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Last minute settlement won at UPI

New York — Wire Service Guild bargainers reached a tentative agreement on a new three-year contract with financially troubled United Press International July 15 five minutes before a 4 p.m. strike deadline.

The tentative settlement calls for an $80.01 increase for experienced key editorial employees, a new dental plan and first-time jurisdiction protection.

The $80.01 increase takes the top minimum for newsmen/newswomen, photographers and artists to $512.85. The increase comes in five increments: $27.16 retroactive to April 16, the contract's effective date, $15 next April 16, $14.85 on Oct. 16, 1981, $13 in April 1982 and $10 the following October.

The dental plan, covering employees and their families, would be fully paid by the company at a current cost of $11.02 a month.

Maternity leave would be increased from 8 months to 12 and a guarantee of six weeks paid sick leave would be added. The maternity leave could be taken before or after birth or a combination of the two. Under the old contract management could grant an extension of maternity leave to 12 months for medical reasons.

Pensions would be improved by raising the maximum earnings considered in computing the pension benefit by $200, to $1,500 a month. A 50 percent benefit for the spouse of an employee who might die before retirement would also be added.

The no-discrimination clause would be extended to include Viet Nam-era veterans and persons with irrelevant mental and

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Raymond Crowell/Merkle Unit/Washington-Baltimore

Post 'raise day' message

Washington Post Guild unit leaders set up shop in the lobby of the paper to talk up the union and sign up members July 22 and 23—the first days paychecks included Guild-negotiated raises of 9-to-11 percent. They played taped music (the Post nixed a piano) and sang original lyrics like "50 ways to help your union," "Mornin' time and the phones are all busy," and "We've got high membership up to the sky hopes." Eric Geist, unit secretary, stands behind the table. Other unit leaders who manned the booth included: Tim Robinson, unit chairperson; Ernie Mercer, commercial vice-chair; Joanne Omang, editorial vice-chair; Jane Huffman, chief shop steward, and Karlyn Barker.

Reuters is struck by Guild; NUJ pledges support

New York—The New York Guild's 200-member Reuters unit struck the British news agency July 24 after more than eight months of bargaining for a new contract covering Guild employees in 11 offices across the United States.

Pickets were reported marching at all branch offices as well as at Reuters' U.S. headquarters here.

Bargaining had twice been interrupted by attempts to decertify the Guild as bargaining representative. In a National Labor Relations Board election April 17, employees voted 110 to 68 to retain the Guild. Earlier, bargaining had been delayed when a petition was filed to replace the Guild with the Teamsters. That petition was withdrawn a week before an election set for Dec. 20.

Late in June the company posted unilateral work rules and conditions to reduce the overtime premium, allow the company to transfer workers involuntarily from place to place and implement what the Guild termed inadequate and discriminatory pay increases.

On July 14 when the company refused to end the impasse and reinstate the terms of the contract that expired Dec. 31, the bargaining committee set a strike deadline for noon July 24.

Reuters employees in London represented by the British National Union of Journalists pledged their support for the Guild and in a resolution adopted at a specially called meeting July 22, said they would "not co-operate with any attempt by the management or by strike breakers to produce a service . . . normally produced by Guild members."

Reuters London management earlier had warned the NUJ and other unions representing Reuters employees that they might take action against employees acting in support of a Guild strike.

The NUJ resolution also criticized the management threats, stating that they "would widen the North American dispute" and urged Reuters management "to concentrate its efforts on resolving

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Teamster strike ends at Detroit Free Press

Detroit—More than 500 Free Press Guild Unit members began returning to work July 23 literally within minutes of the paper's Teamsters ratifying a new contract to end an 11-day strike that had started two days before the Republican National Convention opened here.

The Knight-Ridder paper planned to resume full-scale publication with its July 25 editions after having one 16-page paper published by the Detroit News on the strike's second day and then appearing as an 8- to 24-page insert in the News—which carried both papers' nameplates—the strike's last nine days.

The strike by the Teamsters local — which represents drivers and circulation district managers at both Detroit dailies — came after its members at the News had ratified a new contract with that paper and while the city's other newspaper unions, including the Guild, prepared to submit jointly bargained tentative settlements with both papers to their members [Guild Reporter, July 11].

Detroit Guild members at both the Free Press and News were to vote July 27 on ratifying the proposed new Guild contracts.

Free Press Guild members—in the advertising, business, editorial and inside circulation departments — had honored the Teamsters' picket lines from the strike's beginning in keeping with instructions from the local's executive committee.

Free Press reporters assigned to the paper's GOP-convention bureau initially were not asked to not work in the face of the strike. After its first day, however, when there was no sign of renewed bargaining, they were asked to "lay down their tools" and all did, according to Detroit Guild President Louis M. Mleczko. Only one editorial department member — a columnist — crossed the line, he said.

The editorial members responded "beautifully," Mleczko said, though they were "understandably disappointed at not being able to cover a national political convention for which they had been preparing for months."

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FOUR AT TORONTO STAR

Birth defects bring new VDT tests

Toronto — After importuning by the Guild, radiation testing of the VDTs in the Toronto Star's classified telephone sales department began July 22 as part of an investigation into possible causes of birth defects in four children born to as many phone room employees late last year.

All four of the employees involved had worked on the machines during their pregnancies.

None of the VDTs tested through July 24 was found to be emitting either X-rays or microwaves in excess of Canadian standards for ionizing or non-ionizing emissions.

The testing was being done by the Bureau of Radiation of the Occupational Health & Safety Branch of the Ontario Ministry of Labour.

Meanwhile, pregnant employees were being permitted to decline to work on the VDTs in the Star phone room, which is equipped with about 100 IBM Model 3278s as well as Selectric typewriters for the processing of ads.

As a result of the spread of the news of the birth defects in Toronto, radiation testing of VDTs at the Montreal Gazette was begun July 24 and, at least pending the outcome of the tests, pregnant employees and others there concerned about their reproductive well being were given the option of not working on VDTs. The actions were taken at the request of the Montreal Guild.

As part of the investigation at the Toronto Star, requested by the Southern Ontario Guild in consultation with TNG, the Guild has asked the Star for a list of all the VDT model numbers that have been used in the paper's classified department. The Star has used only IBM machines in the department and it was known that at least one other model—the 3270—had previously been used there.

In response to inquiries by

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Edna Berger retires and an era ends—7

A look at newspapers' next electronic leap—4

Last minute settlement at UPI would boost news top by $80

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physical handicaps. A side letter to the contract would also stipulate that the company's policy is to not discriminate because of sexual preference.

The Kansas City bureau would be added to those where employees work a 37½-hour week, rather than a 40-hour week, bringing to 20 the number of bureaus with the shorter work week.

A $3 Sunday differential would be added and the differential for a short turnaround between shifts would be increased.

A personal holiday would be added to the contract, bringing total holidays to 11.

The contract would call for the creation of a joint committee to study problems associated with the use of video display terminals and to seek solutions to the problems.

Coverage under the tentative agreement is extended to warehouse employees and parts managers at UPI's Dallas facility.

Members will vote on ratification of the settlement by mail. Terms of the tentative agreement were mailed to UPI-unit members with the bargaining committee's recommendation that the agreement be approved.

The committee said UPI's financial difficulties were taken into consideration in structuring the wage package. Wages were frozen in the first nine and one-half months of the Guild's prior 25-month contract with the wire service.

The Wall Street Journal reported that the current settlement is considered "crucial to UPI" in its battle against financial losses. The paper reported that one UPI estimate put the cost of the wage and benefit package at $7 million over the three-year term. UPI is expected to lose about $6 million in 1980 on revenue of about $83 million, the paper reported.

TNG Secretary - Treasurer Charles Dale and International Representative G. Richard Pattison assisted in the final days of the talks.

No. 35 for Lenore

Lenore P. Hayes is pictured as she transcribes the proceedings of the Guild's 1980 Convention June 23-27 in Toronto. On the convention's opening day she was saluted by the delegates when International Chairperson Harry S. Culver introduced her and pointed out it was the 35th consecutive Guild convention she had served as stenotypist. Hayes, of Evanston, Ill., first transcribed the proceedings of the 1946 Convention, held in Scranton, Pa. That was the convention that established the Guild's first wage goals—$100 a week for top minimums in key classifications and $50 for all other top minimums.

Memphis news, ad tops to $450

Memphis—A new two-year agreement between the Memphis Guild and Sripps-Howard's Commercial Appeal and Press Scimitar raises key editorial and display advertising salaries and top minimums by $63 a week, to $450.50 and up-grades several jobs.

The top minimum increase for reporters, photographers, copyreaders, artists and display advertising account representatives—a new title for "advertising salesmen"—comes in two increments. The first, retroactive to June 11, raises the minimum by $31 and the second increases it by $32 next June 11.

Telephone salespersons with responsibility for regular accounts and "cluster clerks" are upgraded to a new job titled telephone sales representative with a top minimum of $267.90 this year and $292.65 next. The final top minimum is $68.20 higher than that for classified phone salespersons under the old contract.

The top minimum for the remaining inside classified salespersons is increased by $40.75, to $265.20, in increments of $20 and $20.75.

Other upgradings go to building mechanics with their top minimum up $70, to $382.55, in increments of $38 and $32, and to pressroom porters, with their flat minimum up $36.50, to $205.35, in increments of $20 and $16.50.

Other increases and resultant top minimums include:

Outside classified salespersons up $60, to $392.55, in increments of $28 and $32.

Truck drivers up $36.75, to $231.85, in increments of $16 and $20.75.

Programmers, general bookkeepers, and **cashiers** up $57, to $367.85, in increments of $28 and $29.

Stenographers and **secretaries** up $40.75, to $268.20, in increments of $20 and $20.75.

Office clerks up $32.50, to $211.75, in increments of $16 and $16.50.

The settlement also includes a new bereavement leave clause and calls for weekly dues deduction when a new payroll system is installed in the fall.

Teamster strike ends at Detroit Free Press

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The Washington Post reported that at a convention reception for visiting reporters, eight Free Press staffers were seen "drowning their sorrows in beer" at a table bearing a scrawled sign reading: "Free Press Hostage Center, Day 3."

The editions of the Free Press put out by the News were prepared by Guild exempt news room supervisors and carried convention stories by the Knight-Ridder chain's national staff plus editorials, syndicated columns and comics.

When the News published about 40,000 copies of the separate 16-page Free Press for the morning of the convention's opening day, Free Press Teamsters made no attempt to stop the trucks leaving the News plant. They did, however, follow the trucks and set up picket lines at drop points. About 30,000 of the papers were returned to the News plant.

No effort was made to picket the News when it began publishing papers carrying both nameplates.

The Free Press had prepared a 56-page convention supplement for its Sunday paper, the day before the convention opened.

In a joint statement the papers said that while they "ordinarily compete in every aspect of publishing, we co-operate fully on labor matters." They denied, however, that they had any agreement requiring one to shut down if the other is struck, as has occurred in the past.

Profits from the joint publication were to be shared equally as long as the strike continued, Editor & Publisher reported.

TNG benefits to Free Press members were calculated at a rate of $40,000 per week.

Most ratify in Bay Area

San Francisco—Most of the Bay Area newspaper unions have ratified tentative agreements with publishers of the San Francisco Chronicle and Examiner and their joint publishing company, the Oakland Tribune and the San Jose Mercury and News [Guild Reporter, July 11], but two unions in the joint council have not.

Typographical Union printers, after initially rejecting their tentative agreement, will vote on somewhat altered proposals at a meeting set for July 27.

Teamsters in San Jose, meanwhile, have also reached a somewhat different agreement with that publisher.

Guild members in San Francisco-Oakland and San Jose ratified the settlements July 13. Implementation of the jointly bargained agreements, however, is dependent on ratification by each of the 11 unions in the joint council.

Meanwhile, Mailers' at the Examiner and Chronicle's printing company stopped work for several hours July 18 when a supervisor, during a discussion with a union-chapel leader, suddenly announced that they all were discharged. Before the dispute was settled, most of the final editions of that day's Examiner had been missed.

Guild, Typos' jurisdiction over electronic maintenance upheld

Baltimore—The Baltimore Sunpapers violated their contracts with the Washington-Baltimore Guild and the Baltimore Typographical Union when, in 1974, they hired a group of exempt employees to service and maintain electronic equipment, an arbitrator has ruled in a three-party proceeding.

Arbitrator Milton Rubin upheld jurisdictional claims made by the Guild and the Typographical Union and ordered the company to make the two unions and their members whole for money, earnings and other benefits lost through the improper assignment of electronic maintenance work.

The Typographical Union's jurisdiction was affirmed over the maintenance of electronic equipment in the composing room, doing composing room work, while the Guild's jurisdiction was upheld over the maintenance of all other electronic equipment.

The electronic equipment involved includes computers, video display terminals, printers and typesetters.

The arbitrator noted that under the Typographical Union's contract, the company is permitted to hire "outside technicians" to perform maintenance work if no bargaining unit employee competent to perform the work is available, but held that employees from outside the bargaining unit did not meet the definition of outside technician.

The arbitrator noted that employees in both the Guild's and the Typographical Union's jurisdictions had performed electronic maintenance work prior to 1974 and that the job of electrician under the Guild's contract had been changed to electrician-technician and the minimum upgraded in anticipation of a higher level of maintenance required as increasingly sophisticated equipment was introduced. He said that the evidence failed to persuade him that Guild employees could not successfully adapt to the skills required to maintain more complex equipment introduced in 1974.

The exempt employees of the production systems group "had to undergo orientation at the least, if not additional training," the arbitrator said and speculated that Guild-covered electrician-technicians could "have successfully undergone the same kind of training."

"The work involved here is service and maintenance, not initial design, programming and analysis," he pointed out.

Employees trained for electronic maintenance should be able to adapt to changes, and if they cannot "it is incumbent upon the employer to find employees who can," he said, adding: "But the recruiting of able employees does not justify placing them outside the unit. It is the work that establishes the unit's jurisdiction, not the competence of the unit members to cope with new and changed work," the arbitrator ruled.

The dispute, pending for more than five years, began when the company hired four exempt employees to perform electronic maintenance work. The Guild grieved, claiming jurisdiction over the work performed by these employees who became known as the production systems group. The number of employees making up this group has more than doubled since 1974.

Arbitration of the Guild's claim began in 1975, but meanwhile the Typographical Union also grieved claiming jurisdiction over maintenance in the composing room under their contract with the papers giving the union jurisdiction over maintenance of computers doing composing room work.

The Typographical Union and the Guild agreed to seek a tripartite arbitration and the Typographical Union asked the U.S. District Court to order such an arbitration. The court's order was delayed for two years while employer petitions to the NLRB were considered and rejected. The district court's October 1977 ruling ordering tripartite arbitration was appealed by the company to the U.S. Court of Appeals, where the lower court order was upheld.

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Waltham unit fired; federal charges filed

Waltham, Mass.—The Boston Guild has charged the Post Corp.'s Waltham News-Tribune with violating federal labor law in firing all 11 of its editorial employees July 8 when they refused a company order to cross a Typographical Union picket line to report to work.

The Guild-covered employees had been working from their homes and a motel room for nearly nine weeks — since the printers had struck the commonly-owned Dedham (Mass.) Daily Transcript over unfair labor practices and extended their picket line to the Waltham plant. All the production work on the Waltham paper is performed in the Dedham plant. The papers also have a common general manager.

The printers' called the unfair labor practice strike after the company fired five of its members for refusing to take a unilaterally imposed typing test and imposed other unilateral work rules.

The National Labor Relations Board has issued a complaint on charges by the printers.

When Guild employees notified management that they did not want to cross the picket line, the company instructed reporters to cover beats and phone in stories while copy editors were set up in a motel room and copy was ferried to them across the picket line.

During the July 4 weekend, however, Guild members received telegrams ordering them to return to work at the Waltham office July 7 or face discharge.

The unit met and decided not to report to the office. The members were notified of termination July 8.

The Guild, in unfair charges filed with the NLRB, has accused the company of improper restraint of concerted activity and discriminatory discharges designed to discourage union activity. A grievance has also been filed under the contract.

The Guild's agreement with the Waltham paper expired January 11, but the terms and conditions remain in effect under a continuance clause.

15 cents for rice and life

An appeal to all Guild locals, district councils and members for contributions to the AFL-CIO's Cambodia Crisis Campaign has gone out from TNG President Charles A. Perlik, Jr., following endorsement of the campaign by TNG's 1980 Convention and delegates' contributions of $2,300 in cash and pledges. Without assistance the surviving five million Cambodians—"a whole nation"—will perish from starvation and disease, Perlik wrote. "Yet as little as 15 cents will provide a pound of rice; 30 cents will buy a pound of sugar." No part of any contribution will be used for fund-raising expenses, he pointed out and asked that checks payable to the AFL-CIO Cambodia Crisis Campaign be sent to him at TNG headquarters.

UN asked to drop threats of controls

Toronto — U.S. and Canadian delegates to the UNESCO General Conference in Belgrade this fall should seek to eliminate any remaining "remnants of a policy that would fasten 'benevolent' controls" on the world's press, TNG's 1980 Convention declared here.

And representatives of the news media should be among those U.S. and Canadian delegates, the convention said in a resolution addressed to the final recommendations of the UNESCO International Commission for the Study of Communications Problems. The commission has been popularly dubbed the MacBride Commission, for its chairperson, Sean MacBride of Ireland, holder of both Nobel and Lenin peace prizes.

The resolution noted last year's Guild convention had expressed particular concern about proposals in the commission's interim report that proposed government involvement in the formation of press councils and codes of ethics and the establishment of an officially enforceable "right of reply."

The final draft of the commission's recommendations appears to have dropped those and other restrictive proposals and to have "fashioned a document that comes down, in most major respects, on the side of press freedom," the convention said, though cautioning that final judgment "must await publication of the full report."

The final recommendations come out "squarely against censorship, for access to unofficial as well as official sources of news and opinion, for steps to assure the admission of foreign correspondents to all countries and facilitate the collection and transmission of news," the convention said.

Noting "a few remaining danger signals," however, the convention pointed to several "vaguely worded" recommendations that "can be interpreted as laying the groundwork for limitations on the ability of international wire services and telecommunications networks to operate without undue restrictions."

These include a call for steps to "circumscribe the actions of transnationals by requiring them to comply with specific criteria and conditions defined by national legislation and development policies," the convention pointed out.

It also noted "grounds for concern" in the recommendation for a permanent "International Center for the Study and Planning of Information and Communication" as a quasi-official overseer of the media that "appears to contain the seeds of restriction."

While "welcoming the general thrust" of the recommendations, the convention called for the eliminantion of "these and any other surviving remnants of a policy that would fasten 'benevolent' controls on the press."

The American Newspaper Publishers' Assn., meanwhile, has informed UNESCO that while it finds "segments" of the recommendations "encouraging," it is "troubled" by others it sees as biased against private enterprise and in favor of government controls on the press.

ANPA Executive Vice President Jerry W. Friedheim said that some of the recommendations would compromise the call in UNESCO's constitution for "the unrestricted pursuit of objective truth, and . . . the free exchange of ideas and knowledge."

Reaffirm commitment to rights 'to do, not say,' members urged

Toronto — The Guild's 1980 Convention called upon all the unions' locals and members "to not only reaffirm TNG's commitment to human rights, but also to make a concerted effort to effect that commitment—to *do*, not just say."

"The real work cannot be done by any committee that meets annually at a convention," delegates pointed out in adopting the report of the convention's Human Rights Committee, chaired by Linda Zink of Los Angeles.

"Every local is constitutionally mandated to have its own human rights committee and it is there that the groundwork of implementing human rights policies must be laid," the report continued.

While the bulk of the report was concerned with efforts aimed at correcting discrimination based on race and sex, it also pointed out that "the needs of older and retired Guild members . . . cannot be ignored" and called upon TNG, U.S. locals and members to continue support for and participation in the National Council for Senior Citizens.

U.S. locals should provide initial enrollment in the council for their retiring members, the convention declared.

Other recommendations included calls for:

✓ Locals to intensify efforts for equal pay for work of equal value and to establish wage-minimum parity for all employees in key classifications in advertising, business, data processing, electronic maintenance, circulation and editorial departments.

✓ Locals, "if the law permits," to obtain and forward to TNG annually payroll data that includes information on age, race, sex, national origin, date of hire and job classification—information the report termed "necessary to determine the extent and pattern of any discrimination."

✓ TNG and locals, "if the law permits," to supply the Guild's annual convention with the same information about their staffs and locals and district councils to provide it to TNG on the make-up of their governing bodies and officers.

The report said failure of 61 percent of Guild locals to respond to the call by last year's convention for those statistics was "a dismal comment on our commitment to human rights."

The convention also called for TNG and U.S. locals to continue to support and utilize the Job/Scholarship Referral Service published by Howard University for the Minorities and Communications Division of the Assn. for Education in Journalism.

TNG should continue to distribute to locals data from all sources on minority persons seeking employment in Guild jurisdiction, and locals should not only transmit the information to employers but follow up to try to assure that the candidates are contacted and given serious consideration, the convention said.

Locals and members also were urged to seek association with union and other groups that share the Guild human-rights objectives, such as the Coalition of Black Trade Unionists, the Coalition of Labor Union Women and the Labor Council for Latin American Advancement.

The convention also called upon U.S. locals and members to continue to work for ratification of the Equal Rights Amendment in states that have not yet done so and to guard against moves to rescind ratifications already voted.

The convention also reaffirmed TNG's pledge not to hold conventions or meetings in states that have not ratified the ERA.

Convention condemns Klan as office in Toronto opens

Toronto — Revelation on the eve of the final day of TNG's Convention here the end of June that the Ku Klux Klan was opening a recruitment office in Toronto brought a denunciation of the organization by the convention in a special order of business.

The resolution, introduced by Bill McQueen of Southern Ontario and seconded by Phil Ballard of Vancouver-New Westminster, called upon municipal, provincial, state and federal authorities to "take all possible legal steps to control the spread of this despicable organization."

Opening of the Klan office here was reported to be part of a larger membership drive in Canada by a Klan organizer who said he was from British Columbia.

The Canadian drive follows reports of increasing Klan membership in the United States, as well, with the Anti-Defamation League reporting Klan membership up 2,000, to 10,000.

Correction

A new dues rate for members not covered by contract who work for unions other than TNG or its branches was incorrectly reported in the July 11 Guild Reporter. [See: It Seems to Us," Page 6.]

The monthly rate is "not less than $3.50, plus an amount equal to the per-capita tax" set forth in TNG's Constitution. It does not include higher Defense Fund dues when TNG is in a high dues period, as now. A proposal to specifically include the higher Defense Fund dues was rejected by the Constitution Committee of the Guild's 1980 Convention.

$410 top won by Lansing

Lansing, Mich.—The top minimum for reporters and photographers is raised by $51.94, to $410.44 a week, under a new two-year agreement between the Lansing Guild and Gannett's State Journal.

The settlement, retroactive to Oct. 1, raises the key minimum $25.10 the first year and $26.84 the second.

Top minimum for copy-desk and rewrite persons is increased by $53.42 ($25.82 retroactive to last Oct. 1 and $27.60 effective next Oct. 1), to $421.92.

Editorial assistants receive a $24.36 increase ($11.76 and $12.60) in their flat minimum, taking it to $192.36 next Oct. 1.

A half-day holiday to be taken on Christmas Eve or New Year's Eve is added, bringing holidays to seven and one-half.

Also added to the contract is an integrity clause requiring that when practicable substantive changes be brought to the writer's attention before publication and that, again when practicable, an employee be consulted before a correction or retraction of the employee's material is printed.

Newspapers' electronic horizons outlined

Toronto — After a period of consolidating its gains, the electronic revolution in newspaper publishing is on the move again in new and radical directions ranging from photocomposition of fully composed conventional newspaper pages to delivery to the home of electronic "pages" of news and ads via TV sets and home computers.

In short, Ellis T. Baker, TNG Administrative Operations Director, told a forum on New Horizons in Newspaper Technology during TNG's 1980 Convention here, "a whole new dimension in the electronic revolution in newspaper production awaits us." Featured speaker at the forum was Jack Miller, communications editor for the Toronto Star.

Baker cited these developments, as highlighted at the American Newspaper Publishers Assn.'s annual production conference, at which he represented TNG two weeks before the convention:

✓ Both AP and UPI are beginning satellite transmission of news, and they and the ANPA are developing facsimile satellite transmission of national advertising, which is expected to increase advertising revenue by providing a shorter lead time.

✓ The New York Times and the Toronto Globe and Mail are establishing regional satellite printing facilities—the Times in Chicago, the Globe and Mail in Calgary and Ottawa—so that "they both can become indeed the national newspapers they have so long aspired to be."

✓ The first workable systems for full pagination of news and editorial matter are being developed at last. One such system is to go into operation this summer at Gannett's Westchester Rockland (N.Y.) newspapers; another, less sophisticated system, already is in operation at the Newport News (Va.) Daily Press and Times Herald.

Neither of these systems will yet handle display ads, nor will they handle graphics, which (because of the extensive and costly computer capacity required to store digitized art) remains the ultimate stumbling block to full pagination of mixed pages of news, ads and photographs.

✓ Remote VDTs are coming on the market, and into newspaper use, in increasing quantities. These are two-way devices that have the capability to operate from remote sites exactly as if they were located in the newspaper plant itself.

One supplier, Baker said, reported that a paper in Helsinki, Finland, is placing remote VDTs in the hands of retail advertisers.

✓ Newspaper libraries are increasingly being computerized, "accessing" to other, similar data bases, and offering their own data bases for sale to other libraries, universities and businesses.

"There was even a panel on library automation at the ANPA conference," Baker reported, "at which librarians smiled and patted themselves on the back and said that now, instead of being a loss leader, for the first time newspaper morgues are going to be able to pay their own way—or even make money."

Intriguing as that prospect is, Baker said, the most exciting new development in the electronic revolution in newspaper publishing is the sudden emergence in the United States and Canada of what has come to be called the "Electronic Newspaper," the experimental operation under which newspapers and wire services offer their computerized news file (and, in some cases, advertisements) for electronic transmission and display on home TV sets and personal computers.

AP (and a dozen member papers), UPI, Knight-Ridder, Dow Jones and the Dallas Morning News, the Toronto Star and Southam Newspapers, among others, are already involved, or about to be, in trying out various versions of the "Electronic Newspaper."

And, in the United States, the Corporation for Public Broadcasting has announced it will conduct a consumer test, in co-operation with the Washington Post and Star, among others, to determine whether the rush here and abroad to develop electronic newspapers reflects a need or merely the availability of the necessary technology — what specialists in the field call a case of "technical push." For its test, the CPB has chosen Canada's Telidon system, generally acknowledged to be the most sophisticated system yet developed, particularly in its transmission of graphics.

Miller, the communications editor for the Toronto Star, who described the Telidon system, told the forum:

"We have been talking all morning about the arrival of VDTs and the proliferation of them in newspapers [at an earlier session on VDT health and safety questions].

"We know that other units which do essentially the same function are proliferating in offices — the word processors that are replacing or letting one typist do the work of three—and now we have at least the potential, a very strong potential, of this technology going into the home.

"It looks as if that is what is going to happen. It may not. Nobody really knows, because we are in a process of substantial change, and we can't tell how it is going to work out.

"But the fact is the television screen can give us most of what the newspaper page can give us already, and it is rapidly having its capacity to do that sort of thing improved."

But, Miller said, if the "Electronic Newspaper" has obvious advantages, it also has equally obvious limitations. He cited three: screen or "page" size; inferior graphics, even in the Telidon system, and costs.

"The information you will be able to get on the screen at any one time, which will in effect become the new 'page' that you will be reading as opposed to the newspaper page we are used to, will be approximately what you get on your VDT now, somewhere in the neighborhood of 20 lines of text," Miller explained. "Once you have read whatever can be put on 20 lines, you have to call up another page."

As for costs, Miller said there are essentially three kinds: the cost of the home terminal, or TV adaptor, itself, the charge for each 'page' of information the viewer calls up on his or her screen, and the charge for the use of telephone lines to summons and receive that information from the data base, which may be billed at either local or long distance rates, depending upon the location of the base.

If you already own a home computer, Baker said, under the AP system you pay $15-$30 to access your computer to the computer network and are charged $5 an hour for use of the data base. Under the UPI system you pay an initial fee of $100 and $2.75 an hour for use of the data base.

"The charges are all over the lot," he said, 'and they all are a hell of a lot more than we pay for a daily newspaper."

And, he pointed out, the participating publishers are, of course, paid for the use of their data bases, the news and advertising they feed into the system.

In fact, Miller added, the Toronto Star is considering offering advertisers a combined rate for an ad in both its daily paper and its electronic counterpart.

"What newspapers are going to probably want to do is be the supplier of information to these data-bank systems so that if people start reading newspapers less and getting their information off the screen more, and revenue from sales of the paper falls off, revenue from sales of the same information for electronic delivery will come up and balance it, and hopefully news staffs will remain equally employed because the information still has to be provided one way or another."

In such event, Miller said, agreeing with a comment from a delegate, the newspaper's circulation and delivery operations would be affected first and most adversely.

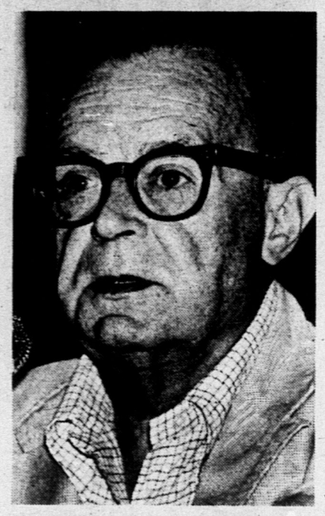
Baker suggested that if news and advertising copy has to be rewritten, re-edited, reformatted and indexed for use by the "Electronic Newspaper" this will make more jobs for somebody.

"It is either going to make more work for us or it is going to make work for people employed by the computer company or whatever—and it better make more work for us," he said.

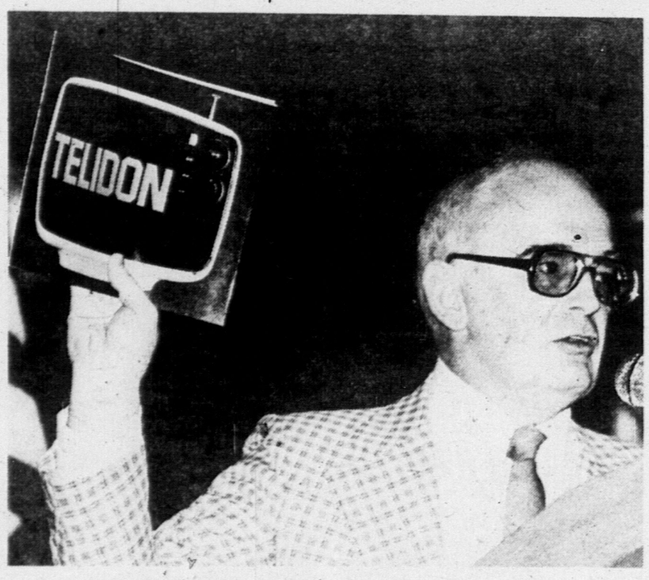
"But," Miller warned, "don't count on anything because all of these people, the newspapers, the electronics industry, everybody is really at this stage groping to get a handle on a future which they don't understand yet but which they are pretty well convinced is going to be very different from the present.

"And it is going to be very interesting to see just how it works out, what we have years from now, and whether it is anything at all like what we are predicting."

"They don't have the answers, and we don't have the answers," Baker said in concluding the forum. "What we are trying to do is ask the right questions."



TNG'S ELLIS T. BAKER
Directs convention forum



JACK MILLER OF THE TORONTO STAR
Communications editor displays Telidon booklet

'Electronic Newspapers' in offing?

Following are excerpts from the talk by Jack Miller, communications editor for the Toronto Star, to the forum on New Horizons in Newspaper Technology during TNG's 1980 Convention:

There are telephone wires going into every home in North America, just about, and there are television sets in every home, and those screens will work just as well as VDT-type displays as for television shows. In fact, it is a lot easier for them to do a VDT-type of thing. It requires a less complicated signal. So there is no real reason that that story of yours, which is in the computer in your newspaper, cannot be transmitted to the average reader in the home for display on his television screen just as easily as it can be transmitted to you, sitting across the newsroom, for re-examination on your screen. . . .

What we are talking about here is people by-passing the entire newspaper. It is possible already for the average newspaper reader sitting in his home reading that paper to get that news another way. Instead of having it printed for him by a large expensive plant using material prepared by a lot of highly skilled people like us, and hopefully highly paid, he can get it from an electronic memory, a huge data bank including everything that all the reporters wrote, rather than just what the editors choose to print. You may get a longer report on a particular story than the paper chose to print that day because it was printing a lot of other things.

You may want the want ads. Say you want to buy a 1978 Pontiac Firebird. It is possible to call up on a television screen the complete list of all the 1978 Pontiac Firebirds available within 50 miles of you and the prices and the mileage on them or the kilometerage on them, if that is what we call it these days, and choose from that without taking the time to go and get the paper and find that particular spot in the want ads.

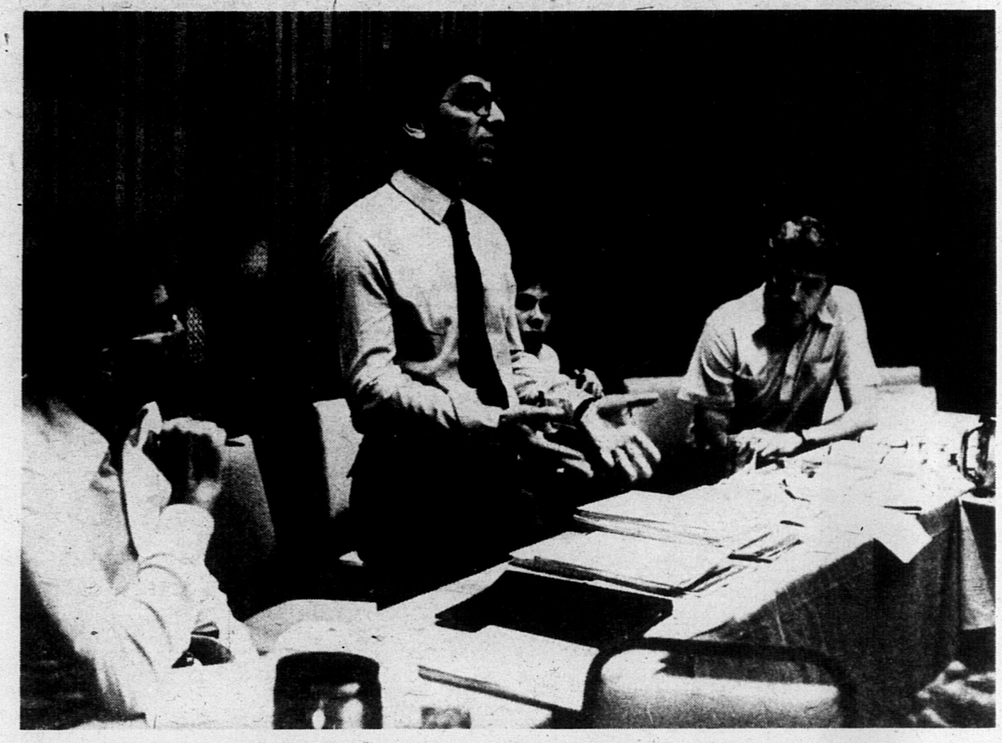
A lot of people may only be interested in the sports news, in today's grocery store ads. How much is a pound of beef today? You don't have to get a whole newspaper for that—at least you won't have to if this sort of equipment becomes widespread, and it looks as if it will become widespread. . . .

All of these systems so far develop a graphic on the screen by in effect turning the screen into a piece of graph paper and then filling in all the appropriate squares with the right colors to produce the picture you want.

The Canadian Telidon system divides its screen into a much finer graph than the British or French systems, so we draw prettier pictures using Telidon. All of these systems will deliver quite clear and practically identical printouts of text. . . .

You can — it's been tested out and actually works—hook up one of these systems to the local supermarket and have a camera there and have the butcher hold up a roast of beef and you look at it and see if you are satisfied with it. If it looks good, you push some buttons, he puts it in the truck, and it arrives at the home maybe an hour later, and the system will withdraw the money from your bank account and send it on to the account of the grocery store.

All this is possible. We don't know if it is going to happen. We don't know if it will ever catch on because people may find that as they use the television set more and more, just on a test basis, to deliver all sorts of information that they have never used their television screen for before, they may start to come across some of the problems that people were talking about here an hour ago—eye strain, fatigue, boredom. In fact, it may just be that if the electronic world cannot find ways of curing all those problems, these things which are making life less pleasant for lots of people in the newspaper business may in fact save our jobs. So you see, there is a price for everything. Some people may manage to convince the average homeowner that using the television screen at home for the sorts of things we have been talking about, which up to now have been made to sound only marvelous, because people who talk about them the most are the ones that think they are great—are in fact not so hot. And you may get word going around, sort of an undercurrent of rumor, that using a television screen for information retrieval is a little like masturbation—if you don't stop, you will go blind.



Reviewing Canada's labor laws

Jeffrey Sack, of the Toronto law firm Sack, Charney & Goldblatt, counsel to the Southern Ontario Guild and TNG's Canadian office, reviews the state of Canadian labor law as written and applied by courts and labor boards during meeting of Canadian Policy Conference immediately preceding TNG's 1980 Convention June 23-27 in Toronto. More than 50 delegates from Canadian Guild locals participated in the conference. At head table with Sack, above, are: Fred Reed of Montreal, Patricia Lane of Vancouver-New Westminster and William H. McLeman, TNG Canadian director. Lane, who is Vancouver-New Westminster's executive secretary is also an attorney, and she outlined the problems and legal decisions emanating from the local's organizing the weekly Delta, B.C. Optimist.

N.Y. Post launches its first a.m. edition

New York—Rupert Murdoch's New York Post began publishing a morning edition July 22, the first in the 178-year-old paper's history.

The first morning Post was one day later than announced, however, when members of the Newspaper & Mail Deliverers' Union refused to deliver the edition in a disagreement over how it was to be done and the Post thereupon cancelled all its July 21 editions.

Union leaders agreed in court later that day that their members would deliver the early edition while they and Post management sought to bargain a resolution of the dispute. A judge threatened to fine the union $50,000 a day if it continued to refuse to handle the morning paper in violation of a restraining order issued the week before.

Inauguration of the Post's morning edition was seen as a response to announcement in June by the New York Daily News that it will launch afternoon editions late in the summer or early in the fall.

Three days before and again on July 22, unsanctioned strikes by Deliverers' members at a distributing company caused about 120,000 copies of the New York Times and about 12,000 copies of the Wall Street Journal to not be delivered to newsstands. A temporary restraining order halted the first strike.

Arbitrator blocks Post from firing for economy

New York—An arbitrator has turned back the New York Post in its attempt to discharge six home delivery circulation advisers for economy reasons.

Under the New York Guild's contract with the Post, the six employees are protected by a provision banning economy dismissals unless "failure to reduce the staff would substantially impair the financial stability of the newspaper."

Employees hired by the Post prior to October 1978 are covered by the economic dismissal ban after two years of service and those hired subsequently are covered after three years.

Arbitrator Monroe Berkowitz said that although the Post had produced evidence of "substantial economic losses" and had shown that it had an excess number of home delivery advisers due to reductions in home-delivered circulation, it failed to show "any connection" between the proposed dismissals and "substantial impairment" of the paper's financial stability.

"Savings that would be generated by the dismissal of these employees would not substantially affect the financial stability of the newspaper," Berkowitz said.

Noting that the case was "unprecedented" because there had been no earlier dismissals under the contract provision in its 30-year history, Berkowitz said that it would be an "economic" and "logical procedure" to transfer the six protected home delivery advisers to other jobs they are capable of filling.

He held that the company could dismiss for economy reasons employees lacking the service for protection under the dismissal ban if "necessary to provide job opportunities" for the protected "surplus home delivery advisers."

The day after the award was issued the Post moved to dismiss eight unprotected employees. They have preferential rehiring rights under the contract.

The award marked the second time one of the six employees slated for dismissal had his job saved through arbitration.

In December one of the home delivery advisers was reinstated by an arbitrator after the company had dismissed him for economy with two weeks pay in lieu of the required two weeks notice.

He had been fired just after completing the last shift prior to gaining protection under the dismissal ban. Once reinstated he was protected since the period of discharge was counted as service time.

The contract barred the dismissal of the six home delivery advisers pending the arbitrator's award.

Slowing GR delivery criticized

Toronto — Continuing large-scale increases in postal rates coupled with simultaneous deterioration in delivery of the Guild Reporter were criticized severely by TNG's 1980 Convention here the end of June.

"The Guild Reporter remains the principal regular communications link between TNG and Guild locals and members as well as between Guild locals," the convention noted.

"But, as well as the Guild Reporter may do its job, its effectiveness is diminished by postal systems in the United States and Canada that are taking longer and longer to get the paper to members after it is published," it pointed out in the Guild Reporter report of its Research & Information / Political Action / Guild Reporter Committee, chaired by Dianne M. Martino of Manchester.

It pointed to results of a Guild Reporter coupon survey of its readership over three issues in January, February and March:

✓ "Almost half of those three issues had yet to reach their readers two weeks after they left the Guild Reporter's mail room (47.2 percent overall; 39.4 percent of those headed for readers in the United States, 95.2 percent of those headed for readers in Canada).

✓ "Only one of every eight copies had reached its destination within 10 days of being mailed (14.6 percent in the U.S., none in Canada)."

When the Guild Reporter last conducted such a survey—in spring 1976—"just under a third were delivered within 10 days, and 70 percent were delivered within 14 days," the report pointed out.

"In a 1969 coupon survey—before the old U.S. Post Office Dept. was reorganized into the U.S. Postal Service—about half the copies of an edition were delivered within 10 days of publication," the report noted, adding that this year "median delivery time reported in the U.S. was just under three weeks" and "just under four weeks" in Canada.

U.S. delivery time reported by survey respondents this year ranged from four days, to a Los Angeles suburb, to 40 days, to a Detroit suburb. Longest delivery time reported in 1976 was 25 days, to a Cleveland suburb.

Canadian delivery time reported this year ranged from 13 days, to Ottawa, to 49 days, to Vancouver Island. Second longest was 48 days, to Toronto. The member on Vancouver Island received both the Jan. 25 and Feb. 8 issues on the same day, the report noted.

While the Guild Reporter continues to work with the International Labor Press Assn., to try to get more timely delivery, "it is prepared to work with locals to attempt to develop alternative means of getting the paper into members' hands more quickly," the convention said.

One such means, it noted, "might be a system that would involve bulk shipment to a local for delivery by the local through its system for distributing notices, bulletins, etc."

The convention pointed out, however, that earlier such experiments have been "abandoned at the request of the locals involved" and that any new ones must be "constructed with care to assure that the requirements of TNG's Constitution and applicable laws are fulfilled."

The convention also noted that U.S. second-class postal rates for nonprofit publications were due to increase by 20 percent early in July, as last year, and will increase by 10 to 20 percent in each of the next seven years.

It called upon U.S. locals to inform their senators and representatives of the need for continuing appropriations to carry out the law, which extends through 1987 imposition of scheduled second-class rate increases for nonprofit publications (Public Law 93-328).

Need for organizing units restated

Toronto — The Guild's 1980 Convention reminded locals of the need to "form local and unit organizing committees, clear with TNG . . . any organizing campaign, advise TNG immediately of organizing activity by another union in the Guild's jurisdiction and furnish TNG with copies" of all documents in organizing efforts.

The convention also called for expansion of TNG's field staff to provide additional help in organizing "as new funds become available" and urged exploration and development of joint, coordinated and simultaneous organizing efforts with other unions.

The recommendations were part of the report of the convention's Organizing Committee, chaired by Susan R. Craig of Southern Ontario (Toronto).

In its Research & Information Report, the convention also noted that TNG is preparing a memorandum on the role of local members in organizing and that the Research & Information Dept. periodically conducts, and makes available to locals and district councils upon request, seminars on organizing.

The statements were in response to resolutions calling for elementary guidance in organizing for interested members and for self-help education for locals.

The convention also called upon locals to co-operate with community programs, "such as those of the AFL-CIO and Canadian Labour Congress, to educate future workers and unionists in the history and successes of the labor movements in the United States and Canada.

Locals should, "within their means," assist in dissemination of the information "lacking in our communities," through programs which "may include visits by union officers and workers to schools," the convention said.

Two district councils reset fall dates

The Middle-Atlantic and Southern District Councils of Guild locals have rescheduled their fall meetings for Nov. 1-2, from Oct. 25-26.

Before the two rescheduled theirs, there were four district councils scheduled to meet the same weekend.

The first day of the Middle-Atlantic meeting in New York City, will be devoted to discussion of joint and co-ordinated bargaining. Representatives of the New York printing trades unions are being invited, reports New York Guild President Betsy Wade.

The Southern council will meet in Morgantown, W.Va.

Hollingsworth of Toledo dies at 46

Toledo — Jeanette Hollingsworth, executive board member of the Toledo Guild and delegate to the 1980 Toronto Convention, died here July 4. She was 46.

Hollingsworth had worked as a classified advertising salesperson at the Toledo Blade for 17 years. She was the Guild's grievance chairperson and had been a delegate to TNG's 1978 and 1979 Conventions as well as this year's.

She is survived by a husband, James, and four children.

Birth defects bring new tests of VDTs

(Continued from Page 1)

TNG to Dr. Bruce Dickerson, IBM's director of health and safety, it was learned that as of July 22 the Star had not communicated with IBM about the birth defects.

In a letter to all local Guild presidents and administrative officers on July 24, TNG President Charles A. Perlik, Jr., suggested they "acquaint managements where our members are working on VDTs" with the Toronto occurrences, "especially managements where IBM VDTs are in use."

IBM's Dickerson told TNG that he considered the matter of birth defects to be "totally new and without scientific predictability," Perlik reported.

Dickerson said he saw emissions from VDTs causing or contributing to birth defects as contrary to all the science developed to date. He said he saw no cause for alarm pending the outcome of the labor ministry's tests on the Star machines.

Even then, he said, the "whole environment of the workplace" should be examined to determine whether there is any link between working in the Star's classified phone room and the birth defects.

Dr. Frank Rosenthal of the New York University Medical Center's Institute of Environmental Medicine, told TNG that scientific literature is "void" on the subject of the possible effect of any emissions from VDTs on birth defects.

While saying he could not speak definitely on the question of whether VDT emissions could cause birth defects, Rosenthal told TNG that his "guess" is "probably not, because the energy of the X-rays is so low and there is such a small chance of penetration into the uterus."

While saying that the occurrence of the birth defects in the Toronto Star situation is statistically weighty, since spontaneous birth defects are on the order of one percent, Rosenthal pointed out that countless factors can cause or contribute to defects occurring.

The Toronto Globe & Mail quoted C. Eugene Moss, a member of the U.S. National Institute for Occupational Safety & Health team that inspected VDTs in San Francisco and Oakland earlier this year, as saying that VDTs are "incapable of presenting high exposure that could cause fetal death or damage."

The Southern Ontario Guild's first hint of the birth defects among the four inside classified employees at the Star came through an anonymous telephone call some weeks ago to John Bryant, the local's administrative officer.

After investigating, Bryant took the statistical evidence to the Ontario Federation of Labour. The OFL told him that the incidence far exceeded the Canadian norm and, on July 15, Bryant contacted TNG.

Two of the Star employees who gave birth to the children had worked on VDTs for nearly three years, one for about two years and one for an undetermined time. All had worked on the machines during the early months of their pregnancies. Rosenthal said the most susceptible period for fetal deformation is in the first three months of a pregnancy.

The four mothers, who range in age from the early 20s to mid-30s, told Toronto newspapers that they took no drugs, watched what they ate and had quit smoking during their pregnancies.

According to the Star, 14 of the 160 women employed in inside classified sales had babies between May 1979 and May 1980. Seven of the 14 worked on VDTs. Three of the seven had babies with no birth defects. None of the women who had not worked on VDTs had babies with birth defects.

The four babies with the defects, all boys, were born between October and December. Three of their mothers said there was no family history of defects of the type their children have. The fourth mother, whose son has a cleft palate, said such abnormalities have occurred previously in her family.

One of the other babies has an underdeveloped and blind eye, one a club foot and the other complex heart defects. The mother of the first had worked part-time, two days a week, sometimes as many as 10 hours a day.

Only one of the four mothers has returned to her job at the paper.

Before testing of the Star's classified VDTs began July 22, employees were invited to attend one of three meetings conducted by a gynecologist, a physician-physicist and a radiologist from the provincial labor ministry.

The two doctors gave their assurance that nothing known to date about the operation of VDTs demonstrates that working on one can cause birth defects.

First machines tested were those used by three currently pregnant inside-classified employees. After the radiologist assured them that emissions were within the Canadian standards, all three voluntarily returned to work on the machine, the Guild reported.

While testing of the Star's VDTs for emissions was continuing, the Southern Ontario Guild was pressing the Star for a full investigation of factors that might have contributed to the four children's birth defects, including an independent medical examination of the children's mothers.

'A token of our esteem'

Brian Hill, right, and Doug Louth, left, of the Vancouver-New Westminister Guild present TNG President Charles A. Perlik, Jr., with bound volumes of the interim strike paper, the Vancouver Express, Volume 2, published by the Vancouver newspaper unions during an eight-month strike, ended last July, against Pacific Press, the joint publishing company for the Vancouver Sun and Province. Hill said the local was making the presentation "as a token of our esteem" for TNG. "Because of the international's help we were able to carry on," Hill said, noting that other Guild members, through TNG, provided more than $1.5 million to members at the Sun and Province during the eight months the Sun and Province were down.

Scranton DMs' top minimum raised $91

Scranton, Pa.—A $91.64-a-week increase takes district managers' top minimum to parity with reporters' and photographers' top under a new three-year contract between the Scranton Guild and the Tribune and Scrantonian.

The top minimum reaches $449.83 on Oct. 1, 1981, under the agreement, retroactive to October, 1979. The increase for reporters, photographers and librarians with three years' experience is $75, coming in increments of $25 each Oct. 1.

The increases for district managers with the same experience are $30.54 retroactive to Oct. 1, 1979, and on Oct. 1, 1980, and $30.56 on Oct. 1, 1981.

The agreement also calls for a cost-of-living adjustment of up to $3.75 a week to take effect in the final six months of the contract.

The top minimum for circulation office employees is increased $50.40 ($16.80, $17 and $16.60), to $249.09.

Provision for $100,000 major medical coverage for employees and dependents, with premiums paid by the company, is also included in the settlement, as is a six-cent boost in the mileage rate to 20 cents.

A week's paid maternity leave is also added to the old contract's provision for unpaid leave.

The settlement came 22 minutes after the unit voted to begin informational picketing of the paper. TNG International Representative James Orcutt assisted local bargainers.

Guild strikes Reuters for contract

(Continued from Page 1)

the troubles in North America."

The New York Guild, in cooperation with the NUJ, formed a pair of committees this spring to provide accurate information about Guild contract bargaining to British employees of Reuters.

The first of the committees, the North American Committee of the NUJ, is made up of British journalists assigned to Reuters' U.S. bureaus for three-year tours. A representative of this group sits on the Guild's bargaining committee.

The second, the London Liaison Committee, is made up of members of the NUJ and other unions representing Reuters employees in Britain.

TNG International Representatives Edna Berger and James Orcutt are assisting the New York Guild in bargaining with Reuters. Berger also worked with the unit in defeating the decertification attempts.

IT SEEMS TO US

Delegate majority lauded for overseas-funds action

NEW YORK, N.Y.

Editor:

I would like to congratulate the majority of delegates to the 1980 Convention in Toronto for putting to rest, finally, we hope, the question of use of government or corporate funds in overseas projects by The Newspaper Guild, its locals or members acting in the name of the Guild.

This sensitive issue had divided our membership since the 1960s and although those of us who attended last year's convention in Boston thought it had been resolved, obviously it had not.

While we are all concerned with organizing the unorganized —especially those who live under repressive conditions abroad— we must find other, less compromising ways to do so. To endanger members who are foreign correspondents, put their credibility in question and tarnish the Guild's democratic reputation is unthinkable.

I am particularly impressed that so many freshman delegates to the convention were able to see the issue clearly and not be diverted by spurious charges of a threat to local autonomy. I regret that the New York delegation cannot be counted among you.

As delegates you have done a great service to the Guild and I, for one, am grateful.

JOAN COOK
Times Unit
New York Guild

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.

GR erred on new dues for unions' employees

WASHINGTON, D.C.

Editor:

The story in the recent issue of the Guild Reporter (July 11, 1980) regarding the setting of dues for at-large members is incorrect. As reported, the story states that the amount of dues for members not covered by contract who work for unions other than TNG or its branches will include the higher Defense Fund dues when TNG is in a high dues period re: Article XVII, Section 2(d) of the constitution.

The constitution committee rejected the inclusion of the higher dues for such Guild members and the majority report, which was adopted by the Convention, did not include the "2(d)" dues. The wording as adopted by the 1980 Convention is:

"For members working for unions other than TNG or its branches, who are not under Guild contract and who are earning $50 per week or more —monthly payments of not less than $3.50, plus an amount equal to the per-capita tax set forth in Article XVII, Section 7."

DOROTHY A. STRUZINSKI
Administrative Officer
Washington-Baltimore Guild

Editor's note: The Guild Reporter regrets the error. [See 'Correction,' Page 3]. It was not aware of the legislative history of the new subsection within the Constitution Committee.

AN UNCONVENTIONAL CONVENTION SALUTE

Berger retiring from staff; an era ending

Toronto—Edna Berger, who in 36 years as an International Representative for the Guild has become renowned throughout the union and much of the publishing industry as one of the most irrepressible, effective and unconventional champions of the industry's employees, announced her retirement at the close of TNG's 47th Annual Convention here June 23-27.

And the convention, to a delegate, along with TNG's officers and other staffers—in an outpouring of affection that was simultaneously joyful and sad—thanked her and wished her Godspeed through means both conventional and—for anyone else—somewhat unconventional.

Conventional, at least in form, were the tributes voiced by TNG President Charles A. Perlik, Jr., and by another, more junior TNG International Representative, Harry McCormick, as president of the Federation of Guild Representatives. Conventional also, the roses and the gold Guild pin mounted on a ring presented to Berger.

TNG PRESIDENT PERLIK, BERGER MOVE TOWARD EMBRACE
In background, Harry McCormick, staff union president

Less conventional was the convention's resolution of tribute, which took the form of a song and was sung by delegates (on the choruses) and its co-composer, Gerald Marks, the well known writer of popular songs who is Berger's husband.

The resolution, titled "All of Us," was played by Marks and sung by him and all the others to the tune of "All of Me," composed by Marks and Seymour Simons. [The resolution's full text is reproduced at left, below.]

Perlik called the announcement of Berger's retirement before the end of July "both a very happy and a very sad—a bittersweet—point" in the convention.

"When you say that someone has served the Guild for 36 years as an International Representative, you have almost said it all," Perlik said, adding, however: "Almost, but not quite, because even among IRs, Edna holds a very special place in our hearts and it may well be that we shall not see her like again."

Berger became an International Representative July 1, 1944, after 10 months on the then-American Newspaper Guild's staff as an administrative assistant, working both in research and for the Guild Reporter.

She had come to the Guild staff from trying her hand as a free lance in Los Angeles after 4½ years on the staffs of the Inquirer and Click magazine in Philadelphia. At the Inquirer she had worked progressively as a receptionist, secretary, "copy girl," (a term of the era) and reporter and had been "controller" of the Guild unit and a delegate to the Guild's 1941 Convention.

In her 36 years as an International Representative, Berger "has been everywhere an IR can be called upon to go and done everything an IR can be called upon to do, and in so doing has won the affection of numberless newspaper workers and the respect, and very often the affection, too, of their bosses, as well," Perlik said.

"She even persuaded Bill Blatz [TNG's Director of Field Operations] to come to work for the Guild and signed Ellis Baker [TNG's Director of Administrative Operations] to his first Guild card [while guiding the first successful Guild organizing at the Baltimore Sunpapers]," Perlik noted.

"Edna is a lady, too, but again, a very special one. She can be tough, hard nosed, outspoken—my God, how she can be outspoken—even outrageous when the occasion demands it," Perlik continued.

"But," he said, "when I think of Edna . . . what I will remember most is her honesty, her courage, her compassion, her generosity and thoughtfulness and consideration for others; her loyalty to her friends and her union; her enthusiasm and her remarkable capacity, after all these years, to greet each new day as a new and exciting adventure."

She attended the Harvard University Trade Union Program several years ago on her own time "to better equip herself as an IR," Perlik pointed out and observed that "it is in this spirit that after her 'retirement' she plans to go to law school and practice labor law."

"And when she does, brothers and sisters, the labor boards and the courts will never be the same," Perlik concluded, calling her "inimitable, indomitable, incorrigible and irrepressible."

McCormick shared with the convention the sentiments on Berger's retiring expressed at the staff union's annual meeting early that morning:

"Who among us can say they have not felt and been affected by her friendly touch, had their spirits buoyed by her enthusiasm, felt more confident having had her wise advice, felt comfort in her knowledge, experienced the ease of working beside her, been made to believe more in themselves as a result of her supportive counseling.

"Who among us can say they ever feel more enriched for having known her friendship, worked with her, loved her.

"Who among us shall not shed a tear of happiness at the decision she has made, for it was indeed her choice. We would have voted against it in the FGR. . . ."

Berger, thanking the convention, said that her "heart belongs to the Guild. It always will and I will never be farther away from the Guild than a phone call. I love you all."

As the official transcript notes: "The audience arose and applauded."

EDNA BERGER LISTENS TO CONVENTION TRIBUTES
36 years—going everywhere, doing everything

'All of us'*

(As performed by Gerald Marks and TNG's 47th Annual Convention, June 27, 1980, Toronto.)

You took our kisses
And you took our love,
You showed us how to care;
Are we to be just the remnants
of a one-sided love affair?
All you took, we gladly gave,
There's nothing left for us to save.

(Chorus)
All of us, why not take all of us?
Can't you see, we're no good without you.
Take our lips, we want to lose them;
Take our arms, we'll never use them;
Your good-bye left us with eyes that cry,
How can we go on, dear, without you.
You took the part that once was our heart,
So why not take all of us.

With Perlik and Dale
this union never will fail,
Instead it will sail right up
to the top of the scale.
But, as Berger leaves,
So goes her vocabulary—
Precious words from no dictionary.

(Marks (spoken): I take her retirement . . . with my tongue placed firmly in my cheek, and I say that Monday morning at 9 o'clock—)

The phone will ring
and William Blatz will sing:
'Edie, dear, there's trouble in Phoenix—
Hop a plane and go
But don't spend much dough,
Or you will be breaking all of us.'

* To the tune of "All of Me" (loosely).
By Seymour Simons and Gerald Marks.
Reprinted by permission of Gerald Marks, ASCAP.

A tale of a secretary's $5 raise

About 40 years ago, when Edna Berger was promoted from receptionist to secretary to the founding editor of the Philadelphia Inquirer's rotogravure magazine, the paper's top management refused the Guild demand that she get a $5 raise, to the $30-a-week minimum for secretaries.

It took an arbitration and testimony by her boss, Emile Gauvreau, that she in fact was a secretary, to get it for her. And it cost Gauvraeu, earlier editor of the old New York Graphic and the Daily Mirror, his job. He tells about it in his book, "My Last Million Readers," published in 1941 and reissued two years ago.

Describing Berger as "an attractive brunette with deep, limpid, black eyes," he wrote that she was "more than a secretary, really, and was carrying on a number of editorial duties."

When the Guild subpoenaed him to testify in the arbitration, "I was informed by the management that it would claim Edna was a receptionist only.

"I felt I would have perverted the facts had I not supported the Guild's contention and from the witness seat I crowned Edna with her full title, which proved to be my last official act as an Inquirer executive," Gauvreau wrote.

"No one tagged with the label of a boss was supposed to translate 'justice for the employed,' as our masthead called it, into such literal meaning as to fight for a girl entitled to more than $25 a week. . . .

"Two well-paid lawyers of the management's legal staff . . . unleashed upon me a venomous argument, drawn up with detailed acrimony and delivered with vindictive relish. . . . Nobody could have fought harder to keep a $5-bill in the cash box of a $15-million corporation," he wrote.

Gauvreau said that when he said good-by to Edna, after the arbitrator ruled in her favor and he had resigned in the face of indirect pressure, "she wept a little."

Crime code defeat urged by delegates

Toronto — TNG's 1980 Convention called on the U.S. Senate and House of Representatives to reject the latest versions of bills intended to codify and reform the U.S. criminal law.

"Criminal code reform is an important legal goal," the convention said, "but surrender of any portion of our liberties is too high a price to pay," it declared.

The convention noted that the Senate bill, though "not as malign as those that have gone before . . . still is strewn with too many perils to warrant its adoption."

That bill contains "pitfalls for press freedom" including provisions affecting the dissemination of classified information, protection of sources, possession of government documents, information from government "whistle blowers," and publication of "stolen" material, as well as incursions on civil liberties and provisions of concern to labor, the convention charged.

The House bill, while originally more favorable to civil liberties has "deteriorated through conservative pressure as it went through markup," the Convention noted.

"It is possible to codify federal criminal law without worsening it," the convention said and urged Congress "to follow that course."

The convention also adopted resolutions on five other U.S. legislative proposals and following the convention TNG Research and Information Director David J. Eisen sent copies to presidents and political action chairpersons of U.S. locals and district councils, along with recommendations for local action on each.

In addition to calling for rejection of the current criminal code reform bills, the convention also called for:

✓ Defeat of the so-called "OSHA Improvements Act of 1980" on grounds that it would exempt some 90 percent of U.S. businesses from OSHA safety inspections, limit the scope of all inspections and otherwise dilute safeguards of the Occupational Safety and Health Act of 1970.

Pardon push

TNG's convention joined the petition effort seeking a posthumous pardon from the governor of Utah for Joe Hill, labor organizer and song writer who was executed on apparently trumped-up murder charges in Salt Lake City in 1915. Calls for a new trial at the time went unheeded. They came from people like President Woodrow Wilson, the Swedish ambassador, Eugene V. Debs, Helen Keller and the AFL. Petitions were distributed among the delegates and TNG President Charles A. Perlik, Jr., asked them to sign the petitions, take them home to collect more signatures and mail them to the Illinois Labor History Society, P.O. Box 914, Chicago, Ill. 60690.

✓ Rejection of incursions on the Freedom of Information Act, noting attempts to provide extensive exemptions from the act in the proposed FBI Charter Act and an abandoned attempt to all but remove the CIA from the act's coverage.

✓ Amendment of the FBI Charter Act to prohibit the use of news persons as collectors of information and to prohibit the agency from establishing any sort of news organization as a proprietary. It also urged that the CIA be prohibited from allowing agents to pose as journalists or to use journalists as paid agents or informants.

✓ Passage of a House measure to reduce the 40-hour week to 37½ hours in 1981 and to 35 hours in 1983.

✓ Enactment of legislative proposals that would protect employees against sudden plant closings. Although bills on this before the two houses differ, "both would require extensive advance notice of plans to close a plant, seek ways to avoid the shutdown and cushion the economic impact on affected employees," the convention noted.

Don't cut jobless aid, Parliament is urged

Toronto—Canada's new Liberal government should promptly abandon one of its legislative legacies from the Conservatives—cutting back on unemployment insurance—and just as quickly move to implement another—enactment of a strong freedom-of-information law—TNG's 1980 Convention declared.

The Liberals, "picking up where the Conservatives left off," have begun a review of unemployment insurance and are expected to propose policy options to a Partliamentary task force by the end of the year, with a view to legislation in 1982, the convention noted.

The Liberals already have implemented two retrogressions proposed by the Conservative government before it left office—ending government financing of initial benefits and shifting administrative costs to premium payers, including wage earners—the convention pointed out.

It called upon the government to "reverse this tide of penury directed against those whom the erratic economy has placed in need" by reversing the two actions and abandoning "all thoughts of further retrenchment in the system."

At the same time, the convention said the Liberals should follow up on their promise to introduce freedom-of-information legislation similar to that of the Conservatives last October.

"Thus far there is no indication that it will receive the priority it merits" and it appears that "the vital principle of judicial review may not be included" in the Liberals proposal, the convention noted.

Stating that Canada needs "a strong, unambiguous . . . law . . . that is enforceable in court," the convention called upon the government to "prepare such legislation promptly . . . [and] give it high priority." It also called upon all members of Parliament to support it, urging that it be modelled on a draft bill by the Canadian Bar Assn. endorsed by ACCESS (A Canadian Committee for the Right to Public Information).

The Convention also:

✓ Joined the Ontario Federation of Labour and the Canadian Labour Congress in calling on Parliament to prohibit the Royal Canadian Mounted Police from keeping labor organizations under surveillance.

The latest known instance was at the OFL's convention in November when a delegate publicly identified a purported press photographer as a Mountie, the convention said.

It also called upon the RCMP to discontinue the practice of having officers pose as members of the press.

✓ Called upon all provincial legislatures to enact legislation that would require employers, in all cases of plant closures and layoffs, to negotiate their terms with the unions involved.

The convention also called for consideration of legislation that would require advance notice of plant closings, seeking ways to avoid them and to cushion their effect on employees.

✓ Urged Parliament to limit the size of newspaper chains, "before the last of the fast-dwindling independent dailies disappears from the scene," and called upon the CLC to join the Guild in seeking such legislation.

The convention pointed out that the Thomson chain's acquisition of the F. P. chain earlier this year made it "suddenly . . . a voice of overwhelming volume in Canadian communications."

The Thomson and Southam chains between them now own half of the nation's newspapers and control half of the daily circulation, the convention noted.

Key top up $26 in Yakima

Yakima, Wash.—The key top minimum under the Yakima Guild's contract with Harte-Hankes Herald-Republic has been increased by $26, to $352.50, in a wage reopener covering the final year of a contract that expires next April 1.

The $26 increase for reporters, photographers, advertising salespersons and district managers brings the total increase at the key top minimum over the agreement's three-year term to $64.50.

Other increases under the wage reopener include:

Computer operators, payroll clerks and **secretaries** up by $19.50, to $263.50, for a total three-year increase of $48.50.

Copy couriers up by $14, to $164.50.

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Editor

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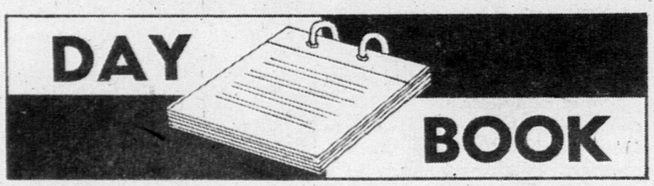

TNG Special Merger Committee and ITU Merger Negotiating Committee, joint meeting, Oct. 5-9, Washington, D.C.

International Executive Board, fall meeting, Oct. 20-23, TNG headquarters, Washington.

Midwest District Council, Fall meeting, Oct. 25-26, Sweden House Lodge, Rockford.

Southern District Council, fall meeting, Nov. 1-2, Morgantown.

Middle-Atlantic District Council, fall meeting, Nov. 1-2, New York.

Western District Council, fall meeting, Oct. 25-26, Sacramento (tentative).

48th Annual TNG Convention, Memphis, June 29-July 3, 1981.