

Times Leader flunks circulation audit

Wilkes-Barre, Pa.—The Times Leader, publishing behind four unions' picket lines here since Oct. 6, 1978, has been put under a "temporary suspension of service" by the Audit Bureau of Circulations, the industry agency that certifies for advertisers that the public is buying as many copies of a paper as the publisher claims.

And Standard Rate & Data Service, the "bible" of national advertisers, is putting out a special notice to its clients that it erroneously has listed prestrike Times Leader circulation as this year's.

SRDS also will carry a notice of the Capital Cities-chain paper's ABC suspension in its regular, December edition of Newspaper Rates & Data.

And Capital Cities has admitted in its report to shareholders for the three months ended Sept. 30 that it lost another \$800,000 after taxes in Wilkes-Barre during the quarter, putting at \$4.6 million its total after-tax loss in the strike's first 12 months.

The ABC and SRDS actions were reported in a Nov. 16 letter from Robert W. Roberts, ABC vice president for

marketing services, to Jack Williams, publisher of the Citizens' Voice, six-day daily published by the Wilkes-Barre Council of Newspaper Unions—the Guild, Typographical, Stereotypers and Pressmen's unions.

Williams had written ABC to ask about Times Leader circulation listed in October by SRDS as "net paid ABC" figures for March 31, 1979.

The figures are "actually . . . those shown in the Sept. 30, 1978, publisher's statement," Roberts wrote.

"We have been informed by SRDS

that they plan to issue a correction notice" and "that their next regular issue of Newspaper Rates & Data will identify the fact that the Record Times Leader continues its ABC membership in accord with a 'temporary suspension of service' agreement," Roberts wrote.

He enclosed a bulletin issued by ABC on Nov. 5 notifying its clients that because the "conditions of the circulation records" at the Times Leader made "filing of a publisher's statement for the six months ending March 31, 1979 im-

(Continued on Page 2)

'Breakthrough' told in merger talks; votes seen in 1980

Colorado Springs—TNG and International Typographical Union merger negotiators have reached agreement on the composition, authority and structure of the officers and other leadership of the new union that would be created from merger of the two internationals.

Accord on key elements in strike sanction procedures also has been reached.

The leadership agreements were called "a major breakthrough" in a three-page report Nov. 13 by TNG's Special Merger Committee to all Guild locals.

The ITU characterized them the same way in its own report to its locals on the agreements reached during a week-long meeting here that ended Nov. 8.

Under the agreements, the new union would have both a full-time International Executive Council, like the ITU's current Executive Council, and an International Governing Board, like TNG's current International Executive Board.

Top officers of both unions said it is "now realistic to anticipate" a merger vote by the memberships of the ITU and the Guild in 1980, with a "likely target date of Jan. 1, 1981, for organic merger" of the internationals if the merger is approved by the memberships, TNG's merger committee reported.

The committees set another joint meeting—their 12th in two years—to begin Dec. 2, in Washington. "It is anticipated [that] much of the final language" of a merger proposal will be written then, the Guild's committee reported.

A "summit" subcommittee is to meet before the Dec. 2 session to seek to work out proposed resolutions for other questions that remain to be answered before a full merger proposal can be completed. The "summit" group will report its recommendations to the full committees, as it did during the Nov. 5-8 meetings, when it was activated.

"There is every reason to believe a full merger is now in prospect," TNG President Charles A. Perlik, Jr., said, adding: "Our aim is to submit a merger agreement to the 1980 TNG Convention."

"I think we have reached the top of a very high mountain this week," he told the two unions' committees. "Our committee is

(Continued on Page 6)



LANE KIRKLAND, LEFT, ACCEPTS GAVEL UPON ELECTION AS AFL-CIO PRESIDENT

Doing the honors is President-emeritus George Meany, seated, center. Sharing the moment are other AFL-CIO Executive Council members and staff.

Kirkland is no stranger to the Guild

By **JAMES M. CESNIK**
Editor

Washington—Lane Kirkland, who on Nov. 19 became the second president of the AFL-CIO in its 24-year history, is no stranger to the Guild, its leaders and members—not as a representative of the federation of diverse U.S. unions he now heads nor as a

representative of one of the employers whose employees work under Guild contracts.

During his ten years as AFL-CIO secretary-treasurer he addressed two Guild conventions, in 1972 and 1976, and in 1973 he led TNG's International Executive Board in its oath of office. Before and once during his

tenure as secretary-treasurer he was the AFL-CIO's principal bargainer in negotiations with the Washington-Baltimore Guild for contracts that cover the AFL-CIO's publications, public relations, legislative and other staffers.

And those who have been involved agree with some or all of the adjectives applied to Kirkland in the several profiles published in the month-and-a-half between George Meany's retirement and Kirkland's election as his successor:

Tough-minded . . . intellectual . . . one of the best writers and thinkers in organized labor . . . complex . . . reserved . . . sardonic . . . modest . . . diplomatic . . . polite . . . cool headed . . . articulate . . . a blend of seemingly contradictory elements—all have been used to describe him as a federation leader and functionary.

"Goddamn good. Straight. No funny stuff. He can understand, he can compromise, he can make

a decision and that's very important" in a bargainer, is the way Charles Hughes, chairperson of the AFL-CIO Guild Unit describes that aspect of Kirkland's prepresidential activity.

Delegates to the Guild's 1972 Convention got a taste of his vision of unions' role in U.S. society.

"We still aim to democratize economic opportunity, security, leisure and all of those good things of life that a privileged few have enjoyed since the dawn of history," he said. "That is the chief purpose of the labor movement, its reason for existing, and that is what guides our efforts in any area, at the bargaining table, in the legislative halls and at the ballot box."

But sometimes his literary style goes "over the heads of his audience," A. H. Raskin noted in the Oct. 28 New York Times Magazine.

(Continued on Page 2)

600 rally for Monessen strike

Monessen, Pa.—Six hundred union members and civic leaders rallied here Nov. 17 within 100 yards of the Valley Independent in a show of support for 21 Pittsburgh Guild members who have been striking the Thomson paper since April 20.

The 600 marched ten blocks through the business district, heard speeches and sang union songs.

TNG International Representative Harry McCormick read a telegram from TNG President Charles A. Perlik, Jr., and Secretary-Treasurer Charles Dale pledging the international's continued support of the strike.

"Today's rally is eloquent testimony that Guild members are prepared to fight to the bitter end against the kind of industrial feudalism that has become the hallmark of Lord Thomson's newspaper empire," the telegram said.

"You have been on strike for seven months against the lowest wages and some of the most atrocious job- and union-security provisions in any Guild contract. You have shown Lord Thomson that he cannot get a scab newspaper accepted by either the union families or the advertisers of the Mon Valley," Perlik and

(Continued on Page 6)

Times Leader flunks audit of circulation

(Continued from Page 1)
possible, this publication has agreed to a voluntary temporary suspension of service."

Under the suspension, "issuance of audit reports and publisher's statements [by ABC] will be discontinued until adequate records have been installed and maintained as a basis of a 'reinstatement audit' to cover a period of at least six months ending with a calendar quarter," the notice said.

Alan T. Wolcott, ABC president and managing director, told the Guild Reporter that means that the Times Leader's records "were not adequate" for an ABC auditor to verify the paper's

claimed circulation for the year ended Sept. 30, 1979.

Suspension of a paper by ABC "doesn't happen very often," Wolcott said, offering the "off-the-cuff guess" that "out of our 2,600 publisher members we probably wouldn't have over 26 that are under suspension of service."

The advertiser agencies' actions came hard on the heels of a revelation that the Times Leader has given up its second-class mailing permit — under which it would have had to publish in late October a certified statement of its paid and free circulation—in favor of a so-called controlled circulation mail-

ing operation.

Controlled circulation postal rates are 15.3 cents per pound plus 5.8 cents per piece—about three times the second class rate, postal officials told the Citizens' Voice.

In addition, under controlled circulation the Times Leader is required only to file with the postal service a statement of its circulation figures—but not to publish those figures, the strikers' paper reported.

The Citizens' Voice, meanwhile, on Oct. 27 published the certified statement of its ownership and circulation required under its second-class permit. It listed an average paid circulation

of 45,240 copies for each issue during the preceding 12 months and of 46,550 two days before the statement was published.

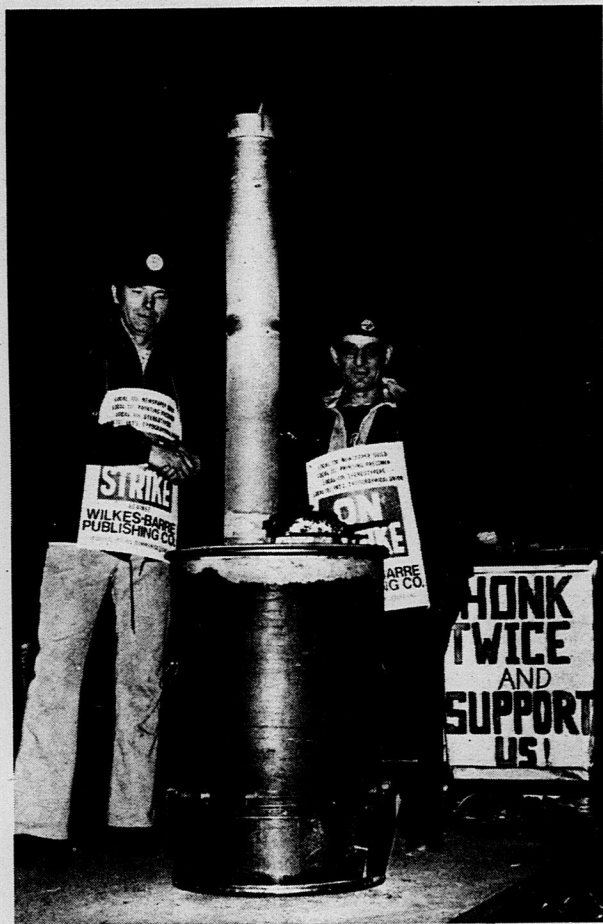
Before the strike, the Times Leader was claiming all-day daily circulation of nearly 70,000.

The unions last June charged that the Times Leader was engaged in a "massive deception" in claiming more than 57,000 circulation during the strike.

The charge was based on a computer printout of the struck paper's "mail room truck load

ledger" showing that the total paid circulation of its June 12 evening edition was only 10,470, while 21,790 copies were "samples." [Guild Reporter, June 22.]

The Citizens' Voice, meanwhile, was preparing a Thanksgiving edition of 160 pages plus two advertising supplements. Its 1978 Thanksgiving paper was 84 pages and its largest to now was a combination back-to-school and high-school-football preview edition this September that ran 104 pages.



James H. Orcutt/Federation of Guild Representatives

Strike 'warming up'

Wilkes-Barre Typographical Union strikers Bob Reddington, left, and Angelo Dellario warm up at the outdoor woodburner complete with smokestack that Reddington built because he didn't like the smoke from the open fire barrel used to warm pickets last winter. After nearly 14 months on the picket line outside the Wilkes-Barre Times Leader, Dellario said the strikers are "just warming up." The Capital Cities chain is learning that "this is coal cracker country," he said.

Relaunched a.m. adds dozen jobs

Oakland—The Oakland Tribune Nov. 5 relaunched its morning edition as a street-sales-only East Bay TODAY paper, adding at least a dozen new employees in Guild jurisdiction.

East Bay TODAY is similar to the Gannett Co.'s other street-only TODAY in Westchester County, N.Y.

Floyd Tucker of the San Francisco-Oakland Guild, a TNG vice president at large, reported that Gannett management had hired 12 staffers and still had other

openings posted.

TODAY carries a notation, "Oakland Tribune Sunrise Edition," but the evening paper's former Sunrise was home-delivered.

Tucker said the new, 10-cent edition had an estimated press run

of 40,000 to 50,000, two-and-a-half times the old Sunrise run.

Gannett and Combined Communications, with which it merged, have been trying to revive the Tribune, which has experienced falling circulation for several years.

It's 38¢ a mile now, says Hertz

New York—Typical cost of owning and operating a new, intermediate-sized domestic car rose a record 15 percent, to 38 cents a mile, this year, the Hertz Corp. reported.

Hertz' annual estimate also said car ownership and operating costs rose 88 percent between 1973 and 1979 while the general cost-of-living increase over those years was 63 percent.

In the 1978-79 period, fuel was up 38 percent, new-car prices 11 percent, interest costs 12 percent, insurance premiums 14 percent, and maintenance and repairs 7.4 percent.

The figures were based on a "normally equipped" two-door sedan driven 10,000 miles a year and kept for three years.

Higher mileage or longer ownership reduces the per-mile cost.

Fresno settles early, top to rise to \$538

Fresno, Calif.—Top minimum for artists, copy editors, photographers and reporters is increased by \$77, to \$538.47 a week, in a new two-year Central California Guild contract with McClatchey's Fresno Bee.

The contract, ratified by the editorial-only unit at the paper on Oct. 31, is effective Jan. 12, the day after the current one expires. It is the first of the Guild's three contracts at the paper not requiring large amounts of retroactivity. The first had 18 months', the second 12 months'. Terms of the settlement were reached in four meetings.

The new contract's first increase takes the reporter top to \$498.47 a week, up \$37, and the starting minimum to \$303.58, up \$22.53. A year and a day later, Jan. 12, 1981, increases of \$40 and \$24.37 take the top minimum to \$538.47 and the starting minimum to \$327.95.

Top minimum for stenogra-

phers increases by \$46.39 (\$22.29 plus \$24.10), to \$324.42; that for library clerk goes up by \$49.96, to \$349.38.

That for copy persons is increased by \$28.69 (\$11.23 plus \$17.46), to \$235.02 a week, with experience necessary to reach top minimum reduced six months, to 12.

Flat minimums for various "editor" classification are increased by \$79.50 a week, taking chief photographer, copy desk chief, and farm and assistant metro editors to \$565.97 a week; makeup and telegraph editors plus copy dealer to \$560.97; and assistant telegraph editor and metro makeup person to \$555.97.

Guild proposals for fringe-benefit and employee safety improvements were assigned to a subcommittee which is expected along with representatives from the Sacramento Bee and Modesto Bee Guild units, to take the matters up on a company-wide basis.

Top minimum to hit \$403 under Portland settlement

Portland, Maine — Top minimum for outside display sales, reporters and city district managers rises \$56, to \$403, in a new, two-year Portland Guild contract with the Portland Press-Herald, Evening Express and Maine Sunday Telegram.

The minimum also applies to photographers, women's page editor and artists. Their top minimum will be increased four times over the life of the contract—\$17 retroactive to June 3, \$11 on Dec. 2, \$12 on June 1, 1980, and \$16 on Nov. 3, 1980.

Classified outside salespersons are added to the key group, resulting in an upgrading of \$88.96 a week in their top minimum.

Among other classifications, increases and resulting top minimums include:

Newsroom messengers — \$33 (\$10, \$6.50, \$7 and \$9.50), to \$188.58, a 21.2 percent increase.

Classified and display telephone sales solicitors' top minimum rises \$34.88, to \$250.98, and the classifications are amal-

gamated under a new title, advertising telephone salesperson.

Top minimum for computer programmers rises \$47.84, to \$344.24; computer operators' top goes up \$35.28, to \$253.86.

Copy editors' top rises \$56, to \$409.20. Society reporters' top rises \$41.65, to \$299.73.

Flat minimum for family section and sports editors rises \$56, to \$438.84. A new classification, feature section editor, is added with a flat minimum going to \$424.36 over the contract's term.

The flat minimum for telegraph editor goes to \$419.06 over term, up \$56 from the old top minimum, which had been reached after two years' experience.

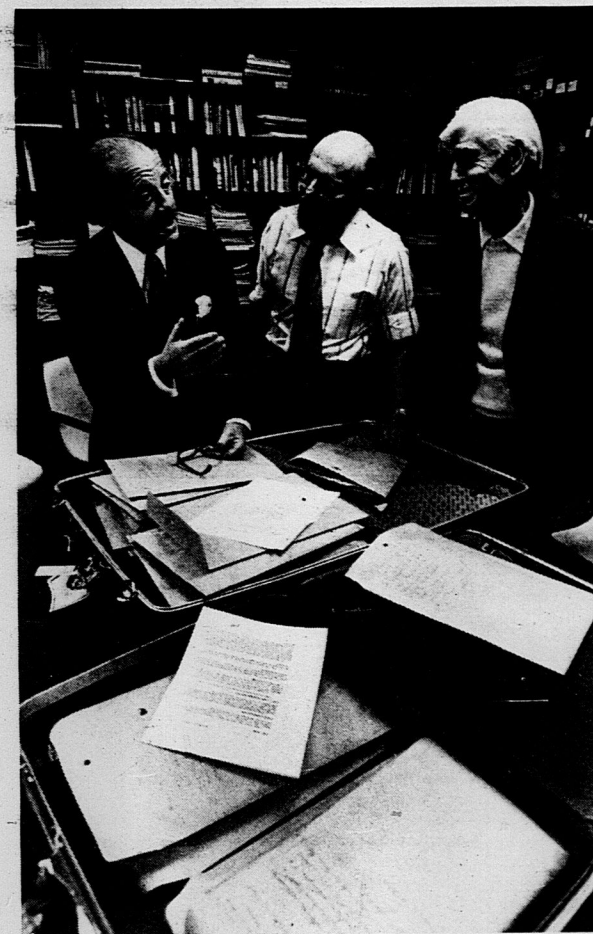
Proofreaders' top rises \$37.67, to \$271.07. Flat for mailroom supervisor is up \$51.42, to \$370.02. Top for mailroom benchworkers is up \$45.06, to \$311.82.

Flat for librarian is up \$42.85, to \$308.37. The flat minimum for payroll and utility clerks rises \$33.89, to \$243.85.

Eliminated from the contract was a provision requiring outside salespersons to work up to four hours on Saturday on a rotating basis with compensating time off.

Vacations are improved to three weeks after four years, instead of five; four weeks after 10 years, instead of 12; and five weeks after 23 years, instead of 26.

The mileage rate will increase one-fourth cent for every five-cent increase in the price of unleaded gas. The formula means the rate now is 21.25 cents, up from 20 cents in the old contract.



Frank Alexander/Merkle Unit/Washington-Baltimore Guild

History's bag man

I. L. Kenen, left, one of the 37 persons who met in Washington in December, 1933, to found the Guild, opens two suitcases full of early Guild documents—including Vol. 1, No. 1 of the Guild Reporter (Nov. 23, 1933)—as he presents them to TNG for its files and archives. Kenen served two one-year terms as an international vice president from 1938-1940 after serving as the Cleveland Guild's president and chairing four of the earliest conventions' constitution committees. With Kenen above is retired TNG Executive Vice President William J. Farson, right, who served on the IEB with Kenen, and David J. Eisen, TNG research & information director.

U.S. aide sees tight search limits

New York—The press must accept protection against searches that applies only to newspapers or it may get no federal legislation at all, an assistant attorney general has warned.

Philip B. Heymann told the Sigma Delta Chi-Society of Professional Journalists convention that the insistence of some in the press that others also be protected from police searches was endangering passage of any bill.

The administration's bill, he said, is stuck in committee. It would prohibit use of warrants to search for material produced for dissemination to the public, thus protecting novelists as well as journalists.

Other bills, however, would extend protection to doctors, lawyers and all innocent third parties or persons not charged with a crime. TNG has called for pas-

sage of this kind of legislation. The bills are in reaction to the Supreme Court's decision in the Stanford Daily case, in which surprise, warrant-backed newsroom searches were upheld.

In St. Paul, meanwhile, the Minnesota Supreme Court unanimously ruled that police may not search lawyers' offices unless the

lawyers are suspected of crime or are thought likely to destroy documents bearing on criminal proceedings.

The court said it was not bound by the Stanford decision because states have the right to give their residents greater protections than those in the federal Constitution.

Harrison will leave position in Seattle after four years

Seattle—Hugh H. Harrison has resigned, effective Feb. 15, as administrative secretary of the Pacific Northwest Guild.

Harrison said he wanted to spend more time with his family. He will return to the Seattle Times, where he was telegraph editor before taking the Guild job in January, 1976.

The local said it would conduct a Guild-wide search for a successor. [An advertisement on Page 4 of this issue of the Guild Reporter seeks applications by Dec. 31.]

Harrison resigned as the Western region's vice president on the International Executive Board when he took the local job, succeeding Kirk Smith, who had returned to the Seattle Post-Intelligencer.

During his nearly 10 years on the IEB, Harrison had been chairperson of the key Collective



HUGH H. HARRISON

Bargaining Committee and had headed the IEB's Appeals, Constitution, Human Rights and Guild Reporter committees.

Lung cancer, emphysema linked to ink mist in N.Y.

New York—The New York State Workers' Compensation Board has ruled that the diseases that killed one pressman and disabled another were job-related, reversing earlier decisions by administrative law judges.

One case centered on the claim by Frances Flannery, widow of Printing & Graphic Communications Local 2 member Martin Flannery, that hydrocarbons and

other cancer-causing agents in the dust, ink and mists of the New York Daily News pressroom were related to Flannery's lung cancer. He died in 1977.

In the other case, Ernest Acquavella had filed a claim contending that his emphysema and other chronic lung disorders were a result of his "exposure to paper dusts, ink mists, solvents, oil spray and other deleterious substances while employed [by] the New York Times."

Flannery had worked for the News for 13 years and Acquavella for the Times for the last nine years of a 48-year pressroom career.

The compensation board remanded the cases to the law judges to set financial awards.

A safety first

Washington — The first U.S. agency concerned with occupational safety was the Working Conditions Services, which aimed to improve conditions for defense workers during World War I, the U.S. Labor Dept. says in its booklet, "Labor Firsts in America."

Sacramento Bee top up \$77 in early pact

Sacramento — Top minimum for key advertising and editorial employees rises by \$77.14, to \$540.72, in a new, two-year Central California Guild agreement with McClatchy's flagship, the Sacramento Bee.

The agreement, running to April 11, 1982, is an early extension of the Guild's contract, which had been due to expire next April 11. Increases under the extension are on April 12, 1980, and 1981.

For reporters, photographers, advertising salespersons, artists and copywriters at top minimum they will be \$37.09 and \$40.05, in that order.

Among other classifications, increases and resulting top minimums include:

Classified telephone salespersons — \$55.12 (\$26.50 and \$28.62), to \$386.36. **Stenographers** — \$60.26 (\$34.86 and \$25.40), to \$342.92, an upgrading.

Newsroom aides — \$67.87 (\$47.41 and \$20.46), to \$276.17, also an upgrading, but in the process the experience required for top minimum is increased to after three years, from 16 months.

Senior clerks — \$54.14 (\$26.03 and \$28.11), to \$379.51.

The flat minimum for **capital bureau chief and copy desk head**

is increased by \$79.64, to \$568.22. **Copy dealer** is upgraded employees rises by \$77.14, to \$540.72, in a new, two-year Central California Guild agreement with McClatchy's flagship, the Sacramento Bee.

The flat minimum for **business writer and picture desk person** is increased by \$77.14, to \$554.47.

Top for chief clerk rises by \$60.05, to \$420.92. **Top for outside advertising aides** is up by \$34.66, to \$242.96, and for **inside advertising aides**, up by \$39.40, to \$276.17.

Top minimum for display telephone salespersons is raised by \$67.16, to \$470.76.

Shift differentials for employees temporarily performing higher-classification work go up 25 cents, to \$6.25 per shift, for work as metropolitan, night, executive news or weekend editor; up 50 cents, to \$5.50 per shift, for work as capital bureau chief, assistant to metropolitan editor, executive sports editor, copy desk head or McClatchy News Service co-ordinator, and up \$1.50, to \$5.50, for work as scene editor or copy dealer.

Within 90 days of signing, the Guild and Bee will begin talks on pensions, health and welfare, vacations, holidays and sick leave. The talks will include representatives of the Guild units at all three Bee papers, Fresno and Modesto as well as Sacramento.



Raymond Crowell/Merkle Unit/Washington-Baltimore Guild

GR, ITU share award for series

U.S. Undersecretary of Labor John N. Gentry, left, presents International Labor Press Assn. award for best series in union newspapers in 1978 to Guild Reporter editor James M. Cesnik, center, and ITU Review editor Horst A. Reschke, Guild Reporter's series, by Research & Information Director David J. Eisen, outlined

ITU's history, structure, operations and resources. Reschke's did the same on the Guild. Award was one of four to Guild Reporter for work in 1978. Other ILPA awards also went to the Washington-Baltimore Guild's Guild Forum and the New York Guild's Frontpage. Presentations were during ILPA's 1979 Convention.

Be bridges, labor editors urged

Washington—Editors of unions' publications were challenged to help bridge "the widening gap that separates scholar and citizen" and put the humanities and the world of work in closer touch.

The challenge was laid down

during the Nov. 11-14 convention of the International Labor Press Assn. by Leon Stein, editor emeritus of the International Ladies' Garment Workers publication, Justice, and a member of the National Council on the Humanities. Stein delivered the ILPA's 8th Lieblich Lecture, a memorial to the late A. J. Lieblich, for years press critic for the New Yorker magazine.

"For far too long the world of work has been excluded from the humanities," Stein said. But now "bright young scholars have rediscovered work and the workers" and "new realms of history and culture are being explored."

Noting that editors of unions' publications "stand in mid-ground" in unions' structures, Stein urged labor editors to "reach out and grasp the hands of the professional scholars and then teach them the realities of the world of work."

"Just as important," he said, "you can also learn from them."

ILPA President Gene Klare, editor of the Oregon Labor Press, noted in his address to the convention that ILPA's membership has reached a peak of more than 600 publications while post-

al rates have risen six times faster than the consumer price index.

This, he pointed out, has led to reductions in the size and frequency of some publications and the extinction of others "at a time when some seem to have rediscovered the need for communication with the membership."

"A single one-minute prime time network television spot, including production expense, costs about the same as printing and mailing an eight-page tabloid newspaper to every member" of a 250,000-member union and "you can say a lot more in eight pages than in one minute," he said.

While there is a need to explain unions to the general public, "it should not be done at the expense of reaching our members," he said.

Slovene pact nets \$43 hike

Chicago—Top minimum rises \$43.55, to \$305.30, in a new, two-year Chicago Guild contract with the Slovene National Benefit Society, publisher of the Prosveda newspaper.

The \$305.30 minimum applies to associate editor, chief clerk, bookkeeper and senior IBM operator.

Top for senior checker, junior IBM operator, switchboard operator, policy clerk and translator rises \$39.68, to \$278.18.

Severance pay is improved to two weeks for each year of service up to 35 weeks of pay. It had been one week per year up to 35 weeks.

Formula changes result in pension improvements of 60 percent for 30-year employees.

ADMINISTRATIVE OFFICER WANTED

Experienced in negotiations, grievances, arbitrations, office management. Two newspaper contracts in Seattle, one in Tacoma. Applications must be received by Dec. 31.

PACIFIC NORTHWEST NEWSPAPER GUILD
903 Tower Building
Seattle, Washington 98101

Chester M. Hampton, 57, had TNG rights post in '71

Washington — Chester M. Hampton, former TNG minority recruitment and training co-ordinator, died here Nov. 11. He was 57 years old.

Hampton held the unpaid position in 1971 and played a key role in a Guild-wide conference on minority employees in the news industry that year.

He was a member of the Washington-Baltimore Guild, first at the Baltimore Sunpapers from 1963 to 1967, and then on the Washington Post from 1967 to 1978.

Hampton was known as a rigorous copy editor. In a Post obituary, reporter J. Y. Smith related that a reporter once argued with Hampton about changes in copy. "I'm trying to keep this con-

Hearings examine 'union free' consultants

'AVOID BLACKS, PUERTO RICANS'

Washington—Consultants who get \$300 to \$500 a day increasingly are advising companies to break the law and even deny work to blacks, Indians and Puerto Ricans in order to keep unions out or to decertify those that do represent their employees.

The pattern of union-busting and racism was drawn during three days of hearings by a House subcommittee, chaired by Rep. Frank Thompson (D-N.J.), on work-place pressures on employees.

As described by public and union witnesses, tactics used by management consulting firms can be as direct as the advice given in one trade association seminar that the way to keep unions from winning representation elections starts with "screening carefully your job applicants."

Even though an employer cannot directly ask an applicant if he or she is a union member, a careful check of past employment could reveal if there was a "history of work by that employee in a union shop or on a union job site. It's as simple as that. You know the union plants, the union construction contractors. A simple check would have shown that employee's bias," one consultant was quoted as advising.

Another consultant had this advice to a management seminar, said AFL-CIO Organizing Director Alan Kistler:

"... It is my strong finding that blacks tend to be more prone to unionization than whites. Now you have EEOC [Equal Employment Opportunity Commission] these days and you have to follow EEOC. There is no reason for you to be heroes about this and interested in abstract justice of upraising the downtrodden, so don't be heroes about the whole goddamn thing and fill up the workplace with blacks. If you can keep them at a minimum, you are better off."

Kistler quoted the same consultant as adding:

"I feel the same way about Indians that I do about blacks" and, "Stay the hell away from Puerto Ricans."

Another witness, Joel D. Smith,

a United Auto Workers organizer, posed as a company owner and attended a management consultant's seminar.

He testified that the consultant, Fred Long of West Coast Industrial Relations Assn., Inc., had this advice:

✓ Delay the National Labor Relations Board election for as long as possible.

When the NLRB suggests a consent election, "you tell the board, 'No way.'" Argue over the appropriate bargaining unit instead: Say it "should include the warehouse... should include the truck drivers... should include our office clerical or whatever the hell else you can come up with in your imagination."

Say also that "we are going to have twice as many employees in the foreseeable future... You create an issue and actually go to a hearing," Smith quoted Long as saying.

The "normal" period before such a hearing is 17 days, Long was quoted as saying, adding: "You hire me. I tell the board I have such an unbelievable schedule that there is no way in hell I can meet the 17 days."

Then, Long continued, "we litigate the various issues involved in the bargaining unit... There are always issues... You don't give a damn whether you win or lose... I have yet to see a situation where time worked

against the employers in an election," the consultant asserted.

The advantage of delay, Long suggested, was that "all of that initial fervor cools off" and the union loses its momentum.

✓ But, if there is to be an election, after the hearings finally are concluded, Long then suggests:

"You play it clean" if it is clear the union can be defeated. But "if you violate the law, the possibility is you will never get caught. If you do get caught, the worst thing that can happen to you is you get a second election, and the employer wins 96 percent of those second elections. So the odds are with you."

Other Long suggestions as tape-recorded by Smith:

✓ Commit perjury "at the NLRB hearing. 'There is no such thing as perjury in a labor board proceeding whether you go to trial or not... The only thing that can be found is a finding of credibility.'"

✓ Put friends and relatives on the payroll so they can vote against the union.

✓ Give illegal wage increases during an election campaign by back-dating company memos.

Stephen I. Schlossberg, the UAW's government affairs director, cited this and other examples, saying that "the worst stage of corruption occurs when it is so common that there is no more

indignation. The corruption of our labor laws by management consultants and unscrupulous lawyers is becoming accepted business practice."

Nancy Mills, of Service Employees Local 880 in the Boston area, said the consultants first work on supervisors. They become the ones who directly violate the law, not the consultants, she said.

"Consultants generally concentrate on scaring the front-line supervisors; then it's up to them to scare the workers," Mills testified.

Kistler, of the AFL-CIO, said this takes the form of brutal pressures on workers, including "continuing surveillance and evaluation to identify undesirable employees — 'not undesirable' in terms of productivity, but 'undesirable' in terms of attitudes toward the union." This often leads to firings, he said.

Kistler said the consulting "growth industry" has generated a surge in labor law violations.

During the past 11 years, he said, formal complaints issued by the NLRB general counsel against employers have tripled.

Management consultants also have been responsible for a jump in decertification elections, Kistler said, even though it is illegal for management to instigate or encourage decertification of a union.

\$200,000-a-year union-buster profiled

The Philadelphia lawyer in the \$30,000 Mercedes-Benz who advises managements on how to avoid or get rid of union "trouble" is having a few problems of his own these days, but not enough to make him lay down his \$200,000 a year "practice," the Wall Street Journal reported Nov. 19.

Stephen J. Cabot of Pechner, Dorfman, Wolfe, Rounick & Cabot, had two of his staff attorneys indicted by a federal grand jury in September on charges of "obstructing National Labor Re-

lations Board proceedings and instructing witnesses to lie," the Journal noted in a profile of Cabot.

Cabot, who says, "I've been called the biggest, no-good union-busting SOB that ever lived," also has been accused by NLRB aides of having lied on the witness stand and instructing a witness to lie.

Cabot, the Journal said, denies all the allegations and notes that two NLRB lawyers who accused him of lying later went to work for his firm.

The Journal profiled Cabot as one of a growing number of consultants—not all of them lawyers—who advise companies on how to get rid of unions, prevent workers from joining in the first place or extracting the "best possible" contracts from unions that can't be removed.

The Labor Dept. has estimated that involvement of consultants increased 127 percent from 1975, although the department admits that its reporting procedures is so full of holes that many never report.

According to the Journal, one of Cabot's favorite tactics is to sue to try to force disclosure of names of those who have signed authorization cards—a practice forbidden by the NLRB.

He advises nonunion companies to improve communications with employees, "in part to determine workers' real desires." This "knowledge is valuable ammunition even if the employer doesn't intend to satisfy those desires," the Journal reported.

Also, Cabot advises that a private grievance system be set up by unorganized companies and that the management lose a couple "to show that the grievance system works," the Journal noted.

These tactics join the standard ones of creating delays in the labor board election process and training supervisors to be anti-union leaders.

The Journal quotes Cabot as saying that his tactics are about the same for most unions "but that fighting white-collar organizing takes a little more finesse."

(Someone with less finesse is Woodruff Imberman of Chicago, who urges his clients to hire as many women as possible because "it's obviously legal to scare the bejesus out of your female employees with threats of strikes,

Management, however, does precisely that, a Las Vegas hospital maintenance employee testified.

Lloyd Laudermilch said he was carefully coached by management on how to initiate a decertification petition against an Operating Engineers local union.

The decertification failed when Laudermilch remained loyal to the union despite promises that the company would use him in similar situations at its other hospitals.

Kistler, who estimated that the costs of such activities can range up to at least \$270,000 per campaign, said the taxpayer is picking up part of the tab because legal fees are tax-deductible.

Moreover, he said, tax funds have gone directly to finance anti-union activities by federal contractors who charge as a business expense such items as \$500-a-person fees to attend union-busters' seminars and even the wages of employees who must attend captive-audience meetings staged by companies.

These activities violate not only the letter of the National Labor Relations and Landrum-Griffin acts, but the general purpose of the legislation as well, another witness said.

Several other witnesses charged that the NLRB and Justice Dept. are not enforcing present labor law adequately.

violence and picket lines," the Journal reported.)

Cabot's time "can be purchased for \$150 an hour (making for an annual income between \$150,000 and \$200,000)," the Journal reports.

"He cruises to many appointments in a private plane and he's building a modernistic, \$300,000 house. He also sandwiches 'union-avoidance' seminars into his 15-hour-a-day schedule for as much as \$1,000 each," the paper said.

"Through it all, Mr. Cabot insists that he isn't anti-union," the Journal noted.

Boycott J.P. STEVENS PRODUCTS

TNG's International Executive Board and the international labor movement are calling on all consumers to stop buying J. P. Stevens Company products for the duration of its years-old dispute with the Amalgamated Clothing & Textile Workers' Union.

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

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

BLANKETS & CARPETS
Contender
Gulistan
Merryweather
Tastemaker
Forstmann
Utica

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

TABLE LINEN
Sintex



Jim Duncan/Northern Ontario Guild

Back to work in Sudbury

Leaders of the three unions that struck and closed the Thomson chain's Sudbury Star for four-and-a-half months return to work Nov. 2 after the strikes' settlement [Guild Reporter, Nov. 9]. Left to right above in the paper's

press room are Gerry Fitzgerald of the Typographical Union, Peter Desilets of the Northern Ontario Guild and Brian Fletcher of the Pressmen's Union. The three unions bargained, struck and settled together.

Breakthrough is reported in merger talks

(Continued from Page 1)

reasonably comfortable with the agreements reached."

ITU President Joe Bingel said he and his union's other merger negotiators agreed.

"We anticipate much faster movement on the remaining unresolved issues," Perlik added, noting that much of the specific language of the merger agreement remains to be written.

Besides Perlik and Bingel, the "summit" subcommittee is composed of TNG Secretary-Treasurer Charles Dale and J. William Blatz, director of field operations, plus ITU 2nd Vice President Robert L. Wartinger and 3rd Vice President Allan J. Heritage.

Terms of the agreements that emerged from the latest talks assure members of each predecessor union that they would be represented in key leadership po-

sitions in the new union, the Guild committee reported.

The agreements provide that the new union for the first six years would have a general president, a secretary and a treasurer.

Initially the International Executive Council would have nine members—four from TNG and five from the ITU—the four officers plus five vice presidents.

After three years, the IEC would be reduced to seven members—three from TNG and four from the ITU—and after three more years reduced to five—elected from the combined membership without regard to membership in the predecessor unions.

The International Governing Board would start out with 38 members—the nine members of the IEC, 14 regional members, seven from each union, and 15

at-large members, seven from TNG and eight from the ITU.

After three years, the IGB would have 28 members—the seven IEC members, 14 regional members, seven from each union, and nine at-large members, four from TNG and five from the ITU.

Six years after the merger the IGB would have 19 members—the five IEC members, seven regional members and seven at-large members. All would be elected without regard to the predecessor unions.

By comparison, the ITU now has an Executive Council of five fulltime officers: a president, secretary-treasurer and three vice presidents. The Guild currently has two fulltime officers: a president and secretary-treasurer. Other top staff people perform some of the functions of the ITU

Executive Council, the Guild committee noted.

TNG's International Executive Board currently consists of the president and secretary-treasurer, an international chairperson, seven regional and six at-large vice presidents—a total of 16 members.

Apportionment of representatives of the predecessor unions' constituencies on the new union's IEC would be:

✓ First term: general president, ITU; president, TNG; secretary, TNG; treasurer, ITU, and two TNG and three ITU vice presidents.

✓ Second term: general president, TNG; president, ITU; secretary, ITU; treasurer, TNG, and one TNG and two ITU vice presidents.

✓ Third term: president, secretary-treasurer and three vice presidents, all nominated and elected from the membership at large.

One of the vice presidents would be a mailer.

Terms of office would be three years.

The general president would have "the executive functions, duties and responsibilities of the international union [and] exercise general supervision of all officers and staff."

The president would, "with the general president, . . . carry out and supervise the administrative functions, affairs, duties and responsibilities of the international union and . . . exercise specific supervision and direction of all staff and officers other than the general president."

The Guild merger committee also reported that provisions of the agreements on vacancies would "assure the same ratio of TNG-ITU representation will continue the first two terms."

As long as the offices of general president and president both exist, they "shall always be held by members of the former composite unions," the committee said, with the same applying to the secretary and treasurer.

If a vacancy occurs in the office of general president, the president would succeed to that office, whereas vacancies for

president, secretary and treasurer would be filled by election.

Vacancies in vice presidencies would not be filled during the first two terms, but voting among remaining IEC members would be apportioned to provide an ITU majority.

The IEC would have the duty of implementing the policies of the union and conducting its business and "such other duties as may be assigned by the merger agreement, the constitution, convention and the IGB."

The two unions' committees also agreed that the IGB's duties and responsibilities will be compiled from the two unions' constitutions within a set of "overall guidelines."

Those guidelines, it noted, provide that between the new union's annual conventions the IGB would:

✓ Be responsible for the conduct of the union.

✓ Direct implementation of policies of the union and decisions of the union's convention.

✓ Oversee and review the union's administration.

✓ Enact new policies and programs not inconsistent with the aims and objectives of the union.

✓ Propose new policies and programs to the convention and the membership.

✓ Interpret the union's constitution.

The IGB would meet twice a year between conventions as well as immediately before and after conventions. TNG's IEB currently meets three times a year plus before and after conventions.

On strike sanction, the unions' committees agreed that the authority for sanction would be vested in the Executive Council and that if sanction were denied to a local, it would have the right to appeal to the IGB where it would require a two-thirds vote to overturn the denial.

Perlik called it "important" that a merger document be completed several months before next summer's TNG Convention.

Under TNG's Constitution, a merger agreement must first be approved by the IEB and then a convention before going to membership referendum.



'LABOR PRIEST' MSGR. CHARLES O. RICE ADDRESSES MONESSEN STRIKE RALLY
'Pray for that tough union spirit that won't break down,' he urged.

600 rally for Monessen strike

(Continued from Page 1)

Dale said in their telegram.

"Guild strikers have just won a resounding victory over Thomson in Sudbury, Ont. In England, Thomson had to come to reasonable terms with unions at the London Times. Strikers in Monessen need not—and we are confident will not—settle for anything less," their wire concluded.

More than 25 local unions were represented at the rally. There also were state legislators and local political leaders.

Msgr. Charles O. Rice, the Pittsburgh area's "labor priest," said that as a writer the Guild was a union close to his heart.

"If you lost any other strike, this is one you can win," he said. "Do not buy, advertise or patronize this scab" Independent.

He asked the crowd to pray for victory and to "pray for that

tough union spirit, a spirit that won't break down. Stick to your own union people. It will be your fault if this strike is lost."

Paul Lewis, director of United Steelworkers District 15, said that the Thomson chain "wants to take away the dignity of our Mon Valley people. They might take it away somewhere else, but not in the Mon Valley."

James J. Manderino, minority

whip of the Pennsylvania House of Representatives, pledged his support. So did State Sen. J. William Lincoln.

The strikers have been producing a weekly, Valley Views, as an interim paper during the strike and it has been carrying substantial advertising.

Members of Typographical Union No. 504 are observing Guild picket lines.

COPE conferences listed

Washington—"Fight for Your Union" is the theme of ten regional conferences set by the AFL-CIO's Committee on Political Education (COPE) in preparation for next year's presidential and congressional elections.

The conferences will deal with "the political assault against workers and their unions by the fast-proliferating corporate, trade association and right wing political committees which, among them, are expected to have a \$100 million campaign war chest," COPE said.

Conference sites and dates for states in which there are Guild locals or units are:

Missouri, Texas — Fairmont Hotel, New Orleans, Jan. 18-19; Kentucky, North Carolina, Ten-

nessee—Hyatt Regency, Atlanta, Feb. 12-13; District of Columbia, Delaware, Maryland, Pennsylvania, Virginia, West Virginia—Sheraton Washington, Washington, Feb. 29-March 1.

Hawaii, Montana, Oregon, Washington — Portland Hilton, Portland, Ore., March 11-12; Arizona, California — Biltmore, Los Angeles, March 14-15; Colorado—Hilton, Denver, March 18-19; Illinois, Indiana, Michigan, Ohio—Hyatt Regency, Dearborn, Mich., March 24-25.

Minnesota, Wisconsin—Radisson Downtown, Minneapolis, March 28-29; New Jersey, New York — Biltmore, New York, April 12; Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island—Park Plaza, Boston, March 12-13.

IT SEEMS TO US

Member's calculator dims 'glory' of \$108 settlement
OAKLAND, CALIF.

Editor:

Your lead story, Page One in the Oct. 12 issue, highlights a new, three-year contract of a major East Coast daily offering \$108.50 more per week in key minimums.

Glorious! Except that the jump page info and my calculator reveal that this works out to only an 8.0 percent annual rise (compounded). Only a starry-eyed White House zealot from the Jimmy - and - Jordan - and - Kahn camp would venture that 1982 inflation could be this low. If 14 percent inflation continues annually, these newsmen's will only have 85 percent of the present purchasing power at the end of their contract. If you include higher tax bracket effects and rising Social Security, better figure about 80 percent, maybe even 75 percent.

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 publisher of either attack or reply shall not be delayed longer than one issue. Deadline, Friday before publication.

Brave new world! What is the value of all that blood, sweat and tears in negotiation? The worst news is that this will happen to you, you and you when our various contracts run out. The issue is, to say the least, highly political. I'm buying my apple stand now.

PAUL HERTELENDY
Mercury News Unit
San Jose Guild

Editor's note: The settlement story referred to was on that at the Philadelphia Inquirer and Daily News, like the San Jose Mercury and News part of the Knight-Ridder chain.

AFL-CIO backs bill to reduce workweek, hike overtime pay

Washington—The AFL-CIO is supporting bills before Congress to move toward a universal 35-hour work week and raise overtime pay rates as a means of helping reduce unemployment.

The proposed legislation, by Rep. John Conyers (D-Mich.) and 12 co-sponsors, would:

✓ Reduce the present 40-hour work week to 37½ hours on Jan. 1, 1981, and to 35 hours two years later.

✓ Require employers to pay double time for overtime, instead of the present time and a half.

✓ Ban compulsory overtime unless the Secretary of Labor has certified the existence of an emergency.

AFL-CIO Research Director Rudy Oswald told a House subcommittee headed by Rep. Edward P. Beard (D-R.I.) that while union contracts are gradually reducing the standard work week, its reduction through legislation is long overdue.

Employers now find it cheaper to schedule regular overtime than to hire additional employees, he noted, in part because fringe ben-

efits are a much more important part of total compensation cost than when the 40-hour week was enacted more than 40 years ago. Since overtime applies just to wages, an employer ends up paying substantially less than time and a half in terms of total compensation costs, he said.

Oswald termed it "unconscionable for employers to be given a financial incentive to regularly schedule overtime work while large numbers of workers are unemployed."

Elimination of compulsory overtime should be the "least controversial" element of the bill, Oswald said.

The proposal would be of special benefit to families in which the only parent works, or both parents work, by allowing them to spend more time at home and eliminating the disruption of family schedules through mandatory overtime work.

Rep. John N. Erlenborn (R-Ill.), however, called the bill "inflationary," charging that it would force employers to pay more for shorter hours and severely drive up costs in service industries.

(TNG's Collective Bargaining Program calls for double time for overtime and a 28-hour week.)

Arbiter raps 'trivia,' UPI lifts suspension

New York—United Press International agreed Oct. 9 to lift the one-week suspension of a national Wire Service Guild leader after the news agency's case fell apart in the third day of an arbitration hearing.

Benjamin H. Wolf, the arbitrator, had criticized the company for wasting his time on "trivia."

UPI had suspended Kevin Keane, a member of the local's executive committee and chairperson of the UPI New York Unit, charging that he had sent another employee to the personnel department to find out if a third employee had filed for overtime. The Guild is entitled to the information under its contract.

At the outset of the hearing, the company admitted it had no "record of documents, memos or notices" in response to a Guild subpoena.

But it did produce a memo to the personnel staff warning it not to give out information. The memo was dated the day after Keane's suspension began.

Wolf criticized the company for failing to disseminate information on a policy its representatives said existed and for disciplining Keane for violating a policy he could not have known about.

The company agreed to revoke the suspension, remove it from Keane's personnel file and reimburse him for the week's pay he lost.

UPI also agreed to formulate rules agreeable to the Guild concerning personnel-department access. The Guild agreed to cooperate in the rules' implementation.

Final warning held 'elemental' to firing

Washington — Firing an employee without giving her a final warning "does violence to the spirit of amicable labor-management relations and should not be tolerated," an arbitrator has told the Washington Post.

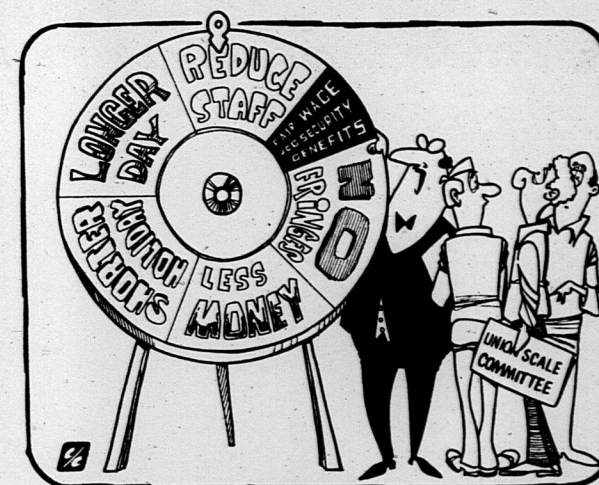
Nicholas H. Zuman ordered the reinstatement of an accounting clerk with full seniority and back pay.

The case was one that the Post had refused to arbitrate during the three years-plus between Guild contracts at the paper.

U.S. District Court here, however, ordered the Post to arbitrate

this and other discharges that took place during the period between contracts. [The Washington-Baltimore Guild and the Post reached a new agreement at the end of June (Guild Reporter, July 20).]

Zuman found that although the Post seemed to have a case against the clerk, the firing was without the "good and sufficient cause" required by the old contract because there had been no



'Come in, gentlemen, the company would like to introduce a new idea in negotiations.'

Parent boycott okayed

Washington—It is not an illegal secondary boycott for a union whose members are striking a subsidiary company to mount a consumer boycott of all the products of the parent firm and all its other subsidiaries, the National Labor Relations Board has ruled.

In a case brought by Pet, Inc., against the Steelworkers, the NLRB held that a union can through "nonpicketing publicity"

—such as handbills and advertising—conduct a total boycott "so long as the primary employer has at some stage produced, in the sense of applying capital, enterprise or service, a product of the neutral employer."

A struck subsidiary is a "producer" for the parent firm when it contributes profits to its operations "as a whole and to each of its subsidiaries and divisions," the NLRB held.

progressive discipline.

"The company failed to afford grievant the simple due process elemental in the law of the shop: sufficient and final warning or notice that unless performance and attitude improve, discipline, including discharge, will be imposed," he said.

"This is so basic to the concept of 'good and sufficient cause' that absent it a grievance must be sustained even if there are valid grounds otherwise," Zuman said.

Testimony by the employee's supervisor "that he knew that a final warning 'would accomplish absolutely nothing' does violence to the spirit of amicable labor-management relations and should not be tolerated," the arbitrator said.

The clerk was considered to be doing well in a lower classification job in the accounting department but ran into trouble when she was promoted to another clerical job.

The contract provides for a six-month probationary period in such cases and the Guild argued that at least the employee should have been returned to her old job.

Zuman ordered that she be returned to a position comparable to her old job.

He refused to limit the Post's back pay liability, rejecting the company's contention that it only had to arbitrate matters arising after the court issued its order.

An arbitrator in another discharge case heard under the federal court order upheld the firing of an inside circulation employee for making \$16.50 worth of personal long-distance calls at company expense and repeatedly denying it to supervisors.

The Post, however, was ordered to pay severance since, while there was "good and sufficient cause" for the firing, there

was not "gross misconduct or willful neglect of duty" within the meaning of the old contract, the arbitrator said.

The Guild had argued that discharge was too severe a penalty for the action and that others in other departments were not fired for similar infractions.

A third arbitrator upheld totally the discharge of a copy aide for "unsatisfactory performance and neglect of duty" that included "deliberately trashing" live wire copy.

After the firing, another arbitrator found that the grievant more than a year before had been wrongly denied a place in a news intern training program and while awarding back pay did not order him into the program then because of the firing.

The second arbitrator said he found "strong appeal" in the argument that none of the performance problems that led to the firing would have occurred had the copy aide not been bypassed for the intern program.

But, he concluded, that did not render the copy aide immune from discharge for misconduct he may have committed on the job in the wire room.

9 divide \$3,000 in lost overtime

New York—The Daily News has agreed to divide \$3,000 among nine Guild-represented computer operators who lost overtime opportunities because a supervisor was doing their work.

The paper also has agreed that it will tell the computer operations manager that he is to use Guild-covered employees to perform overtime work, provide a policy statement that the manager is not to do work normally done by Guild employees and tell other exempt computer personnel they are not expected to do Guild work, the New York Guild reports.

Sick of Rising Medical Costs?

There's no pill to stop price increases. But union members can help identify unjustified price increases by checking prices every time you shop.

Clip out this form and take it with you the next time you shop. Compare prices for these items for a couple weeks, and then mail the completed form to: Operation Price Watch, AFL-CIO, 815 16th Street N.W., Washington, D.C. 20006.

The AFL-CIO will make certain these forms are given to President Carter's inflation-fighters, as proof that prices are going up while wages are held down.

You can copy this form and ask your friends and neighbors to check prices at other stores.

Name of Store: _____ City: _____ State: _____

Address of Store: _____

(Please report same items, same brands, same size or weight and same stores)

Drug Store Items	Brand Name	Price on	Price on	Prescription Items	Brand Name	Price on	Price on
Vitamin C—100 tablets				Penicillin—(400,000 units) tablets			
Aspirin—100 tablets				Phenobarbital (15 mg) tablets			
Rubbing Alcohol—one pint				Antihypertensives (10 mg) tablets			
Baby Oil, 10 oz.				Ampicillin (100 cc) liquid			
Band Aids—pkg. of 100							
Antacid—100 tablets							
Toothpaste—9 oz.							

Your name: _____

Address: _____

Brave new world! What is the value of all that blood, sweat and tears in negotiation? The worst news is that this will happen to you, you and you when our various contracts run out. The issue is, to say the least, highly political. I'm buying my apple stand now.

PAUL HERTELENDY
Mercury News Unit
San Jose Guild

Editor's note: The settlement story referred to was on that at the Philadelphia Inquirer and Daily News, like the San Jose Mercury and News part of the Knight-Ridder chain.

See and tell

The AFL-CIO's Operation Price Watch is calling upon U.S. union members to identify unjustified price increases for several categories

of goods and services. Each coupon filled out and returned to the AFL-CIO is being turned over to federal inflation fighters.

As George put it . . .

'Labor never quits'

This is from George Meany's farewell editorial in the AFL-CIO's American Federationist magazine. He has been its editor since his election as president of the American Federation of Labor in 1952. With Meany's retirement, the Guild Reporter is retiring the "As George put it" head it has used here occasionally over other texts by Mr. Meany.

AS LONG AS people work for a living, they will form unions. And as long as workers are subject to employers whose sole motivation is profit or personal aggrandizement, workers will continue to build stronger and more effective trade unions to protect and advance their collective interests.

And as long as there are such trade unionists, labor will be opposed by those who seek to portray workers and their unions as separate entities—referring to unions as an unneeded "third force," just as the diehard segregationists falsely labeled civil rights organizations as "outside agitators."

There's no reason to believe those basic facts will change much—not now, on the dawn of the 1980s, or in the foreseeable future. Labor's methods may change; allies and enemies will shift occasionally; the jobs and need of our members may change.

But the basic definition of who we are and what we do will remain. American unions have been and will remain the only major private U.S. organizations whose sole purpose is advancing the cause of American workers. That covers the hours people must work, but also the other hours they must live—as citizens, consumers, taxpayers and users of a wide variety of services.

That's why labor's interests are so broad and why it is so deeply involved in virtually every legislative battle. Everything that concerns people concerns workers and their unions.

From workers' needs and concerns, we have derived a body of principles which became the "labor response" and which reflect our best instincts as citizens and as trade unionists.

It has been my honor and privilege to have served as president of the AFL-CIO for 24 years, as a Federation officer for 40 years and an active trade unionist for more than 60. Yet when I was elected to my first office, I was as much an inheritor of a trade union body of thought as any one is today, or will be tomorrow. And the same was true of Samuel Gompers, William Green, Philip Murray or anyone before me.

That body of thought has grown and changed, just as the labor force has changed incredibly. But the more we move to new job descriptions and new colors for our collars, the more we return to our roots—with the professors of today seeking the same collective strength won long ago by the very first unionists.

OUR "TRADE union response" will always be steeped in truths that we believe are self-evident. From them, it is easy to predict the labor movement of the future:

- ✓ It will continue to put the defense of the nation and the Constitution first, whether the test be from a foreign foe or those who would destroy the Constitution for their own single issue.

- ✓ It will continue to mold responses born of our own democratic processes through which workers are quite adept at letting their leaders know what they do or don't want.

- ✓ It will not hesitate to co-operate with the business community when the goal is good and the cause worthy. But it will not hesitate to disagree and fight, for we know that the united strength of labor is greater than all the wealth of employers and that the common good is not always on the bottom line of a ledger sheet.

- ✓ It will stick closely to our credo of watching what elected officials do, not what they say. Our requests for legislative change will not be couched as either begging or demanding, but will be made with a clear perception of whom we represent and how they, through COPE, participate in the legislative process. Chief among our legislative goals will be jobs, education, health care and housing—the central concerns of every worker's family. And labor will protect and defend, in every forum and court in the land, our right to assemble freely, to bargain collectively and to withhold our labor. These are rights absolutely essential for all free men and women.

- ✓ It will never forget our responsibilities as an integral part of the richest and freest nation in the history of mankind to our brother and sister workers around the world. We will support all free and democratic trade unions against any would-be oppressor. We will aid in every legal and legitimate way all workers now bound by the chains of totalitarianism and who yearn to be free. We will proclaim in every manner possible our sure and certain knowledge that trade union rights and human rights are as interchangeable as they are indispensable.

In sum, these are the principles that have always guided us. They form a living, changing testament. Many of the goals we seek today are goals we have sought every day of the last quarter century. We have not and we never stop trying. And that is the final, enduring strength of the labor movement:

LABOR NEVER QUITS. We never give up the fight—no matter how tough the odds, no matter how long it takes.

Being editor of the Federationist, one of the responsibilities of the president, has been a rich and rewarding experience. It has given me a new appreciation of the importance of the labor press as a method of getting labor's opinion to a nation whose public press all too often reports labor's position meagerly, if at all, and misinterprets its goals and motives more often than not.

So I particularly add labor editors to the millions of trade unionists whom I both thank and exhort with this final message:

Yours is a good labor movement. Go out and make it better.

'Full ahead. Steady as she goes.'



DATELINE: OTTAWA

Mounties, Tories prove a bill alone doesn't open closed government

By HUGH WINSOR, Toronto Guild



TWO PLAIN CLOTHES Royal Canadian Mounted Police officers showed up at the door of Ottawa free-lance reporter Jo Ann Gosselin the other day to interview her about a series she had written on the industrial aspects of a new jet fighter contract.

Ms. Gosselin, who specializes in defense stories and has had several national "scoops," invited them in and offered them tea and cookies but little else. When she refused to divulge either her sources or a document referred to in the series, the bulge under one of the officer's jackets turned out to be a two-way radio.

Within seconds, four more officers were at her door waving a search warrant. Three hours later they left with the document plus several cartons of everything from Ms. Gosselin's personal telephone book to her laundry lists, including notes for stories that had nothing to do with the fighter contract.

It was a bad start for the government of Prime Minister Joe Clark, which had only a few weeks before opened Parliament with a speech concentrated mostly on new freedom of information legislation.

When the raid became public, there was much embarrassment. Mr. Clark appeared to be furious. Defense Minister Allan McKinnon said he had no knowledge of the raid, had not authorized it and it was all a big mistake.

It is significant that the Mounties obtained their warrant using the ordinary provisions of the criminal code. There was no question of national security and they didn't pretend there was. There had been no attempt to use the Official Secrets Act.

It was a simple case of bureaucrats being embarrassed by the leak. The document showed they had not been effective in negotiating a package of industrial benefits for Canada to offset the cost of purchasing the new fighter plane from a U.S. firm.

The section of the criminal code they were operating under deals with breach of trust. In other words, a bureaucrat who had been entrusted with the document (really quite harmless) had leaked it.

The section of the criminal code they were operating under

deals with breach of trust. In other words, a bureaucrat who had been entrusted with the document (really quite harmless) had leaked it.

The point is that stated attitudes towards freedom of information held by the new government notwithstanding, it is the bureaucrats who must administer it and they obviously still have a mind of their own.

Furthermore, the document would not be covered under the proposed legislation, not because it dealt with security information, but because it contained confidential commercial information, exempted under the act.

A more recent example underlined the gap between the government's stated principles and its practice. Responding to the

1976 election of the Parti Quebecois, the former federal government ordered a massive study of all relations between Ottawa and Quebec City.

AN ENTERPRISING reporter from the Globe and Mail cajoled the new minister of federal-provincial relations into giving him a peek at the study, harshly critical of the arrogant ways of the federal government. When his story appeared, there was much pressure to release the documents. The government refused. The reason—all documents dealing with federal-provincial relations will be excluded under the new act.

It shows that there is a lot more to a freedom of information policy than a flossy piece of legislation.

The Guild Reporter

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