loss of seniority and other benefits and with back pay.

A similar charge was expected to be filed with the Michigan Dept. of Civil Rights.

How to save money in a strike

Elizabeth, N.J.—"The impact of a telegram at a fraction of the cost"—finally, an ad slogan that may be true.

When 30 members of supporting unions left the New York Guild's picket line and rushed through the Daily Journal building Sept. 26, Guild Unit Chairperson James Kelly rushed after them to keep order.

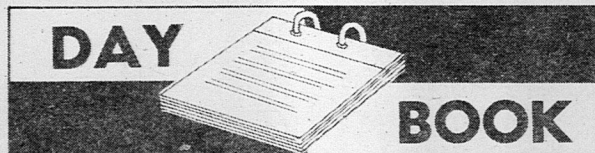
He did his job. There was no damage.

But Journal publisher John F. McGaugh didn't think so. He sent Kelly a telegram firing him for "leading" the charge. So Kelly and other Guild members crossed the street to send McGaugh a telegram firing HIM.

No way.

Western Union refused to deliver the wire because its staff won't cross picket lines.

The message to McGaugh went as a Mailgram.



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.
TNG Special Merger Committee and ITU Merger Negotiation Committee, 11th joint meeting, Nov. 4-9, Satellite

Motel, Colorado Springs.
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.

News top up \$92 in Gary contract

Gary, Ind.—The top minimum for reporters and photographers is raised by \$92.33, to \$480.41 a week, in a new, three-year Gary Guild contract with Knight-Ridder's Post-Tribune.

The top minimum for reporters, photographers, copy readers, rewrite and artists goes up \$27.17 retroactive to Oct. 23, 1978, \$29.07 this Oct. 23, \$2.43 on Jan. 1, \$31.27 next Oct. 23, and \$2.39 on Jan. 1, 1981.

Top minimum for librarian and senior clerks rises by \$58.62, to \$305.64, in increments of \$17.29, \$18.50, \$1.41, \$19.90, and \$1.52.

Flat rate for janitors and maids rises by \$51.22, to \$267.03, in steps of \$15.11, \$16.16, \$1.24, \$17.38 and \$1.33.

Position differentials rise by \$2, to \$36 over key top minimum,

for sports editor, society editor and Chief photographer.

For assistant city editor, Panorama Editor, Sunday editor, Crown Point and Valparaiso bureau chiefs, the differential goes up by \$1.50, to \$24 over key top. Assistant metropolitan editor is added to the latter group.

A floating holiday is added, making a total of eight holidays.

Effective in 1981, there will be four weeks of vacation after seven years, instead of eight, and a fifth week will be added after 25 years of service.

Service requirement for a maximum sick leave of 15 weeks with full pay and 11 weeks at half pay is cut in half, to seven years.

However, effective Jan. 1, the work week is increased one hour, to 36, and another hour, to 37, effective Oct. 22, 1980.

Time-and-a-half pay for a minimum of seven hours of Sunday work is changed to double time for the first hour and straight time thereafter.

The International Executive Board's Contracts Committee in Washington refused to allow the local to sign an earlier tentative agreement and assigned International Representative Marshall W. Schiewe to assist with further bargaining.

More money, including the increments on Jan. 1, 1980, and 1981, was achieved, as was a reduction in the company's proposal to lengthen the work week.

Journal is shunned

Union, N.J.—Kean College's Student Organization, Inc., has voted to boycott the Guild-struck Elizabeth Daily Journal.

"The management of the Daily Journal will not negotiate in good faith and Kean College students shouldn't support the newspaper until this situation is resolved," the resolution's sponsor said.

The Guild Reporter



JAMES M. CESNIK
Editor

ROBERT DUDNICK, Associate Editor

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The Newspaper Guild

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