

Montreal Gazette DMs' 1st contract brings \$512 top, \$177 raises for some

Montreal—An initial Montreal Guild contract for the outside circulation employees of the Gazette here increases covered employees' weekly wages by as much as \$100 a week immediately and by as much as \$177 a week over its two-year term.

Average immediate straight-time increase is about \$60 a week, a Guild representative reported.

The contract also provides parity for the district managers' top minimum with reporters and photographers at \$512 a week during its last six months

and a common expiry with the local's contract for the paper's 120 editorial employees—June 30, 1981.

The agreement with the Southam chain's Gazette, now the only English-language daily in this city, was ratified overwhelmingly in mid-November by the 65 employees it covers.

The settlement was reached just about a year after the Guild petitioned the provincial labor board for certification as the group's bargaining agent and less than two months after dismissal of a company appeal from the certifica-

tion of the Guild for the group.

Minimums established in the settlement are effective retroactive to Sept. 30, on June 1, 1980, and on Jan. 4, 1981.

Initial top minimums for district managers is \$435 a week, goes up \$40, to \$475 a week, on June 1 and then up \$37, to \$512 a week and parity with reporters and photographers, the next Jan. 4. Total increase over 15 months is \$77 a week.

District managers' starting minimum is set at \$274 a week retroactive to

Sept. 30, goes up \$19, to \$293, on June 1, and then up another \$14, to \$307, Jan. 4, 1981.

The new contract also guarantees raises of at least \$35 a week for all covered by the pact and a maintenance of differentials over minimums.

The initial \$435 top minimum ranks tenth among minimums for district managers in effect Oct. 1 throughout the Guild and is exceeded in Canada only by that at the Vancouver Sun and Province.

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Merger units meet, set another session

Washington—TNG's and the International Typographical Union's merger committees have set Jan. 18-20 in Colorado Springs for their next joint meeting in the effort to complete a full proposal for merger of the two unions.

The meeting, which will be the committee's eighth in 11 months and 13th overall, was set Dec. 7 at the conclusion of a five-day session in which work continued toward agreements on portions of a merger proposal still outstanding.

Various subcommittees during the week worked on interpretations and implementations of several major agreements in principle reached in earlier meetings.

TNG President Charles A. Perlik, Jr., and ITU President Joe Bingel announced after the committees' previous meeting early in November that there had been a "breakthrough" in the talks with agreements on the composition, authority and structure of international leadership for a merged union. [Guild Reporter, Nov. 23, Page 1.]

They said they saw "every reason to believe" that a full merger proposal was in sight with requisite votes on it in each union during 1980.

A "summit" subcommittee of Perlik, TNG Secretary-Treasurer Charles Dale, TNG Field Operation Director J. William Blatz, Bingel, ITU 2nd Vice President Robert L. Wartinger and ITU 3rd Vice President Allan J. Heritage is scheduled to meet four days before the full merger committees' next session.

Phone room privacy a problem, U.S. told

Washington — The Guild has had "only mixed success" in eradicating publishers' invasions of employees' right to privacy on the job in the 12 years since elimination of "Big Brother" practices became one of its goals, TNG has reported to the U.S. Labor Dept.

Most prevalent industry practice offending those represented by the Guild is the monitoring by supervisors of classified advertising employees' telephone work, TNG President Charles A. Perlik, Jr., reported.

He also told of less widespread, though no less objectionable, visual surveillance via "that classic 'Big Brother' device, the prying television camera" and of psychological testing as a basis for hiring and promotion.

Perlik made the report in a statement for the record of hearings examining employers' policies and practices affecting employees' privacy. The hearings are seeking to assess the adequacy and effectiveness of voluntary efforts and could result in recommendations for legislation.

"The unnerving practice of listening in on classified telephone lines is precisely what the Guild's 1967 Convention had in mind when it condemned 'employer methods and devices ...

(Continued on Page 2)

AFL-CIO aims to expand its leadership

Washington — A special 15-member committee of the AFL-CIO Executive Council will explore ways by which women and minorities can be better represented at the union federation's highest levels.

AFL-CIO President Lane Kirkland appointed the committee at the end of the federation's convention here Nov. 20.

During the terms of former President (now President Emeritus) George Meany, membership

on the Executive Council generally had been restricted to presidents or secretary-treasurers of affiliated unions.

"I don't believe that members of this council think that the earth would split and things would fall apart if, on occasion, when faced with an issue of this

significance, we departed, as we have on occasion in the past, from time-honored custom, tradition and principles," Kirkland said.

There has been no woman on the council. Four blacks have been elected and one still serves.

Addie Wyatt of the Food &

Commercial Workers said that while "some of us who represent women and non-white trade unionists" had hoped for a "more positive change at this convention, we see this as an important step in that direction."

Kirkland announced the com-

(Continued on Page 6)

Cincinnati merger ok'd, 500 out

Cincinnati — Scripps-Howard's Cincinnati Post turned over all its noneditorial operations to Gannett's Enquirer Dec. 6 and discharged more than 500 employees—including 200-plus in the Guild—in the wake of Justice Dept. approval of the Post's entering a joint publishing arrangement with the Enquirer.

U.S. Atty. Gen. Benjamin R. Civiletti approved the business and production merger Nov. 26, upholding a special law judge's recommendation seven months

before. The papers petitioned for government clearance for the merger two years ago.

The law judge held that the Post met the Newspaper Preservation Act's criteria for classification as a "failing newspaper" and was qualified to enter a joint operation that is exempt from antitrust prosecution for market splitting, profit pooling and price fixing.

The last potential barrier to the papers' business and production merger was removed Dec.

5 when a federal district court judge denied a motion for a temporary restraining order by a group of Post press room workers.

Nearly half the 500-plus Post business and production employees dismissed the next day were members of the Cincinnati Guild, leaving the local with about 125 members in the Post's editorial department.

"A handful" of Guild people were kept on for a few months

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'Tiros en huelga ...'

'Gunshots in the strike ...' Story, Page 2

Citizens' Voice puts on a show

Wilkes-Barre—"Made possible through a grant by" ... the Citizens' Voice.

The daily interim newspaper published by Times Leader strikers has underwritten the popular "Wild, Wild World of Animals" on WVIA, a public television station here.

The Citizens' Voice grant guarantees the series another season, said George H. Strimel, Jr., WVIA president.

"The series is great entertainment as well as quality television with wide appeal to the outdoor-oriented audience and the family," said Citizens' Voice publisher Jack Williams.

TNG joins corporate accountability effort

Washington—TNG has joined a coalition of labor and public interest groups pressing for federal legislation that would bring the biggest U.S. corporations to public accountability.

TNG President Charles A. Perlik, Jr., accepted an invitation from the AFL-CIO Building & Construction Trades Dept. and the Public Citizens' Congress Watch to associate the Guild with the drive to seek passage of a "Corporate Democracy Act" in 1980.

One of the key events in the campaign will be a "Big Business Day" across the country next

April 17. "It will be a day of education and action, of description and prescription," the sponsors said. The coalition announced the drive at a press conference here on Dec. 12.

There were indications that the proposed legislation would gain House and Senate sponsors quickly, but it was not known Dec. 12 precisely who they would be.

The proposed bill was described in a report by representatives of Congress Watch, the Council on Economic Priorities, the AFL-CIO Building & Construction Trades Dept., and the Laborers' International Union as necessary because:

✓ State chartering of corporations has failed.

✓ There is a corporate crime wave afoot.

✓ The largest corporations are in fact private governments, controlling the nation's economic life.

✓ They are run by an undemocratically selected elite.

The legislation would apply to the 800 or so largest U.S. corporations and would regulate

them by creation of federal minimum standards of performance and disclosure.

These would regulate the corporations internally in addition to external regulations already in place, such as antitrust laws.

Corporations would be required to describe the sexual and racial makeup of their workforces, average pollution levels, number of occupational injuries and illnesses, largest stockholders, board members' primary employment affiliations, legal and auditing expenses and tax situations.

They also would be required to disclose how much of their business comes from abroad.

The bill also would amend the National Labor Relations Act to ensure that employees could not lose their jobs for engaging in their constitutional, civil or legal rights or for failing to perform unlawful acts.

Interlocking directorates would be limited severely under the bill.

On product safety, convicted companies could be required to make restitution to those who have suffered bodily injury or property damage—in addition to

other punishment.

Managers would be held individually responsible for unsafe products or procedures.

Any citizen could sue a covered company or some government departments for failure to fulfill the minimum standards in the act and resulting regulations.

The act would pre-empt state law except where state law is more restrictive.

"No firm that regularly fails to meet the standards of this act, as determined by the Securities & Exchange Commission, shall be permitted to engage in commerce in the United States," a draft version of the legislation states.

Among those connected with the campaign are:

Ralph Nader, the consumer advocate; John Kenneth Gailbraith, the economist; Douglas Fraser, United Auto Workers president; William Wynn, Food & Commercial Workers president; Ed Asner, the actor; Cesar Chavez, United Farm Workers president.

Also, Ed Garvey, leader of the soccer and football players' union, and Michael Harrington, the socialist leader.

Gunshot hits picket in Puerto Rico strike

Hato Rey, Puerto Rico—The executive secretary of the Puerto Rico Guild and three of the local's members on strike at Superior Paint Co. are pressing charges of unpremeditated attempted homicide against the security chief of the struck firm following a shooting incident on the picket line.

Alfredo Gonzalez, Jr., and the others said that the security supervisor, Gerardo Cedenio, became enraged at pickets' taunts as he drove up to the picket line Nov. 16, leaped from his car with gun drawn and shot it into the line, a bullet striking a picket in a hand.

Gonzalez said it would have hit him had another security guard not pushed him away.

El Vocero the next day ran a Page 1 photo of Cedenio outside his car with his gun drawn before the shooting.

The same day, in a charge filed with the National Labor Relations Board, the company accused Gonzalez and strikers of assaulting company trucks and their drivers when they sought to drive through the picket line.

The Guild followed with an unfair labor practice charge ac-

cusing company representatives of coercing and intimidating strikers by firing hand guns at them.

No progress was reported in bargaining, meanwhile, after the company told the Guild that any settlement reached would have to include an agreement that 14 strikers would not be returned to their jobs.

The 84-member Guild unit struck the paint company for an initial contract on Oct. 23. They had voted for Guild representation in June.

Phone room privacy's a problem, U.S. told

(Continued from Page 1) [that are] dehumanizing the employer-employee relationship and undermining human dignity," Perlik said.

Acting on reports of spreading industry practices that convention added to TNG's Collective Bargaining Program a requirement that locals "demand elimination of secret surveillance... the use of electronic supervisors, tape recordings, telephone-monitoring systems and similar procedures and devices."

When the Guild has chal-

lenged telephone eavesdropping, publishers almost invariably have taken the position that it is "just like any other form of supervisory checking and that nothing in the law, the contract or morality forbids it," Perlik said.

"Up to now they have been right about the first and second and it has done us scant good to be right about the third," he noted.

The Guild has in some instances been able to place limits on the practice, however, he said, pointing to the Toledo

Blade agreeing three years ago that monitoring would be restricted to new employee training.

Television and film surveillance, he continued, "is usually so intrusive that most publishers, under normal conditions, have hesitated to use it."

He told of exceptions, however, at the San Diego Union and Tribune and at the Bakersfield Californian, where it continues.

The San Diego papers in 1967 used a concealed camera to film a circulation employee at work on their loading platform for use in what turned out to be an unsuccessful challenge to the employee's entitlement to worker's compensation.

Perlik also told of video cameras becoming almost commonplace along with the barbed wire and boarded-up windows, "when there is a possibility of a strike."

Twenty cameras installed by the Californian during tense bargaining two years ago are still in place, along with the monitoring room and a guard to watch the screens, "although the cameras are no longer rotating," Perlik noted.

"Management froze them after the Californian's printers threatened to walk out if they were not shut down while the printers were working," he said.

Psychological testing for hiring and promotion "fortunately"

Cincinnati merger ok'd, 500 out

(Continued from Page 1) in bookkeeping and maintenance and a "couple of hands full" were hired by the Enquirer for its advertising and circulation departments, a Guild representative said.

When they picked up their severance pay, the Post asked those dismissed to sign pledges that they would not bring legal action against it for the loss of their jobs.

Others discharged included more than 50 press room workers, 125 printers, 45 mailers, 20 machinists, paperhandlers, electricians and platemakers plus about 30 management employees.

The printers will be paid full salaries at least through March, 1981, under lifetime job guarantees in the Typographical Union-Post contract. A federal judge's ruling Nov. 28 that the guarantee expires with the contract is being appealed. The contract provides that Scripps will employ the Post

printers for the "remainder of their working lives."

The Cincinnati Guild and Typographical Union, TNG, the International Typographical Union and others, including suburban publishers, had challenged the Post's failing status when it petitioned for the antitrust exemption on Sept. 28, 1977.

The law provides the antitrust exemptions when a paper involved, "regardless of its ownership or affiliation, is in probable danger of financial failure."

Extended hearings began in February, 1978, and last May 1 the law judge recommended that the merger be permitted. The record is 6,000 pages long.

Civiletti upheld the great bulk of Moore's findings and said that those with which he disagreed did not change the result.

Scripps said the Post was losing money, that there was little prospect it could become profitable as a separate publication and that no one would buy it.

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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

Three named to judge Broun Award

Washington—William J. Raspberry, a Washington Post urban affairs columnist, John M. Lemmon, managing editor of the Baltimore Evening Sun, and Peter Hackes, NBC radio Washington correspondent, will judge the entries in TNG's 1979 Broun Award contest.

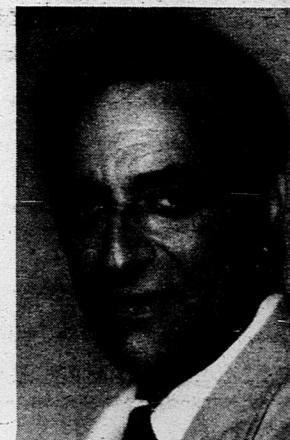
Their selection was announced by the contest's 1979 chairperson, Joseph F. Collis of Wilkes-Barre, former TNG president and member of the International Executive Board for 17 years.

The Broun Award is presented annually for journalistic achievement "in the spirit of Heywood Broun," the Guild's founding president. It carries a prize of \$1,000 and a citation.

Employees in the Guild's jurisdiction on newspapers, news services, magazines and broadcasting stations in the United States, Canada and Puerto Rico are eligible to enter, whether or not they are Guild members or working under a Guild contract.

Deadline for receipt of entries at TNG headquarters is Jan. 19. Judges will meet Jan. 26 and the winner will be announced on Jan. 28.

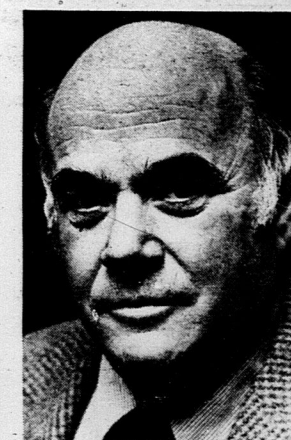
Hackes, with NBC for 24 years after working as a reporter for radio stations in Iowa, New York, Ohio and Kentucky, has a beat that includes the House and Senate, the State Dept. and NASA. Among his special assignments have been the Three Mile



PETER HACKES



WILLIAM J. RASPBERRY



JOHN M. LEMMON

Island nuclear reactor accident, the Watergate trial, every manned U.S. space flight and the Cuban missile crisis. He has covered 13 national political conventions, six as anchor for NBC radio.

Hackes also has appeared on Meet the Press, the Today show, NBC Nightly News and for four years was anchor for the Peabody Award-winning Second Sunday series.

Lemmon became the Evening Sun's managing editor in October after 13 years at the Washington Post and ten years at the Washington Star.

A president of the Washington

Guild (before it merged with the Baltimore Guild), Lemmon also is a former chairperson of the Star Guild Unit and was a delegate to TNG conventions in Buffalo, Vancouver and Philadelphia.

He was night managing editor when he left the Post, where he previously had been head of the metropolitan copy desk and news editor. When he left the Star, he was head of its copy desk.

Raspberry, a former secretary of the Washington-Baltimore Guild, has been with the Post since 1962. Before beginning his column, syndicated by the Washington Post Writers Group, he

held a variety of reporting assignments. He came to the Post from the army and the Indianapolis, Ind., Recorder.

In 1965 Raspberry was the Capital Press Club's "Journalist of the Year" for his coverage of the Watts riots in Los Angeles. He also has been honored for his work by Lincoln University in Jefferson City, Mo., and the Washington-Baltimore Guild.

Time magazine once characterized him as "the most respected black voice on any white U.S. newspaper," noting that he "regularly nettles the Pollyannas and the militants."

Pantagraph vote is test for consultants

Bloomington, Ill. — Management of the 50,000-circulation Daily Pantagraph has employed two of the nation's principal firms that specialize in helping employers try to thwart employees' organizing efforts during the ten weeks since the Guild petitioned for bargaining rights for 157 of the paper's employees.

The result of their efforts should become known soon after the polls close at 10:30 p.m. Dec. 14 in a representation election among the group supervised by the National Labor Relations Board.

Voting are the paper's 145 advertising, business, circulation, editorial and maintenance employees. Circulation district managers, 12 of them were part of the group in the Guild's petition, but were excluded in an NLRB regional director's finding that disqualified them as both supervisory and managerial employees. The regional director also held the paper's home delivery carriers to be employees. A Guild

request for review of the findings was denied.

The first of the outside firms hired by the Pantagraph for the pre-election period was Seyfarth, Shaw, Fairweather & Geraldson, headquartered in Chicago, to represent it before the NLRB.

During the labor board's pre-election hearings, the company refused to acknowledge that the Guild is a union and insisted that not only the district managers but also the maintenance employees be excluded from the unit, the latter on grounds that they had no "community of in-

terest" with the other employees.

The hearings were delayed getting started at the law firm's insistence; expected to last two days at most, they stretched twice as long.

As recently as three days before the election the company was refusing to post NLRB notices of the election's time and location and the description of the employees eligible.

A representative of Modern Management Methods, Inc., of Deerfield, Ill., also has been advising supervisors on the conduct of one-to-one conferences with

employees in the group.

The pattern has been to acknowledge that management may have made a few mistakes in its personnel relations, claim that it has seen the error of its ways and ask for another chance—without the Guild's "interference," Guild people said.

Department heads at the paper, owned in part by the family of U.S. Sen. Adlai E. Stevenson (D-Ill.) are paid as little as \$195 a week, Guild people reported. Reporters start at \$160 a week and have been getting increases of \$10 a year thereafter.

Guild appeals DMs' disqualification

Winston-Salem, N.C. — The Guild is appealing from a ruling by the regional NLRB director here that the circulation district managers at the Greensboro News and Record are supervisors and therefore not eligible for union representation.

The ruling, early in November, brought to a halt the Greensboro Guild's efforts to win bargaining rights for the papers' 51 outside circulation employees. More than 60 percent of them are district managers.

Before holding the district managers to be supervisors, Reed Johnson, the National Labor Re-

lations Board regional director, first ruled that the paper's home delivery carriers are employees, not independent contractors.

He also held that a bargaining unit of circulation employees is inappropriate unless it includes both inside and outside workers.

In its appeal, the Guild is asserting that Johnson's findings are contrary to the statutory definition of supervisors, departs from

NLRB precedent, is based on insignificant or clearly erroneous factors and that the Guild has not been accorded a fair chance to make its case. The Guild is asking for oral arguments.

A petition for bargaining rights for the outside circulation employees was filed by the Guild on Sept. 26. The local represents the papers' 100-plus editorial employees.

Teamsters challenge Guild at Reuters; vote scheduled

New York—The National Labor Relations Board has scheduled for Dec. 20 a vote by 199 U.S. employees of Reuters, the British news agency, on whether they will continue to be represented by the New York Guild, switch to a Teamster local or be represented by no union at all.

Voting will take place at Reuters offices in New York, Washington, Chicago, Los Angeles, San Francisco, Dallas, Kansas City, Farmingdale, L.I., and Fort Lauderdale, Fla. The ballots will

be counted Jan. 2.

The Teamsters filed a petition for the group Nov. 1 and bargaining for renewal of a Guild contract that expires Dec. 31 has been interrupted ever since. Reuters has demanded more than 60 serious retrogressions from the Guild contract.

The election was set Nov. 21 when Reuters withdrew a demand that 38 employees be excluded from the bargaining unit.

The Guild has represented the group since 1950.

Tops to hit \$456 in Bakersfield

Bakersfield, Calif. — A 30-month Bakersfield Guild contract with the Californian raises key advertising, circulation and editorial minimums by \$83.88, to \$456 a week.

The top minimum for reporters, photographers, display ad salespersons and circulation district managers goes up \$18.88 on Nov. 25, \$15 on May 25, \$15 next Nov. 23, \$15 on May 24, 1981, and \$20 on Nov. 22, 1981.

All other classifications' top rates are raised by a total of \$54.88 a week in steps of \$11.88, \$10, \$10, \$10 and \$13 on the same dates.

For janitors, this will result in a new top minimum of \$251.19. For car messengers, the new top will be \$256.68. Intermediate bookkeepers' top will be \$268. Employees in the "other" classification will get a new top minimum of \$259.04.

Classified telephone sales and display counter sales are added as new jobs, with a top minimum of \$224.04, going to \$267.04 over the term and a starting minimum of \$195.66, going to \$217.16.

Diverted from wages to pensions is \$1.12, which will eliminate employee weekly contribution of that amount.

Privilege against disclosure of news materials to anyone other than the publisher is added to the contract. The publisher will provide legal counsel if such an outside demand is made.

Petition filed for 50 in Philadelphia

Philadelphia—The Guild has petitioned the National Labor Relations Board for bargaining rights for the 50-plus employees in the editorial department of the Philadelphia Journal, a two-year-old, five-day-a-week tabloid owned by the Canadian chain Quebecor.

A Guild representative said that a "very substantial" majority of the group has applied for Guild membership and representation. The petition was filed Nov. 28.

Late in October the group sought to form an unaffiliated union. After they sought recognition from the employer, six of the group were fired, with the publisher explaining that "if I'm going to pay more, I'm going to reduce the staff," the Guild reported.

Teamsters represent the 70,000-circulation paper's advertising and circulation employees.

Card check nets new department

Woonsocket, R.I. — The Call has recognized the Woonsocket Guild as bargaining representative for its eight inside circulation employees following a Dec. 6 check of signed membership application cards.

The local also represents the paper's advertising, news, maintenance, service and proof room employees.



Buffalo
Richard J. Roth, president; Randy Workoff, vice president; Maria Scrivani, secretary; Paul MacCannan, treasurer.

Cleveland
John Nussbaum, president; Howard Swindell, 1st vice president; Barbara Weiss, 2nd vice president; Mike Strang, 3rd vice president; Denise Stinson, 4th vice president; Joseph McKenna, treasurer; J. Stephen Hatch, executive secretary.

Los Angeles
Kris Sherman, president; George Lane, vice president; Mike Shannon, secretary; Don Chorprenning, treasurer; Parker Markle, sergeant-at-arms.

Vancouver-New Westminster
Brian Hill, president (Hill, 455; Lois Kapp, 124); Roy Tubbs, 1st vice president; Phil Ballard, 2nd vice president; Hilda Somerville, secretary; Doug Louth, treasurer.

THE SHORT OF IT

THE OIL, CHEMICAL & Atomic Workers' Union, seeking "substantial" wage and fringe increases for its 60,000 members working for the U.S. oil industry, points out in ads in about two dozen dailies that government and industry statistics show that less than a penny of every dollar consumers spend for gasoline and the like goes for refinery workers' wages. With the oil companies' high profits, the average U.S. oil worker's base pay of \$9.55 an hour could be doubled without justifying an increase in prices at the pump, one OCAW representative said. . . . Union officials' records for responsible handling of funds ranks them right alongside the clergy in the safest risk category, according to the American Surety Assn. Union officers' bonding rates have actually decreased while those for financial and business institutions' leaders have multiplied several fold, the report says. . . . When some international industries look for cheap labor, they look in the United States, the Wall Street Journal reports. A Labor Dept. study put average hourly compensation for U.S. factory workers in mid-1978 (\$8.26) behind that in Belgium (\$10.18), Sweden (\$9.93), the Netherlands (\$9.88) and West Germany (\$9.41). And in the 1967-78 decade manufacturing unit-labor costs were up but 80 percent in the United States, while increasing by 131 percent (Belgium) to 312 percent (Japan) in other industrialized nations. Sony Corp. is now manufacturing video tape in Alabama and exporting some of it to Japan.

Quote . . . close quote: "If I were doing it, I would look for stories which relate to the ownership of a newspaper or directly to the interests of the publisher. That's the kind of thing that really worries me."—Barry Bingham, editor of the Louisville Courier-Journal on last year's "ten best censored stories" as selected by Project Censored, an undertaking of several media critics. . . . "Newspapers with their strong cash flow are going to have to find areas to invest their money to avoid problems with the IRS over retention of earnings."—Maria Nikolska, assistant vice president and financial analyst at Morgan Guaranty Trust Co., explaining why she expects newspaper companies to keep buying more newspapers.

Fellowships and awards: Carnegie-Mellon University will take telephoned applications through the end of 1979 for its ten-week Fellowships for Reporters and Editors who want to study business and economics. They run Jan. 30-April 3 on the campus in Pittsburgh. Covered are tuition, meals, hotel and travel, and there's a \$2,500 stipend. Telephone: Bernard P. Goldsmith, dean, continuing professional education, 412-682-3692. . . . The National Endowment for the Humanities' Journalists-in-Residence program at the University of Michigan for the 1980-81 academic year has a March 1 application deadline. It provides an \$18,000 stipend, tuition and \$550 for books and travel. Contact: Ben Yablony, director, NEH fellowships, 3564 LS&A Bldg., University of Michigan, Ann Arbor 48109. . . . Deadline for applications for the 1980-81 Nieman Fellowships at Harvard is Feb. 1. Specialists in labor reporting can be supported in the program under the Louis Stark Memorial Fund. Contact: Executive director, Nieman Foundation, One Francis Av., Cambridge, Mass. 02138. . . . The 1979 Thomas L. Stokes Award—\$1,000 and a citation—for 1979 work in a U.S. or Canadian daily on natural resource issues has a Feb. 1 entry deadline. Guild locals have full details. Washington Journalism Center, 2401 Virginia Av. NW, Washington, D.C. 20037, runs it. . . . Sidney Hillman Foundation Awards—\$750 each—for 1979 work on such subjects as individual liberties, race relations, a stronger labor movement, the advancement of economic security and related matters have a Jan. 15 entry deadline. Locals have full details. . . . Deadline for entries in TNG's Heywood Broun Award is Jan. 19.

Counting house: Eleven of the 12 major publicly owned newspaper companies that Morton Newspaper Research keeps track of had much higher third-quarter profits than anticipated, Morton reported. Their profits growth ranged from nearly 18 percent (Gannett) to 51 percent (Media General). Their average gain was "well above" that reported for the period in the Wall Street Journal's survey of third quarter corporate profits even though the survey's results were "inflated by exceptional oil company profits," Morton reported. . . . The New York Times Co. reported record profits for both the three- and nine-month periods ended Sept. 30. . . . The privately held Tribune Co. (Chicago Tribune, New York Daily News, etc.) also reported record profits for both fiscal periods. . . . The Newspaper Advertising Bureau, Inc., reported spending for ads in U.S. dailies up 13.5 percent in September and 14 percent for 1979's first nine months. Biggest increase was in classified.

Among ourselves: Steven Dorf, vice president of the Twin Cities Guild and political reporter for the Minneapolis Tribune, was elected treasurer of the Society of Professional Journalists, Sigma Delta Chi, at its annual convention Nov. 14-17. He defeated Ron Willnow, assistant m.e. at the St. Louis Post-Dispatch, 198 to 157. Dorf is first reporter in memory elected a national SDX officer. . . . Karen Howse, first minority program trainee at the San Francisco Chronicle, 1974 San Francisco-Oakland Guild recording secretary and 1973 TNG Convention delegate, is now assistant managing editor for special projects at the Rochester Times-Union. She made the motion in 1973 that changed the title "International Chairman" to "International Chairperson."

ONE PAIR OF SHOES LATER

How one Monessen picket sees it

By FRED HEVIA
Monessen Unit
Pittsburgh Guild

Monessen, Pa.—The longest strike ever at the Valley Independent is making history as each day passes.

The walkout moved through its eighth month with little or no hope of a settlement before 1980 and I just realized that what was a good pair of shoes last April is now beginning to show tremendous wear and lack of protection for feet which have become numb and cold on these chilly and windy November mornings.

To be honest, I never thought I would be pounding the bricks for eight months in 1979 as I did during the 1970-71 campaign when I spent almost eight months counting the cracks in the cement or counting people and vehicles which passed me during that walkout.

The wear is not only visible on my shoes, but on me physically and emotionally.

Don't get me wrong. It's not that I'm cracking up or don't want to admit to the fact that I celebrated another birthday during this walkout, but being a reporter who covered everything from floods to murders and from strikes to football games, I keep wondering what kind of game I have gotten tangled in.

When I walked out with 23 other Valley Independent employees last April, I was prepared for a week or two of striking, hoping that the company would see its way to share part of its vast fortune with us. We didn't ask for much. But we wanted a fair share for our toils and dedication. And we are dedicated. Most of us on strike are veteran employees who joined the paper when it was the Monessen Daily Independent.

The first month wasn't bad, or the second, or third, but as the strike continued without any attempt by the company to pay us our fair share, I felt on two occasions as if I wanted to quit it all and get as far away as possible.

But then, how could I quit when I saw how many of the dedicated people I worked with were much stronger than me?

Good examples are Mike Fuoco and Helen Plavchak, probably two of the most promising news reporters in the business. I used

to sit on the picket line on the long hot summer days wondering why. Why would two sharp reporters such as Mike and Helen continue to fight this battle knowing it might be a lost war. They were giving us so much when both could be in top positions in most of the leading newspapers in America.

Then there is Emma Jene Lilik, whose family, and now lifestyle, pages delight thousands of people and whose background also could get her a job on any publication.

John Bunardzya, whose 40 years of newspaper work, especially his colorful sports reporting, kept the Valley Independent as one of the best family newspapers in Pennsylvania.

The on-the-spot photography by veteran John Hurrianko and the always popular art work by James "Scoop" Altamare lived the Valley Independent pages.

And who was more dedicated at work than Jessie Balogh in the advertising department, or Steve Menzler and Altamare with their eye-catching advertising layouts. Classified advertising was never handled more competently than with people such as Marie Shipley and Ann Hilinski.

When did a business office run smoother than with people like Angela Golomb and Ann Yocors, or a circulation department progress faster than with Rita Masci?

Compare the reception today with what you got with Kathy Gerda and then Linda Taylor.

Typing in the editorial department couldn't be done better than with the speeding fingers of Judy Leach and Terri Lee Hough.

When there were mechanical and maintenance problems, we knew Sherman Koons would solve them. And Bob Grant's pleasant disposition as the middleman between the advertiser and the company is hard to replace.

Last, but not least, Ruth Yatsko's vast experience as a reporter and news editor (which made her the obvious choice for editor of our interim paper, Valley Views) would surely be difficult to replace.

These are the people that made me continue to fight for a better place to work and to see this strike to the end.

Another reason was Lorraine Mytryk, the office clerk who did almost every job in the plant and

whose dedication and hard work during our strike may have cost her life.

Here death was a shock to all of us and our love for her was evident at her funeral.

I'm sure when Lorraine met her creator, she must have asked: Why now?

Here was a pretty lady who stood to lose more than she could gain, but suffered and fought so others following her might have a better place to work.

These are the wonderful people I work with, the ones who helped me share my good and bad days during the hot summer which passed and now the cold winter.

Quit, you ask?

How can we quit when we feel we are right?

How can I quit, even though I consider myself the weakest link?

I just have to look up to God who gives me the strength to go on and on and on.

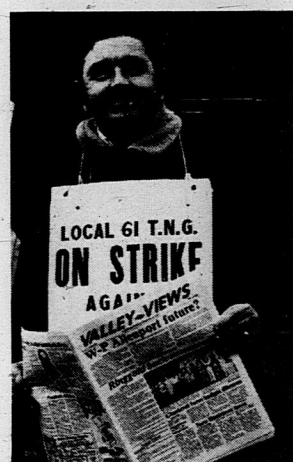
And then, last but not least, I look at the members of the International Typographical Union who are also out on a lockout and have shown solidarity in this strike.

Dedicated people such as Eli Myers, Peter Freado, Richard DeMarco, Tony Miralles, Alvin Roberts, Alvin Frick, Andy Kosar, Gerry Jackson, Paul Simoncelli and Margie Roe.

If I ever get down in the dumps, especially now during the holiday season, I just look up to all these wonderful people and keep going.

So, if you happen to be going by the picket line one of these cold November or December mornings and wave and I don't wave back, it's either that I didn't see you or I'm too cold to move, chilled from my feet up, because of my shoes with holes in them.

Reprinted from
Valley Views, Nov. 21, 1979



FRED HEVIA, PICKET
Several offers of new shoes

'Thanks, TNG,' Meany writes

Washington—AFL-CIO President-emeritus George Meany has thanked TNG for wishing him well in his retirement.

"You and your members were very generous," he said in a Nov. 28 letter to TNG President Charles A. Perlik, Jr.

TNG's International Executive Board in October, after Meany announced his retirement plans, hailed him as a true champion of collective bargaining and "always a friend" of the Guild.

Key jobs upped \$73, to \$424, in Erie pact

Erie, Pa.—A three-year Erie Guild contract with the Times and News raises the top minimum for key advertising, circulation and editorial jobs by \$73.50, to \$424.50 a week.

The minimum applies to reporters, photographers, display salespersons, outside classified salespersons, circulation district managers, copyreaders, artists and circulation roadmen.

Their \$73.50 increase comes in three segments—\$25 retroactive to March 2, \$24.50 on March 2, 1980, and \$24 on March 2, 1981.

Society editor is upgraded to the key group, resulting in a \$78.78 increase in the top minimum. Stretching the progression schedule by three years, to five, and parity with others in the wage group, however, results in a \$25.90 decrease in the starting minimum.

Among other classifications, increases and resulting top minimums include:

Society writers — \$69.28 (\$24.94, \$24.88 and \$19.46), to \$344.33, a 25.2 percent increase.

Telephone solicitors — \$52.75 (\$23.41, \$14.83 and \$14.51), to \$256.73, a 25.9 percent increase in an upgrading.

Janitors — \$51.67 (\$17.57, \$17.23 and \$16.87), to \$298.43.

Circulation office manager and makeup person top minimum rises by \$69.59, to \$401.94. Newsstand collectors' and street circulators' top rises by \$54.59, to \$315.25.

Top for stenographers, cashiers, and bookkeepers is up by \$44.45, to \$256.73. Other increases in top minimums include typist-clerks and telephone operators, \$42.71, to \$246.69; ad dispatchers, \$36.91, to \$213.19, and editorial assistants, \$36.09, to \$208.47.

Life insurance coverage is increased \$1,000, to \$5,000.

Effective March 1, 1980, the company will pay \$1.60 per employee per month for eye examinations and up to \$4.50 per month for prescription drug coverage.

On April 1, 1981, the company's payment for employee and dependent drug coverage will rise \$9, to \$13.50 per month.

Downriver Reporter sold

Lincoln Park, Mich. — The weekly Downriver Reporter, started as an interim paper during a Detroit Guild strike against the Mellus chain and later turned into a commercial paper by its staff, has been purchased and merged into the weekly Times-Herald Newspapers.

Dennis Niemiec, Downriver Reporter publisher who becomes administrative assistant to Times-Herald publisher Frank Beewick, said the sale was made in mid-November.

Price was not disclosed but it was understood that much of it was in the form of assumption of Reporter liabilities.

The paper will be published as the Times-Herald-Reporter and will cover three communities in suburban Detroit.

Times-Herald has headquarters in Dearborn and some of its papers had overlapping circulation with that of the Reporter.

All Mellus strikers who worked on the Downriver Reporter were offered jobs in the Times-Herald organization.

At the end, there were 15-20 strikers and 10-12 accepted jobs, Niemiec said.

They also received a portion of 10,000 shares of Times-Herald dividend stock based on how many weeks they had worked for the Reporter and what their Mellus salaries had been.

Under the new setup, Times-Herald Newspapers will have a total weekly circulation of 75,000, about 25,000 of it new.

Alan Barth, liberties champion, at 73

Washington—Alan Barth, eloquent and prolific defender of individual liberties and rights in Washington Post editorials, in articles and in books for nearly 30 years and a champion of the Guild even longer, died here Nov. 20. He was 73.

A member of the Guild from 1940 until he retired in 1972, Barth also was a columnist for the Guild Reporter for nearly eight years, from 1943 to 1951, and was the first president of the Mellett Fund for a Free and Responsible Press, founded by TNG in 1965.

His death was marked by editorials of tribute in the New York Times, the Washington Star and the Post, with the Post's crediting to him a major role in changing and shaping its editorial positions on such matters as desegregation, equal rights, freedom of speech "and a host of other issues" so that they coincided by and large with his own views.

Barth went to the Post's editorial pages in 1943 from the World War II Office of War Information. He came to Washington as a correspondent for the McClure Newspaper Syndicate after three years with newspapers in Beaumont, Texas, the last two as "the editorial writer" for the Journal, as he was fond of explaining those years.

His observation while in Beaumont that the unorganized reporters and editorial writers were paid half as much as organized printers led him to join the Guild "as soon as the opportunity offered," he later wrote, and to

champion its goals and achievements over much of the next three decades-plus.

His first book, "The Loyalty of Free Men," written during the height of the McCarthy era, brought him the Sidney Hillman Award. Earlier he had been honored by the Twin Cities Guild and Sigma Delta Chi and in 1964 received the first Oliver Wendell Holmes Bill of Rights Award from the National Capital Area Civil Liberties Union.

Barth had little time for those who attacked the Guild on grounds that as a union—even worse, an industrial union—it somehow was a threat to news workers' job performance and to the institution of the press, itself.

In his Guild Reporter column of April 8, 1949, Barth noted that the then editor of the Hartford Courant had just disclosed in a book, "with the air of a man who has just discovered that the binomial theorem is cockeyed," that the Guild has "become an out-and-out labor union" and charged that it was trying "to gather ever more newspaper workers into the fold, . . . reaching out for office and clerical employees in order to achieve more power."

"This is the consequence of having listened to that agitator Heywood Broun," Barth explained, continuing caustically: "He not only intruded mercenary issues into the previously pure art of journalism but, worse, led his innocent fellow artists into affiliation with the CIO, seeking to band all newspaper employees together, as though there were something in common between a reporter and a fellow working



Frank Alexander/Merkle Unit/Washington-Baltimore Guild

Monumental presentation

Delegation from the Washington-Baltimore Guild's Washington Post Unit (standing) presents tokens of the unit's appreciation for their roles as unit bargaining spokespersons to (seated) TNG Secretary-Treasurer Charles Dale and Field Operations Director J. William Blatz. Plaques have mounted on them replicas of the Washington Monument, term used by bargainers, in referring to the Post contract.

Dale's is somewhat discolored in spots, after the manner of bird droppings, in keeping with his characterization of some of the terms of Post settlement reached in June after nearly three years of talks. Standing, from left, are: Eugene Meyer, local vice president and co-chair of the unit's bargaining committee; Jane Huffman, the unit's chief shop steward, and Karen Woll, bargaining committee secretary.

Elizabeth strike paper suspended

Elizabeth, N.J.—Publication of an interim daily by Guild members on strike against the Hagadone chain's Daily Journal was suspended with its Nov. 30 edition.

The increasing difficulty of obtaining newsprint and the effects of the costs of continued publication on the New York Guild's strained Emergency Fund were cited by the local's executive committee three days before when it voted to end the local's financial support of the strike paper.

The Community Paper began

as a weekly April 30, two weeks into the strike, and went to five-days-a-week publication in mid-May.

The local said the publication had cost its Emergency Fund more than \$300,000 up to Nov. 27 and that its expenses were running at more than \$8,000 a week.

Before voting to suspend the paper, the executive committee voted down a motion to continue it for another week while the Elizabeth unit sought ways to cut and in a short time eliminate the paper's operating deficit.

"Efforts previously spent putting out the paper are now expected to be employed in stepped-up picketing, boycotting and other direct strike action," the local said in a citywide bulletin.

"We feel we cut into the Journal's circulation substantially and we intend to consolidate our gains there and carry them further," said James Kelly, Elizabeth unit chairperson.

New York President Betsy Wade said the possibility of the Community Paper being revived as a less-than-weekly publication, was being studied.

VDI session in N.Y.

New York—The New York Guild has endorsed a conference on video display terminals to be held here Jan. 19.

Sponsored by the New York Committee for Occupational Safety & Health (NYCOSH), it will be at the AFSCME District Council 37 building.

Barth: 'Incorrigibly glad' about the Guild

in, say, the circulation department.

Noting the author's advocacy of objective reporting, Barth pointed out that "objectivity is not easily, or cheaply come by" and "demands both conscience and competence."

Later he wrote: "I believe it is no overstatement to say that the Guild has, in fact, revolutionized the status of editorial workers—has liberated them and given them a professional standing. And I feel that those who are not in need of such liberation have a responsibility to extend it to those who do."

Delivering the Twin Cities Guild/University of Minnesota Memorial Lecture in 1952, Barth said that the Guild, "by virtue of some pretty stern and stubborn effort, has managed to improve that weekly paycheck to a point where men can begin to think of newspaper work as a career rather than as an escape from reality."

In 1962 he wrote in a Washington Post Guild Unit Chairman's Report that one of the reasons he wanted to join the Guild and "that made him 'incorrigibly glad' he did was neither 'particularly lofty or un-

selfish." He explained that, quite simply, it grew out of the fact that when he first went to work "as a full-fledged reporter covering a responsible beat, I got paid \$20 for a six-day work week."

"I observed that printers, stereotypers and such proletarian employees got paid about three times as much and concluded that this was not because the management was mean (it was really very nice) and not because it hated reporters, but because the printers et al had something the reporters didn't have—to wit, a union."

Another time he wrote that "it doesn't seem to me that my independence of judgment is affected in the smallest degree" by membership in the Guild. "I dissent from some policies of the Guild, just as I dissent from some policies of the Post. But the policies adopted by the Guild in no way inhibit my work on the Post, and in no way embarrass my relations with my publisher."

"I think, in point of fact, there is no more impropriety in my membership in the Guild than there is in his membership in the society of newspaper publishers."



Gary scholarships

Geraldine Fields, left, chairperson of the Gary Guild's human rights committee, presents scholarships for week-long high school journalism workshop at Ball State University to Gary West Side High School students Darline Paris

and Randall Robinson. Milbert Brown, right, a teacher at the high school, was a recipient of the scholarship himself while in high school and later was an intern at the Gary Post-Tribune's photo department.

Expanding leadership studied by AFL-CIO

(Continued from Page 1)

mittee during the convention's consideration of a resolution, subsequently approved, endorsing the concept of equal pay for work of comparable value and calling for correction of undervaluation of work historically performed by women.

The convention also pledged redoubling of AFL-CIO efforts to get three more states to ratify the Equal Rights Amendment and said that until that occurs the federation will not hold its convention in any state that has not ratified ERA.

(Two weeks later, the AFL-CIO's Industrial Union Dept. announced that it immediately would start hiring women organizers and that it and the Coalition of Labor Union Women in January jointly will hold a conference on organizing more women workers.)

Among its other actions, the convention:

✓ Served notice that the battle for labor law reform isn't over and the AFL-CIO will strive for "as long as it takes" to strengthen the National Labor Relations Act and take the profit out of illegal union-busting.

✓ Pledged to expose and counter professional management-consultants "whose mission is to destroy existing unions and forestall the organization of new ones."

✓ Declared that it would be irresponsible for Congress to allow the political lure of an election-year tax cut to jeopardize the Social Security system.

✓ Called for public recognition that state and local government employees should have the same collective bargaining rights that private-sector employees have had since passage of the nation's basic labor law 44 years ago.

✓ Agreed that the U.S. communications law should be changed, but cautioned that the equal time and fairness doctrines should be retained.

Other provisions that should be retained, delegates said, are license reviews, equal opportunity requirements, fair compensation to artists, the requirement to carry public service announcements and general regulation of the industry.

✓ Stressed the importance of giving unions a voice in the decision-making on pension fund investments because the funds are a form of deferred compensation and should not be used to benefit anti-union companies. Legislation will be sought, if necessary.

✓ Approved a three-cent increase in the per-capita tax, to 19¢. TNG was represented at the convention by International Chairperson Harry Culver, President Charles A. Perlik, Jr., and Secretary-Treasurer Charles Dale.

Repression overseas protested

Washington—TNG has called on the governments of four nations to bring an immediate end to the harassment, arrests, torture and even murder of journalists and union leaders, some or all of which have been occurring in each country.

The call came in letters and wires by TNG President Charles A. Perlik, Jr., to ranking officials of Pakistan, Paraguay, Uruguay and Guatemala.

In a telegram to Pakistan President Mohammad Zia ul-Haq, Perlik said elementary justice demands that he free Salamat Ali, correspondent for Dow Jones's Far Eastern Review, sentenced Nov. 30 to a year in jail for an article on unrest in a Pakistani province.

Freeing Ali would be in keeping with ul-Haq's earlier pledge that reporters for foreign publications are free to write what they choose, Perlik noted.

A letter to Gen. Alfredo Stroessner, president of Paraguay, demanded the immediate release of Alcides Gonzalez del Valle, editor of the newspaper ABC Color and secretary of the Paraguayan journalists' union. He was arrested and held incommunicado without charge apparently for an editorial stating that "if everyone who was revealed to have been involved in corruption committed suicide, there wouldn't be enough coffins to go around." Amnesty International reported that del Valle also has reported extensively on exploitation, corruption and prostitution in Paraguay.

Guatemala President Exmo. Gen. Fernando Romeo Lucas Garcia was urged to "take every step" to end the activity of roving armed gangs that have detained, kidnapped and murdered journalists, bombed and machine-gunned newspaper and radio station offices, attacked and tried to kill leaders of the Guatemalan Journalists' Assn. and kidnapped and assassinated 12 leaders of other unions.

A government that permits such unrestrained terrorism generates the "suspicion that they have official sanction," Perlik wrote.

Uruguay's Gen. Julio Cesar Rapella and Foreign Minister Adolfo Folle Martinez were called upon to immediately release 17 imprisoned journalists reported by the International

Federation of Journalists to be undergoing torture. Among them are leaders of the nation's journalists' union.

Listing the 17 by name, Perlik called also for restoration of the personal and professional documents seized at the time of their arrest.

At the same time, Perlik protested to the president of the

Hong Kong Rotary Club its refusal to allow the chairperson of the Hong Kong Journalists' Assn. to deliver a scheduled speech to the club without agreeing to advance censorship of its contents or a ban on news coverage of it.

The speech, by V. M. Barrett, contained accusations of suppression of news.

IT SEEMS TO US

SFONG's Hatfield sees reneging on o'seas stand

MIAMI, FLA.

Editor:

Your most recent story on the IFJ appears yet another signal of President Perlik's creeping reneging on his wise convention stand on the Guild's international-government entanglements. The convention position was and is clear: The Guild should not and will not accept government or corporate funds for foreign adventures.

The laudable goal of assisting our brothers and sisters abroad must remain our goal—not that of the American or any other government. That means our money, if and when we have it.

I send this telegram from Miami, where the Guild isn't. Tomorrow I go to Havana where the results of AID and other U.S. government activities are all too clear.

The Guild's foreign policy should begin closer to home—let us organize in Miami and Utah before we go forth to spread the Monroe Doctrine and Utopia.

LARRY D. HATFIELD
President-elect

San Francisco-Oakland Guild

Kirkland cartoon imagery worries a faithful reader

WASHINGTON, D.C.

Editor:

Mr. Belland's cartoon [Nov. 23] of Lane Kirkland at the helm of the AFL-CIO worries me a little. I get the point all right, but it may be that the cartoon expresses something more than was intended. Subtle truth, perhaps? Obviously, the vessel is a sail-

ing ship, as indicated by the rat lines and belying pin, and is constructed of wood. Is the AFL-CIO really a relic of sailing ship days? Is Kirkland really steering an outmoded boat?

Nostalgic as some of us old-timers might be, I think all of us would like to see labor embarked on a modern, fast-moving highly maneuverable vessel, able to cope with the gales and tides of today's world.

Hopefully, there will be a cartoon someday of Kirkland at the controls of a sleek nuclear-powered destroyer or a space shuttle.

(It has been 18 years since I received my "honorable discharge" from the Guild, but I still feel I belong. I read the Reporter regularly, with mingled feelings of optimism for what the Guild is accomplishing, and sadness at the passing of the old guard.)

JERRY E. ROSENTHAL

Editor's note: A spokesperson for Kirkland said he reacted similarly to the cartoon. Says Belland, the cartoonist: "In days of old they had wooden ships and iron men." Rosenthal, now retired from the U.S. government, helped organize the Guild in E. St. Louis and Waukegan and was president of the old Milwaukee Guild for five years.

Victoria delegates pledge delegate seating proposal

VICTORIA, B.C.

Editor:

Now that the 46th convention has passed, we, the Victoria delegates, would like to express two concerns.

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.

Second Chester reporter asked about source, too

HAVERTOWN, PA.

Editor:

Contrary to your report [Guild Reporter, Nov. 9] and that of Philadelphia newspapers, another reporter, myself, was asked about his source at the federal court hearing on a preliminary injunction sought by mayoral candidate William Riley against Chester city officials.

The main factor, notwithstanding my personal predicament, was that my fellow reporter and union sister, Gerry Oliver, Delaware County Daily Times [Guild] unit chairperson (which all newspapers blatantly omitted), was freed by a federal appeals court after refusing to name her news source regarding Riley's work record as a Chester cop.

For the record, I was asked by special counsel for Chester Mayor Joseph F. Battle about the source of an internal police memo I included with a by-lined article. The memo ordered an internal investigation of Riley and other policemen for allegedly leaking information about the vice unit to a Philadelphia reporter.

I testified I had received the information in the mail and did not know the source.

If I had known the source, my predicament would have been similar to Ms. Oliver's. It's a sad state when reporters have to be pawns in a political contest rife with smear tactics and innuendoes on both sides.

JOHN HUTCHINSON
ROGER STONEBANKS
LILLIAN MUNCH
DOUG DAVIS
Victoria Guild

JOHN ROMAN
Chester Unit
Philadelphia Guild

Il Progresso is struck by 25 in Guild

New York — The New York Guild reported progress Dec. 11 in its quest for a new contract with the Italian-language daily, Il Progresso Italo-Americano, struck Dec. 3 by its 25 Guild-covered employees after working nearly two years past expiration of the previous contract.

Bargaining was continuing under the auspices of mediator Theodore H. Kheel, with the participation of the president of the city's Allied Printing Trades Council though no other union was honoring Guild picket lines and the paper was continuing to publish.

Observers said management personnel were bringing in members of their families to perform Guild jobs.

When the strike began management was demanding more than 20 serious retrogressions from the Guild's old contract, including elimination of grievance and arbitration procedures and job security guarantees, reductions in vacations and holidays, an increase in the work week and a wage freeze, in some cases wage reductions, the Guild reported.

It also was refusing a Guild request that the ten employees

still working in the paper's Manhattan office be partially reimbursed for extra transportation costs when the offices were moved to Emerson, N.J., where the paper is printed. The strike began when the offices were moved.

Earlier, a Sept. 24 strike deadline had been called off at Kheel's request.

AD IN N.Y. TIMES 2 DAYS BEFORE IL PROGRESSO STRIKE
The address—260 Audubon Ave.—is the Il Progresso main office closed down and moved to Emerson, N.J., as the Guild struck.

PUBLIC AND COMMERCIAL NOTICES

5100

PUBLIC NOTICES **5100**

Centennial congratulations to Il Progresso Italo-Americano. In celebration of the big event, Mr. F. Pope, the publisher, offers to his dependents a big bonus: no contract since January 1978, no raise, no benefits, but automation, moving to Jersey with no traveling expenses. It adds up to zero. Viva his generosity! Viva Italian unity!

Giuseppe Garibaldi
260 Audubon Ave.
N.Y. 10033

Courier contract takes reporter top to \$492

Buffalo, N.Y.—The key top minimum increases \$64, to \$492.58 a week, in a three-year Buffalo Guild contract with the Courier-Express.

The minimum applies to reporters, photographers and artists and is reached in increments of \$10 retroactive to July 2, \$11 on May 1, 1980, and \$32 on May 1, 1981.

A group that includes editorial writers, assistant city, sports and telegraph editors, cartoonists, slotman, and others gets a \$69.83 increase in its flat minimum, to \$546.30, in increments of \$10, \$12.16, \$12.22 and \$35.42.

The women's editor is upgraded to this group, resulting in a \$97.24 increase.

Among other classifications, increases and resulting top minimums include:

Circulation district managers—\$61.59 (\$15 retroactive to April 30, \$9.47, \$9.51, \$27.61), to \$425.40; clerk-typists — \$29.92

(\$10 retroactive to July 2, \$4.05, \$4.07, \$11.80), to \$181.85.

Telephone operators — \$38.19 (\$10 retroactive to July 2, \$5.73, \$5.76, \$16.70), to \$257.37; circulation drivers—\$20 retroactive to April 30, \$7.76, \$7.79, \$22.61), to \$348.46.

The newly organized inside classified department is arranged in a single classification with a top minimum of \$190 retroactive to Oct. 8, rising to \$213.37 over the term of the contract.

The pension plan's early retirement provision was improved to reduce to three percent per year the early retirement penalty, from 6 percent per year.

Lifetime maximum major medical benefit is established at \$250,000.

Weekly dues checkoff was won as well as credit union payroll deduction.

Foreign Policy pact raises editor by \$25

New York—A two-year New York Guild contract with the Foreign Policy Assn. raises the associate editor's top minimum \$25, to \$294.50.

Managing editor is added to the contract at a top of \$367.50 going to \$382 in the second year. Circulation manager and program assistant top is up \$21, to \$248.50.

Courier tries Guild circulation plan

Buffalo, N.Y.—The Courier-Express, purchased earlier this year by the Minneapolis Star and Tribune Co., in its recent contract settlement with the Buffalo Guild accepted a Guild plan aimed at improving the paper's circulation.

The plan will create teams of drivers and hoppers, with the teams consolidated into groups that will elect their own leaders. One result will be the creation of 15 new full-time driver jobs and 15 full-time hopper positions.

A hot collar won't reduce home heat bills

By SIDNEY MARGOLIUS

WHILE WE STEAM about the soaring costs of keeping warm as winter gets under way again, consumer experts say that in 90 percent of our homes it is possible to save 10 to 30 cents of every dollar currently spent for heating fuel.

And while more than 75 percent of the energy used in a home goes to heat living space and water, energy belt-tightening need not be too disruptive of our daily lifestyles.

First, conduct an energy survey to determine where heat is leaking out into the atmosphere. The bottom line is usually the attic. Start there. Estimates are that from \$35 to \$120 per year can be

saved by installing ten inches of insulation between the attic floors of oil or gas-heated homes—12 inches for those electrically-heated. Homes already protected with at least six inches of insulation should best be left alone. The cost of the additional thickness won't pay off over a reasonable time.

If the attic is unfloored, simply place batts of insulation between the joists. If it is floored, remove flooring and place insulation batts between and to the full depth of the joists and replace the flooring. On the ceilings of unfinished attics, the batts can be secured between the supporting roof joists with a heavy-duty stapling gun. Finished attic ceilings and walls are usually insulated through

small drilled openings with pellets and/or foam insulating products. This usually requires the services of a reliable contractor.

When installing cellulose-based insulation, homeowners are cautioned by the U.S. Consumer Product Safety Commission to follow directions carefully to avert serious fire hazards. Fires caused by faulty installation are most likely to start at night after heavy use of electricity and heating, according to CPSC.

New installation labels will warn against placing insulation over electrical light fixtures which are recessed into attic floors. Packing insulation over such fixtures can trap heat, contributing to the likelihood of fire. Installers also are advised to keep insulation at least three inches from the sides of recessed lights, and away from the exhaust flues of appliances such as furnaces and hot water heaters to avoid heat buildup.

Water-heater insulation can save from \$5 to \$45 per year. Kits to wrap the heater in insulation are available for either electric or gas heaters and the capital cost is worth the investment.

By upgrading the furnace via an annual maintenance check, \$25 to \$65 annually can be saved. Such maintenance involves necessary filter changes (in hot air systems), air bleeding (in hot water systems), regular cleaning and adjusting, firebox baffles (if permitted by local code and installed by a qualified specialist), and periodic attention to the cyclic operation (on hot air furnaces).

Flue-pipe retrofits can save up

to \$70 per year. These are basically waste-heat capturers. Some are good, some are bad and some are being tested. These devices should be installed by specialists to insure proper chimney draft and to guard against toxic gases seeping into the house.

Thermostat controls can possibly slice from \$25 to \$50 from the annual fuel bill. Basically, they are designed to automatically set back the thermostat at retirement time and set it forward at rising time. It is estimated that if everyone set the thermostat back ten degrees at normal bed time and turned it back up at about 5 a.m., some four percent of the nation's annual fuel consumption would be saved.

Clock thermostats range from \$70 to \$125 installed, and some resistor devices which do basically the same job are available for about \$10 to \$30.

Finally, basement insulation is said to save from \$20 to \$40 a year. This encompasses treatment for heating ducts or heat pipes, crawl space area, cellar door and window frames and foundation walls. In the crawl space area, batts are run between each floor joist, down the wall and across three feet of the earth floor inside the space. To insulate the basement almost completely, vertical studs can be fastened to the walls at two-foot intervals so that batts of insulation can be stuffed and secured between them and run down the wall just below the frost line. Dry wall paneling can then be applied over the studs and batts, but a vapor barrier sheet should be laid on the warmer side of the insulation, in crawl spaces against the concrete surface and, in full basements, between the insulation batts and the dry wall panels.

The U.S. price elevator

The table below records the ascent of the Urban Wage-Earners' Consumer Price Index in the United States over a 24-month period following a 1.9-point rise in the index in October to 225.6, up 24.9 points from October, 1978, and 41.1 points from October, 1977. The first column lists the index for each of the last 12 months, the second the percentage increase over the same month of the preceding year and the third the percentage increase over October, 1977. Figures are from the revised Urban Wage-Earners' and Clerical Workers' index.

	Index*	Same month prior year	Oct. 1977†
November, 1978	201.8	8.9	9.4
December	202.9	9.0	9.9
January, 1979	204.7	9.4	10.9
February	207.1	9.9	12.3
March	209.3	10.3	13.5
April	211.8	10.7	14.8
May	214.3	10.9	16.2
June	216.9	11.1	17.6
July	219.4	11.5	18.9
August	221.5	12.0	20.1
September	223.7	12.4	21.3
October	225.6	12.4	22.3

*1967 = 100

†Index = 184.5

