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Reuters strike spreads, ebbs; talks continue

New York—Representatives of the New York Guild and Reuters returned to the bargaining table Aug. 7 for the fourth time since the 200-member Guild unit at the British news agency's U.S. operations went on strike two weeks before.

The strike came after more than eight months of bargaining for an acceptable contract to replace one that expired Dec. 31. Reporter top minimum under that contract was $563 a week.

The strike's fourth bargaining session was held against the backdrop of two weeks during which Guild members at Reuters of Canada declined to report for work when U.S. Reuters members extended their picket line to Toronto and Montreal and British journalists struck the agency's home offices in London for a week after 18 of their number were sent home for refusing to handle copy from the United States.

The Canadian Wire Service Guild contract covering its six-member Reuters unit has been expired since March 31 and bargaining for its renewal has entered the conciliation process.

The week-long strike at Reuters' London offices was the first official strike ever by the National Union of Journalists against the news service's home office, according to The Times of London.

The NUJ was joined for a day and a half by clerical workers, members of the National Society of Operative Printers, Graphical and Media Personnel. Members of the National Graphical Assn., which represents telecommunications technicians, reportedly worked throughout the week.

The NUJ strike was ended after Reuters management agreed that members would not be required to handle "blacked" copy—

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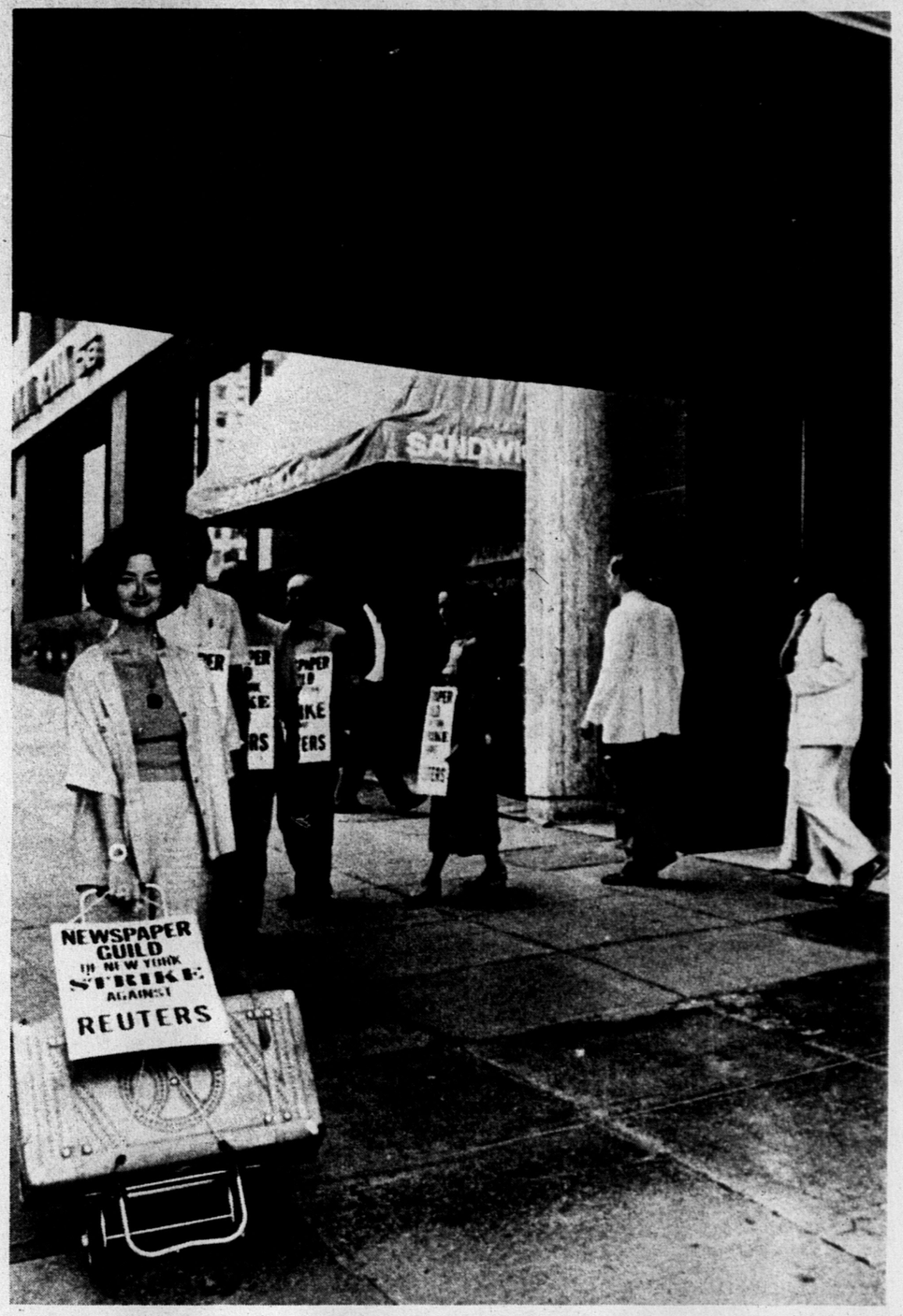

Raymond Crowell/Merkle Unit/Washington-Baltimore

HAVE SIGN—WILL PICKET

Striking Reuters Guild Unit members picketing Washington Bureau are, from left: Marsha Dubrow, Ralph Dannheisser, Graham Colville, Ron Thomson, Mary Beth Michael, Chris Hanson and Ranjit DeSilva. Obscured: Robert Green.

VDT testing ending in birth defects case

Toronto—The Ontario Ministry of Labour's Bureau of Radiation was expected to complete tests for emissions on all the video display terminals at the Toronto Star Aug. 7, the first step in an investigation into the possible causes of birth defects in four children born to Star classified telephone sales employees late last year [Guild Reporter, July 25].

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

Next steps in the investigation will include testing of the air in the plant for potentially harmful chemicals and a study of the medical and health records and histories of the four women, according to a Guild representative.

John Bryant, Southern Ontario Guild executive secretary, said all four mothers have agreed to co-operate.

The emissions tests were begun July 22 at the behest of the Guild. First machines tested were those in the classified telephone sales department and none tested during the first three days was found to be emitting either X-rays or microwaves in excess of Canadian standards.

The provincial radiation bureau was testing "every VDT in the Star—even the closed circuit television sets used in plant security," Bryant said.

Meanwhile, the Star continued to permit pregnant employees in all of the newspaper's departments to decline to work on VDTs, Bryant said, a practice also instituted by at least four other Canadian newspapers as well in the wake of the reports of the birth defects in the Star employees' four children, all born between October and December.

The Toronto Globe and Mail, in response to a Guild request, said it would not require pregnant employees to use the machines at least until after its VDTs are tested for radiation. The same sort of arrangements followed Guild requests at the Montreal Gazette and at the Van-

(Continued on Page 4)

Cleveland Press is latest to go on sales block

Two newspapers—one chain-owned and one not—plus an entire newspaper chain—with a Guild contract at one of its dailies—are on the sales block.

In addition, two papers in a chain bought early this year by a larger chain are going to be combined into a single all-day daily.

On top of that, one chain has sold one of its papers to another chain and the U.S.'s largest chain has been ordered by a Federal court to return a paper to its previous owner.

On the block are Scripps-Howard's Cleveland Press, the independently-owned Denver Post and the Panax chain's papers, including the Macomb Daily where the Detroit Guild has a contract.

The two papers to be merged into one are the Victoria Colonist and Times of the old F. P. Publications chain, purchased by Thomson Newspapers in January.

In addition, the Thomson chain has sold the Calgary Albertan to the Toronto Sun Publishing Corp., and a U.S. District Court ordered Gannett to return the New Mexican in Santa Fe, to its former owner after a jury found the chain had violated the terms of the 1976 purchase agreement.

A prospective buyer of the Cleveland Press, Joseph Cole, former treasurer of the Democratic Party and a Cleveland businessman, has met separately with leaders of the Cleveland Guild and local Teamster leaders and proposed a package of economic concessions, including some layoffs, contract extensions and a year's wage freeze.

In May, the Press reduced Guild-covered commercial departments by 18 employees through economic discharges and buyouts.

Cole, who reportedly would convert the Press to morning publication and perhaps add a Sunday edition, has said the Teamsters are pivotal to his decision on purchase.

There are reports that Scripps-Howard will close the Press if it is unable to sell the paper or enter a joint operating agreement with Newhouse's Cleveland Plain Dealer.

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All Bay Area pacts OK'd Page 3

$50 more won for trainees Page 3

Tribute to a Guild friend Page 5

San Antonio tops raised $46, to $352

San Antonio—Top minimum for reporters, photographers and artists under one San Antonio Guild contract with Hearst's Light is raised by $46, to $352.76, in a new two-year agreement.

The increase comes in two steps of $23 each, the first retroactive to March 19, the contract's effective date, and the second on next March 19.

Bargaining for renewal of a second Guild contract with the Light—covering district managers—has been delayed by a company move to overturn recognition of the Guild and its refusal to meet and bargain. A hearing has been set for August 27 on a National Labor Relations Board complaint on refusal to bargain charges filed by the Guild.

The agreement covering district managers had a common expiration date with the other Guild contract.

Under the contract settlement, the company's weekly payment to the pension fund is increased by $1, to $11 beginning next March 19 and a new floating holiday is added, bringing to seven the number of holidays.

Other increases and final top minimums include:

Circulation and **newsprint truck drivers** up by $27.26 ($13.63 and $13.63), to $208.98.

Paperhandlers, porters, copy persons, filing clerks and **elevator operators** up by $22.94 ($11.47 and $11.47), to $175.89.

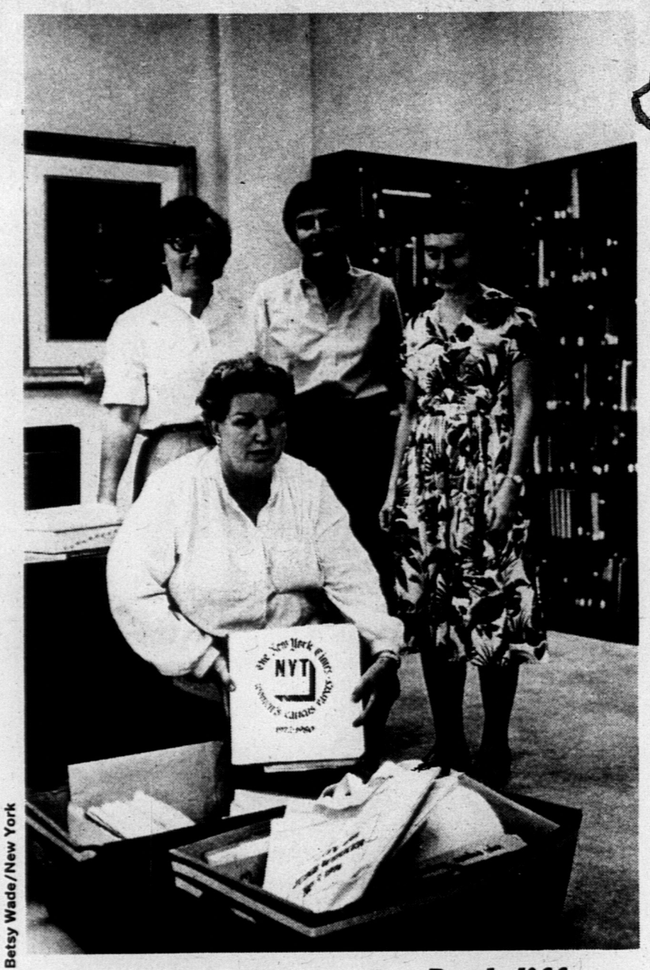
Senior classified clerks, and **phone operators** up by $27.38 ($13.69 and $13.69), to $209.93.

The NLRB's complaint charges the company with unfair labor practices in refusing to bargain, unilaterally implementing increases in the pay of district managers and unilaterally changing insurance coverage.

The board also charges the company with unfair acts designed to discourage union support and destroy the union's majority status by questioning employees about withdrawing from the Guild and promising rewards for withdrawing.

An unfair labor practice complaint against the Guild has also been issued by the NLRB on charges filed by the company. The Guild is charged with illegally refusing to accept membership resignations and/or checkoff revocations and with refusing to respond to a company request for the names of employees who attempted to resign or revoke their checkoff.

The charges against the Guild will also be heard August 27.



Betsy Wade/New York

Sex bias papers to Radcliffe

Joan Cook of the New York Guild presents working papers from the 1974 sex discrimination suit against the New York Times to the Schlesinger Library on the History of Women at Radcliffe College, Cambridge, Mass. The case was settled in 1978, as it was about to be tried, when the Times agreed to implement an affirmative action plan and to pay $233,500 in annuities to women employees. Cook and New York Guild President Betsy Wade were among six women who initiated the action charging the paper with a pattern and practice of sex discrimination in employment. With Cook are Patricia King, director of the library, Bert Hartry an archivist at the library and Eva Mosley, curator of manuscripts.

Fall River top raised $86, to $420 at key

Fall River, Mass.—A $86.71 increase—taking the key editorial and outside advertising sales top minimum to $420.71—plus eye examinations for regular VDT-users and participation in TNG's International Pension Plan are included in the Boston Guild's new three-year agreement with the Fall River Herald-News.

The $86.71 increase for reporters, photographers, display and outside classified salespersons comes in five increments. The first, retroactive to Jan. 1, 1979, is $21.71; an increase of $17 is retroactive to this Jan. 1; $15.50 was effective July 1; $17 comes next Jan. 1 and $15.50 July 1, 1981.

The top minimum for **circulation representatives** is raised by $73.45, to $314.63, in increments of $15.68, $12.28, $21.19, $12.71 and $11.59.

Classified telephone solicitors get a top minimum increase of $63.07, to $240.83, in increments of $11.55, $24.05, $8.87, $9.73 and $8.87.

A maintenance of differential provision in the settlement guarantees equivalent increases to employees paid over the minimum for their classification.

Employees were included under TNG's International Pension Fund beginning July 1. The company's initial payment to the fund of $2.50 per employee a week, doubles to $5 a week next July 1.

All regular VDT-users will be entitled to company-paid eye examinations and a committee of Guild and company representatives is to discuss company payment for eyeglasses.

The service needed for a third week of vacation is reduced one year, to five, and marital and parental status is added to the no-discrimination clause.

Provision guaranteeing that substantive changes in material be brought to the employee's attention before publication and that no correction or retraction be printed until consulting with the employee is added to the contract.

Also added is a provision giving an employee the right to respond simultaneously and on the same page as a letter to the editor mentioning the employee.

Other increases and resulting top minimums include:

Janitors up by $47.14, to $228.69 ($11.80, $9.24, $8.43, $9.24 and $8.43).

Copy, women's, assistant sports and **wire editors** up by $88.59, to $429.83 ($22.17, $17.37, $15.84, $17.37 and $15.84).

Pact in Lexington takes top up $65

Lexington, Ky.—The top minimum for reporters and photographers is raised by $65, to $335 a week, in a new two-year agreement between the Lexington Guild and Knight-Ridder's Herald and Leader.

The increase comes in two steps, with $40 on June 1 this year and $25 next May 31.

A holiday during the month of an employee's birthday is added, for a total of seven, and the service needed for a fourth week of vacation is reduced from 16, to 15 years.

The top minimum for newsclerks is increased by $36, to $203 and that for office and library clerks is raised by $30, to $173.

TNG protests moves against overseas press

Washington — TNG has protested to the governments of South Korea, Bolivia and Guatemala actions against newspapers and newsworkers in those nations ranging from closure through arrest, torture and assassination.

Press reports of several hundred reporters on four Seoul newspapers being forced out of their jobs, some being jailed, and the banning of more than 170 publications were cited in simultaneous letters Aug. 5 to South Korea's president and ambassador to the United States from TNG President Charles A. Perlik, Jr.

One of the banned publications was the newspaper of TNG's "brother union, the South Korean Journalists' Assn.," Perlik noted.

A few days before, news reports from Seoul told of the nation's publishers and broadcasters pledging to purge the nation's press corps of "detrimental elements" as part of a "social purification" campaign being led by a military committee for national security.

Perlik called it "incredible that a government living under the protection of American troops would conduct the type of wholesale vendetta currently being waged against anyone who raises a critical voice."

He called for an "immediate halt" to the campaign, restoration of "all purged journalists" to their jobs, release of those imprisoned and resumption of all suspended publications "without official or unofficial interference."

In a letter the week before to the head of Bolivia's new governing military junta, Gen. Luis Garcia Meza, Perlik pointed to the jailing of 25 journalists—some of them arrested in raids on their homes—and called on the government to relieve journalists there of the prospect of detention, harassment and physical violence.

Among those reportedly arrested and tortured were Oscar Pena Franco, press secretary for the recently ousted interim government and president of the nation's journalists' union, and three journalists working for a Catholic newspaper and radio station.

Also noting "authoritative reports" that military persons had destroyed radio stations and newspapers throughout the country, Perlik called upon Meza's government to "end this abuse of power."

Early in July, Perlik pointed to the assassination of one Guatemalan journalist late in May and the flight from country of seven other prominent journalists as the latest in a series of incidents in which scores of journalists have "suffered gross incursions on their basic civil rights."

He called upon Guatemalan President Romeo Lucas Garcia to take immediate steps to protect both domestic and foreign journalists from threats and atrocities by terrorist organizations "known to operate with impunity" in that nation.

The Guatemalan government's insensitivity to journalists' lack of safety there and the near total lack of press freedom there will continue to be criticized internationally "even though the words and voices of Guatemalan journalists" might be "silenced by violence and intimidation," Perlik said.

Meanwhile, there continued to be no official word on the fate of Rene Tamsen, a reporter for WHUR-FM in Washington, missing in San Salvador since April 24.

A native of San Salvador, he was unofficially reported seen in a jail two weeks later, but the government denied it was holding him.

Several other reporters, including some from Mexico and Holland and a United Press International correspondent were detained and expelled from El Salvador since winter variously by unidentified armed persons and the national guard.

In March, the offices of an opposition newspaper, La Cronica del Pueblo, were bombed. Nine months before they had been burned to the ground.

Mileage escalator outlives contract

San Jose—The mileage escalator clause in the San Jose Guild's old contract with Knight-Ridder's Mercury and News continued to operate beyond the agreement's expiration date, an arbitrator has ruled.

Arbitrator Armon Barsamian ruled that the contract's provision that its terms and conditions remain in effect during negotiations, coupled with the requirement that mileage be adjusted July 1 and Jan. 1 each year, requires that the rates be adjusted "during negotiations, as each July 1 and Jan. 1 may come and go."

He said the company violated the contract when it failed to increase mileage and the minimum weekly guarantee on Jan. 1 and ordered retroactive payment.

The mileage rate is increased 2.5 cents, to 23.5 cents and the minimum weekly guarantee is raised $2.50, to $38.50.

The contract, expired Dec. 31, required that the rates be adjusted to reflect changes in the Private Transportation Index of the Consumer Price Index for the San Francisco area.

Boycott
J.P. STEVENS PRODUCTS

TNG's International Executive Board and the international labor movement are calling on all consumers to stop buying J. P. Stevens Company products.

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

FREEDOM AND JUSTICE FOR J.P. STEVENS WORKERS

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Beauti-Blend
Beauticale
Fine Arts
Peanuts (comic-strip figures)
Tastemaker
Utica
Utica & Mohawk
Designer labels:
Yves St. Laurent
Angelo Donghia

CARPETS
Contender
Gullstan
Merryweather
Tastemaker

TABLE LINEN
Simtex

BLANKETS
Forstmann
Utica

HOSIERY
Finesse
Hip-Lets
Spirit

TOWELS
Fine Arts
Utica
Tastemaker

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Dear Abby silent on workers' 'voice'

Minneapolis—The neutral third party sitting in back of the Star and Tribune conference room was not from the Federal Mediation & Conciliation Service, but she has given more advice than all their mediators put together.

It was none other than popular advice columnist Abigail Van Buren, who sat through a recent meeting of the Star's worker participation committee. She was there as a guest of Steve Isaacs [Star editor].

But, despite this rare opportunity to seek help from this outside source, neither the Guild nor management members of the committee asked for any advice. And Abby didn't give any.

Guildpaper, Twin Cities Guild

Arbiter orders $50 increase for minority trainees at KSD

St. Louis—An arbitrator has ordered a salary upgrading of more than $50 a week for two minority trainees under the St. Louis Guild's contract with Gannett's radio station KSD.

Just days before, another arbitrator upgraded voluntary classified advisors at the St. Louis Post Dispatch, though at the same time denying upgrading for classified telephone sales representatives and copy and order expediters.

Arbitrator Ralph C. Barnhart ordered the increase for the trainees, both black men, under a side letter to the Guild's KSD contract setting forth the minimum for trainees under an affirmative action trainee program.

KSD argued that it was unaware of the side agreement made by the Guild and the former owner, the Pulitzer Publishing Co., and that it had not assumed the side agreement when it took over the radio station.

KSD was acquired by Combined Communications in 1978 in an exchange with the Pulitzer Publishing Co. and then Combined Communications was purchased by Gannett.

The interns were hired at $135 a week, $52.18 below the starting minimum required under the Guild agreement.

The wages for interns should be kept low, the company argued, to make it possible for minority group members without qualifications to get into the broadcasting business.

Barnhart, however, held that a minimum for the classification had already been established, saying that trainees under the Guild agreement do not seem to be different from an "intern" classification the company created for the two. "The principal difference appears to be the compensation involved," he said.

The arbitrator ordered pay retroactive to the January hiring date of the two trainees.

In the Post-Dispatch case, meanwhile, arbitrator Bert L. Luskin ruled that the duties of voluntary classified advisors (formerly called voluntary ad takers) were substantially and significantly changed when the emphasis of the job was shifted from primarily receiving information from customers to advising and actively selling space to customers.

He ordered an upgrading to the next wage group, retroactive to September 1, 1978. The top minimum in the higher group is $276.44, $28.70 higher than the top minimum in the advisors' former group. There are nearly 40 employees in the advisor classification.

The question of upgrading these employees as well as classified telephone representatives and copy and order expediters went to the arbitrator when the Guild and the company were unable to agree on upgradings during negotiations for the current contract.

The Guild argued that classified telephone representatives also should be upgraded because beginning in 1978 they were no longer required to answer incoming calls and take voluntary ads, but instead spend all their time soliciting advertising.

The Guild said that with the elimination of the ad-taking function, the sales representatives performed creative advertising work exclusively, that there is no real difference between the work of the telephone sales representatives and outside advertising representatives and the disparity between the minimums should be eliminated.

Luskin, however, said he did not have the "authority to examine . . . alleged inequities among classifications" and held that he was limited to determining if upgrading was warranted under the contract's proviso calling for a new minimum to be set by negotiation or arbitration when there is a significant change in job duties.

He ruled that he could not justify a wage increase for classified telephone representatives on the "fact that they were required to work exclusively within their own classification."

Luskin also turned down the Guild's request that the job of copy and order expeditor be upgraded on grounds that the job had not changed significantly enough.

Key top rises by $105 in Denver News pact

Denver—The key editorial top minimum is raised by $105, to $550 a week, under the Denver Guild's contract with Scripps-Howard's Rocky Mountain News.

The $105 increase comes in three steps, $34 retroactive to Oct. 27, $35 next Oct. 25 and $36 on Oct. 24, 1981.

The top minimum for circulation district managers also is raised by the same amounts on the same dates, taking it to $520.

Company payment to the pension fund is increased by a total of $5.25 a week over the contract term, to $19.635 a week.

Life and accidental death or dismemberment insurance is increased by $2,000, to $12,000, and the publisher's payment to the cost of dependent health insurance coverage is increased by $8, to $56 a month, over the contract's term.

A provision is added guaranteeing that the company will continue to pay for health insurance covering an employee and her dependents during three months of maternity leave, or for the period of disability, if longer.

Mileage paid employees who use their vehicles on company business is increased by three cents, to 18, and, under a new adjustment formula, the mileage rate will be increased semi-annually by one-half cent for each seven and one-half cent change in the price per gallon of unleaded gas.

Other increases and resultant top minimums include:

Classified telephone commercial advertising salesperson up $61, to $305 a week ($20, $20 and $21).

Senior clerks up $58, to $309 a week ($19, $19 and $20).

Copy carriers up $37, to $198 ($12, $12 and $13).

A general increase is included for employees paid over minimum for their classification.

In many respects the settlement parallels the agreement the local reached recently with the Denver Post [Guild Reporter, June 20].

Computer writing classifieds

Sandusky, Ohio—A computer has been programmed to perform some of the work of classified salespersons: It is writing real estate ads.

The system, called CompuAd, is being marketed by the publisher of a group of suburban weeklies and home magazines.

Given the basic data about a home for sale, the computer will turn out an ad of no more than 340 characters and a headline.

Harold K. Douthit, chairman of the Photojournal Press newspapers and the Homes Illustrated magazine group, is using the system to produce ads for his magazines and says that realtors in Denver, Houston and El Paso are also using the program.

Although no newspapers are currently involved in the system, Douthit says he is in the process of hooking the program up directly with typesetting computers at his weekly papers.

The program is designed to produce the "best possible" house-for-sale ad, according to Douthit. He said a program for shorter real estate and open house ads is being developed. He predicts that automobile ads would be fairly easy to produce and that computer-written help wanted ads are also possible.

The program is housed in the General Electric Mark III worldwide computer network. On purchasing the necessary authorization, access to the program can be gained through a standard desk-top computer data terminal, Douthit said.

Editor & Publisher magazine reported that the computer wrote the following ad when given the basic data for the White House:

"FABULOUS PATRICIAN HOME OF UNIQUE CHARM

Washington, D.C.—12 Bedrooms—$30,000,000 Regal executive retreat. Remodeled, stone, in lovely park view setting. Colonial, 18 acres, one-owner, near bus. Vaulted ceiling, wood paneling, master suite, 'great room,' formal dining room, library with built-in bookshelves, guest quarter, servant's quarters, modern kitchen. 12 baths; pantry; kitchen appliances included. Large trees, pro landscaping."

Arbiter reverses discharge over loud, obscene words

New York — The New York Post "overreacted" when it fired a secretary in the advertising department for loud use of obscene language and insubordination, an arbitrator has ruled.

The secretary resorted to loud, obscene exclamations and slamming of desk drawers when ordered to type a two and a half page memorandum five minutes before quitting time on a Friday.

After typing the memo, the secretary again used obscenities when she refused to go into her boss' office to discuss the incident before she left for the day.

Arbitrator Allan Weisenfeld said it appeared from the testimony that "on occasion" the resort to obscene language in the retail advertising department had "achieved the status of 'shop talk'."

In fact, he said, testimony showed that the grievant's boss "was not averse on occasion to express himself vigorously, using the obscenity . . . complained of."

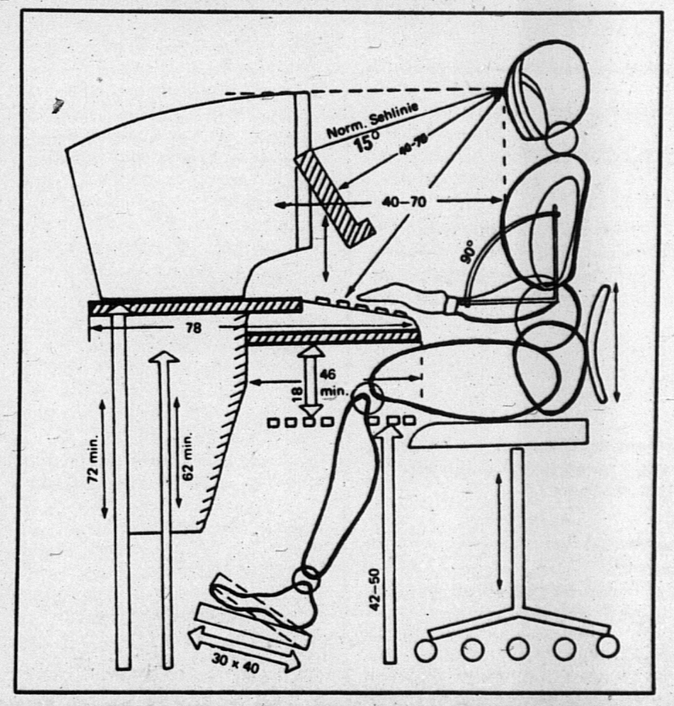
If use of the "vulgarly slang term for sexual intercourse" had not reached the status of "shop talk" in the department, "it was not uncommon and its use not condemned," Weisenfeld said.

The employee's refusal to go into the boss' office "bordered on insubordination," he said, but ruled that since others had apparently disregarded similar orders "with impunity" it would be disparate treatment to discharge the grievant "for doing what others did."

As a condition of reinstatement, Weisenfeld ordered the grievant to privately apologize to her boss.

An 'exemplary' VDT work station . . .

. . . according to the West German graphic arts and journalists' union, IG Druck und Papier. The sketch is reproduced from the May issue of the union's magazine, which carried extensive articles on ergonomically proper VDT work stations and on a conference on the subject sponsored by the West German government. An ergonomically correct VDT work station must be adjustable to suit the needs of individuals of differing statures, the union said. That sketched has a keyboard separated and separately adjustable from the screen. The height of the table holding the screen is adjustable, as is the height of the operator's chair. The keyboard also has an area on which the operator can rest his or her hands. The magazine also ran pictures of work stations by two manufacturers that meet most of the criteria, as well as pictures of several that do not.



All Bay Area unions OK new pacts

San Francisco—All of the Bay Area newspaper unions have now ratified new 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, and the 11 unions of the unions' joint council, including the San Francisco-Oakland and San Jose Guilds, are proceeding with signing new three-year agreements.

While the Guild locals and most other unions ratified tentative settlements July 13, Typographical Union printers and Teamsters in San Jose initially rejected the agreements. Implementation of the jointly bargained agreements was dependent on ratification by each of the unions of the joint council.

Under the Guild agreements, the key top minimums are raised by $122.20, to $582.28. The $122.20 increase is the highest directly negotiated to date in a U.S. contract renewal, TNG's collective bargaining dept. reports.

The Guild settlements also include a package of provisions aimed at protecting the health and safety of VDT operators [Guild Reporter, July 11].

Reuters strike talks go on in New York

(Continued from Page 1)

that coming from the service's struck U.S. offices—and the shifts of the 18 sent home the first day were restored.

Reuters U.S. service—to banking and investment houses as well as newspapers—was being maintained by management and Guild-exempt personnel plus some in Guild jurisdiction who crossed the picket lines.

In addition to New York, Reuters maintains U.S. offices in Washington, Chicago, Los Angeles, San Francisco, Dallas, Kansas City, Farmingdale, L.I., and Fort Lauderdale, Fla.

In Washington, strikers reported that the agency flew in eight additional supervisors to assist the resident two to try to maintain the service.

During its strike, the NUJ reportedly requested its members in Reuters bureaus around the world to transmit only stories of major importance to London and those in 19 cities, including Moscow, Teheran, Hong Kong and Djakarta, indicated they would.

Guild members at Reuters bureaus in Toronto and Montreal had boycotted copy carrying an Ottawa dateline even before striking U.S. Reuters members took their picket lines to the two cities.

The boycott began after Reuters suspended one of its Ottawa correspondents, Antony Parry, an NUJ member, when he refused to follow the usual practice of sending his copy to New York from Ottawa after Reuters-U.S. was struck. Instead Parry telephoned his reports to Reuters London headquarters, Canadian Wire Service Guild leaders reported.

Reuters Guild pickets in Montreal and Toronto were receiving picketing assistance from other Canadian Wire Service members from Canadian Press and the Canadian Broadcasting Corp. plus, in Toronto, from members of the Southern Ontario Guild.

Chief issues between the New York Guild and Reuters when the strike began were wages, including the amount and distribution of increases, retention of the four-day week, pensions and management demands that sales and programming staff members be exempted from the contract.

First class

A commemorative stamp honoring Frances Perkins, the fourth U.S. Secretary of Labor and the first woman cabinet member, has been issued by the postal service in conjunction with dedication of the Labor Dept.'s headquarters in her name.

The company also was demanding a lower minimum schedule for new hires. It had dropped earlier demands for an open shop and restrictions on arbitration procedures.

$28,000 in back pay ordered in 'other' case

Bakersfield, Calif.—After three years of legal maneuvering by the Californian, an arbitrator has ordered the paper to pay six Guild-covered employees more than $28,000 in back pay and a federal court has ordered the paper to pay the Bakersfield Guild $11,500 for legal fees and costs.

The same arbitrator, George E. Marshall, Jr., in 1977 ruled that Guild employees performing counter sales work were improperly classified as "other" employees and ordered back pay at the display salesperson rate.

The company did not comply, however, and the Guild went to federal court to seek confirmation of the award. In August 1979, the U.S. District Court upheld the award and remanded the case to the arbitrator to determine the employees entitled to back pay and the amount due each.

At the same time, in an unusual move, the court awarded legal fees and costs to the Guild, but it was not until this July that a U.S. magistrate set the size of that award.

The Californian has appealed the legal fees award and is expected to appeal any court order confirming the back pay award.

Barry J. Bennett, the Guild's attorney, told the federal court last year that the company had presented "a myriad of ever-shifting, often contradictory defenses . . . most of which appear to have been designed to mislead the court and to delay this action."

In the 1977 award the arbitrator ordered pay at the display salesperson minimum from October 1973 through the date of the award for all counter employees who had sold ads or increased customer linage during sales campaigns or promotions.

These employees were classified under a catch-all "other" classification in the Bakersfield contract. Marshall found that the counter employees performed the work of salespersons and said the only difference between their duties was that salespersons sometimes left the office to sell ads, while the "others" did not.

In the Guild's most recent renewal of its contract with the Californian, a new minimum for display counter sales and classified telephone sales—below salesperson but above "other"—was added to the agreement.

The six employees awarded back pay are all women. The individual payments due range from $371.44 to $10,825.58. They total $28,117.24.

Data workers' exemption rejected

Portland, Me.—A National Labor Relations Board regional director has dismissed an attempt by the publisher of the Portland Press Herald, Express and Telegram to remove data processing employees from the Guild's unit.

The Guy Gannett Publishing Co. proposed removing the four employees — computer programmers and operators—through an NLRB unit clarification proceeding, after it reorganized its corporate structure. It combined management of its newspaper and broadcasting interests and created a corporate data processing department to handle financial data previously performed in separate newspaper and broadcasting divisions.

When the corporate data processing department was established, a more sophisticated computer was installed along with two supervisory computer employees and the Guild-covered employees were informed there was no more work in their classifications and were offered transfer to the corporate department.

The regional director ruled that the transferred employees had not been removed from the Guild's bargaining unit, noting that although they are working with newer, more sophisticated equipment on an expanded basis, they are performing "essentially the same functions that were performed previously."

He also noted that they had performed data processing work for other divisions of the company in the past and they continued to work closely with Guild-covered keypunch operators and remained under the same top-level supervision following the transfer.

"Where, as here, employees are transferred between different divisions of the same employer and perform essentially the same basic work functions and job duties . . . and remain under the same ultimate supervision at the same work facility, the transfer cannot be viewed as removing the employees from the currently recognized bargaining unit," the regional director wrote.

U.S. judge dismisses civil suit over Voice

Scranton, Pa.—A federal judge has dismissed a suit filed by Capital Cities' Times-Leader against the Wilkes-Barre Guild, TNG, the Wilkes-Barre Council of Newspaper Unions and the other local and international unions involved in the 22-month-old strike against the paper.

The publisher charged the Guild local and TNG with breach of contract, alleging that Guild members violated the outside activities clause of the Guild's old contract by participating in the organization and operation of the Citizen's Voice, the interim strike paper launched after the Guild. printers, pressmen and stereotypers struck Oct. 6, 1978.

The other unions, the council of unions and TNG were charged with inducing Guild members to violate the outside activities clause of the contract that expired Sept. 30, 1978.

The U.S. District Court judge dismissed the charges as not properly before the court noting, among other things, that the company had not exhausted arbitration remedies in its claim that the contract has been violated and that it failed to show that TNG is a party to the contract.

The company has appealed the ruling.

Meanwhile, National Labor Relations Board elections have been conducted on petitions to decertify the Guild and the Typographical Union locals as bargaining agents for employees of the Times-Leader.

Both strikers and strikebreakers voted in both elections and ballots have been impounded pending the disposition of challenges. In both elections the strikers voted at the court house, while strikebreakers voted in the plant.

The election to decertify the printers was held May 23. Eighty-four ballots were cast, 17 inside the plant.

The vote among Guild strikers and strikebreakers working in the Guild's jurisdiction was conducted July 17. It had been delayed by Guild charges to the NLRB that the company had committed unfair labor practices by engaging in surface bargaining. These charges were dismissed by the NLRB's regional director and the dismissal was subsequently upheld by the NLRB in Washington.

Guild strikers cast 85 ballots in the election; 72 ballots were cast by strikebreakers.

Both the Guild and the Typographical Union have objected to the NLRB's counting the ballots of the strikebreakers on grounds that they are temporary replacements and, therefore, not eligible to vote. The strikers point to the absence of notice from the employer that they have been permanently replaced.

An NLRB regional director has ruled, however, that the replacements are permanent. Appeals from that ruling are before the NLRB in Washington.

More recently, the Guild has filed a new unfair labor practice charge alleging that the company has discriminated against strikers in computing pension credits of those who have retired since the strike began.

VDT testing ending in birth defects probe

(Continued from Page 1)

couver Sun and Province.

In the United States, the St. Louis and Philadelphia Guilds reported that they had begun discussions of radiation tests with the managements of the newspapers with which they hold contracts.

A full report on the findings of the nearly three weeks of radiation testing at the Toronto Star was expected from the provincial labor ministry after the tests' completion, Bryant said.

Meanwhile, however, he expressed amazement at the conclusion of an official of the Toronto Dept. of Public Health that "the energies of government officials [should not] be wasted" on testing VDTs for radiation since previous tests have not turned up levels of emissions considered harmful.

Gerald Caplan, co-ordinator of the advocacy unit of the city health department, stated categorically in concluding a 14-page report released July 30 that "the birth defects in the babies of the four Star employees were *not* caused by radiation emissions from VDTs."

Bryant said that as nearly as he could determine, neither Caplan nor anyone from his department had participated in the provincial ministry's testing of the Star's VDTs.

As far as he could tell, Bryant said, Caplan's report is simply a compilation of reports of tests conducted by others elsewhere.

Daily News group votes 'no' on Guild

New York — The New York Guild lost a bid to represent 37 circulation telephone solicitors in the New Hyde Park office of the Daily News, July 25.

The vote in an election conducted by the National Labor Relations Board was 12 for the Guild and 29 for no union.

The local filed a petition to represent the 37 circulation employees on April 23.

Vancouver petitions for Racing Form unit

Vancouver — The Vancouver-New Westminster Guild has petitioned the British Columbia Labour Relations Board for certification as bargaining representative for all six members of the editorial staff of the Vancouver edition of the Daily Racing Form.

The petition was backed by membership applications and bargaining designations from more than the 55 percent required for certification without an election, a local representative said.

On recherche un(e) adjoint(e) administrif(ve)

La Guilde des services de presse du Canada est à la recherche d'une personne intéressée à faire une carrière au sein d'une organisation syndicale qui représente des membres des services de radiodiffusion et des services de presse à travers le pays.

Les candidats(es) doivent être BILINGUES et capables de travailler dans les deux langues officielles. Ce poste comprend des fonctions de secrétariat et d'administration. Le bureau se situe à Toronto.

Une connaissance du mouvement syndical et de l'expérience dans les média d'information serait un atout. Le salaire et les avantages sociaux sont à discuter.

Prière de communiquer avec:

Jerry E. MacDonald
Directeur exécutif
Guilde des services de presse du Canada
265 Balliol Street
Suite 1708
Toronto, Ontario M4S 1C8

Degrees awarded to TNG, ITU members

Silver Spring, Md.—Two Guild members and one member of the International Typographical Union were among the six persons to receive bachelor's degrees in labor studies July 30 from Antioch University through an external degree program it offers through the George Meany Center for Labor Studies here.

They are:

Barbara E. Nelson, TNG's assistant editor of the Guild Reporter and assistant director of research and information; a member at-large of the Washington-Baltimore Guild.

Frank Emig, assistant director of the AFL-CIO Department of Organization and Field Services; also a member of the Washington-Baltimore Guild.

Edward M. Martin, a working printer and member of the Boston Typographical Union who also edits its local publication, the Bulletin.

Nelson and Emig are the first Guild members to earn degrees through the program at the center. Nelson also is the first woman among the 21 persons awarded degrees in the six-year-old program at the center.

Under the external degree program, students pursue their studies on their own continuing their regular employment. Some credits are allowed for demonstrated competencies gained through experience in the labor movement.

Students also spend a week every six months on the center campus consulting counselors and attending classes that introduce them to the labor-related studies they will pursue during the next half year.

Nelson also was credited for courses taken during the same time at Maryland University and Prince Georges Community College.

Emig also was credited for having served an electrician's apprenticeship and for studies at a naval training center.

Martin's other studies included courses at the Harvard University Trade Union Program and at Boston University.

AFL-CIO Secretary-Treasurer Thomas R. Donahue, speaker at the graduation ceremonies, said the degree recipients "deserve our applause and thanks" for making the efforts that led to their degrees and that will "improve your ability to serve the membership of your unions."

In introducing the degree recipients, Russell Allen, deputy director of the center, pointed out that if the program awarded honors, Nelson "would be graduating with honors."

The degrees were presented by Tom Ost, Antioch registrar.

Other graduates were: Robert Glaser of Milwaukee, a Steelworkers staff representative; Thomas J. Kiousis, Jr., of Lakewood, Ohio, a member of the Theatrical Stage Employees and labor director for the Northeast Ohio Red Cross, and John W. Kunkle of Peoria, a Brewery Workers business agent.

Raymond Crowell/Merkle Unit/Washington-Baltimore Guild

CONGRATULATIONS FROM THE AFL-CIO's DONAHUE
TNG's Barbara E. Nelson, right, upon receipt of degree in labor studies. At center, Jacqueline Brophy, degree program director, George Meany Labor Studies Center.

Tops raised to $427 in Salem

Salem, Mass.—A new three-year agreement between the Salem Guild and the News raises the top minimum for reporters and outside advertising salespersons by $85, to $427.72 a week.

The top minimum for circulation district personnel is also increased by $85, to $392.24, as is the top minimum for photographers, taking it to $455.87.

The $85 increases come in five increments. The first, retroactive to October 1, is $25, followed by four increases of $15 each on Oct. 1, 1980, April 1, 1981, Oct. 1, 1981 and April 1, 1982.

A fair employment practices clause is added to the contract for the first time. It prohibits discrimination in employment because of race, color, creed, national origin, sex, age or handicap.

Also added to the contract is provision for creation of a joint committee if employees are assigned to work on video display terminals or cathode ray tubes. The committee is to arrange for periodic eye examinations for employees regularly assigned to work on the machines. The company will pay for the cost of the examinations and the first will be given before an employee begins to work on the VDT or CRT.

Provision for the difference between jury or witness fees and regular weekly salary for an employee called to jury duty or as a witness in a court proceeding is also added to the agreement.

Group life insurance coverage provided by the company is increased by $1,000, to $7,000.

Other increases and resulting top minimums include:

Advertising and **circulation clerks** and **switchboard operators** up by $57.74, to $290.65.

Editorial district reporters up by $97.75, to $491.88.

Librarians up by $60.86, to $306.37.

Computer operators up by $59.68, to $300.43.

A new job of computer applications specialist at a flat minimum of $274.66 is added; the minimum rises to $319.46 over the contract's term.

Scholarship deadline set for Aug. 31

Washington—Deadline for applications for the 1980-81 Irving Leuchter Memorial Scholarship to the Harvard University Trade Union Program is Aug. 31, TNG Administrative Operations Director Ellis T. Baker has informed all locals in a letter explaining admission procedures and eligibility requirements.

The value of the scholarship is $3,500, plus travel expenses to and from Harvard. It is estimated that the cost of tuition, books, and room and board on campus may now slightly exceed that amount. Expenses not covered, including lost time, are borne by recipients.

The Harvard Trade Union Program is a 12-week residential course in union administration and related subjects. It will be presented twice during the academic year: Sept. 10 to Dec. 4, 1980, and Feb. 11 to May 7, 1981. Applicants may choose either session, but Baker emphasized, Aug. 31 is the deadline for applications for both sessions.

The Harvard program is conducted at a professional level of instruction and the Guild scholarship is open only to top local officers (paid and unpaid) and staff and international officers and staff. Other considerations being equal, preference is given to full-time officers and staff.

The scholarship was established as a continuing memorial to the Guild's late general counsel by the 1973 Convention, which noted Leuchter's "lifelong dedication to enlightened trade unionism." The most recent scholarship was given Willard Hatch, then administrative officer of the Detroit Guild, now an International Representative.

TRIBUTE TO A FRIEND FROM ONE

UAW's DeVito, 76, unsung hero to the Guild

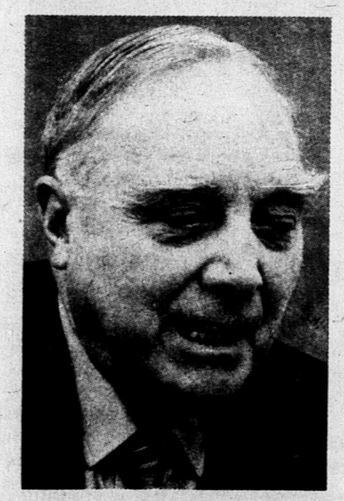
By WILLIAM F. MILLER
Cleveland Guild

Miller is a veteran leader of the Cleveland Guild (TNG Local #1) and was an international representative for TNG from late 1963 through early 1965. He covers labor for the Cleveland Plain Dealer.

THE NEWSPAPER GUILD has been most fortunate to receive unselfish help from other unions during difficult strikes and when in financial distress.

Maybe it's because the Guild is a small but tough union that so often takes on forces much more powerful.

Maybe it's because the Guild is looked upon by some in the labor movement as something special. Maybe the labor movement needs to see that those who produce newspapers, magazines, radio and television have the freedom to belong to unions.



I have watched this brotherly concern for more than 25 years, and it always makes me proud to belong.

One of the leaders of one of those other unions—an unsung hero to the Guild—died in Cleveland July 21 at age 76.

HIS NAME was John DeVito, one of the founders of the United Auto Workers in Cleveland and a life-long fighter for the rights of workers and retirees.

His credentials would fill any good union hall of fame.

He organized the national campaign that finally won early retirement at age 60 for Auto Workers. Until his death, he served as president of the International Retirees Advisory Council of the UAW. He just never could stop organizing and helping.

I was just out of college when the Cleveland Guild, TNG Local 1, struck the Plain Dealer and Cleveland Press on Nov. 30, 1962. The strike lasted for 129 days. It seemed that the entire Cleveland establishment was determined to destroy Local 1.

That is when I met John DeVito, president of UAW Local 45. He asked some members of the strike committee—I was picket chairman—over to his union's hall for some coffee and conversation.

It became the best coffee klatsch the Guild ever attended. It turned into a regular Wednesday habit of planning support by the UAW for the next week.

It seems that John was the architect of probably the best organized plant-gate collection plan in the nation. During a six-month strike by his local that started in November 1945, he had perfected the program of sending strikers out to other plants with boxes in hand to collect donations from working union members.

Like a biblical figure, John kept the wolves away from the doors of 3,000 of his members for the entire strike.

He did the same thing for the Guild during the 1962-63 strike—through the heart of one of the coldest winters Cleveland had experienced.

He also did it for coal miners, civil rights workers and many others.

He also taught several young, college-educated newspapermen and women how to organize, how to fight greedy bosses and how to respect the union movement.

Bill J. Casstevens, now regional director of the UAW, then the young Local 45 secretary, also sat at that DeVito table and helped.

John taught Bob Bruner, the young international representative assigned to the strike, how to do a better job and Bob never forgot it. He helped Noel Wical, our veteran president.

LOUIS B. Seltzer, then the powerful editor of the Cleveland Press, was feared by most, but DeVito regularly sent a group of UAW members to picket Seltzer as he went about making his speeches as if there were no strike.

When the Guild had a critical picket line problem and needed help, somehow UAW pickets miraculously appeared like burly angels.

Yet, John never told anyone what to do, never appeared to Guild members as anything but a friend and revered teacher.

John, we sure are going to miss you.

Progress in Delta talks is reported

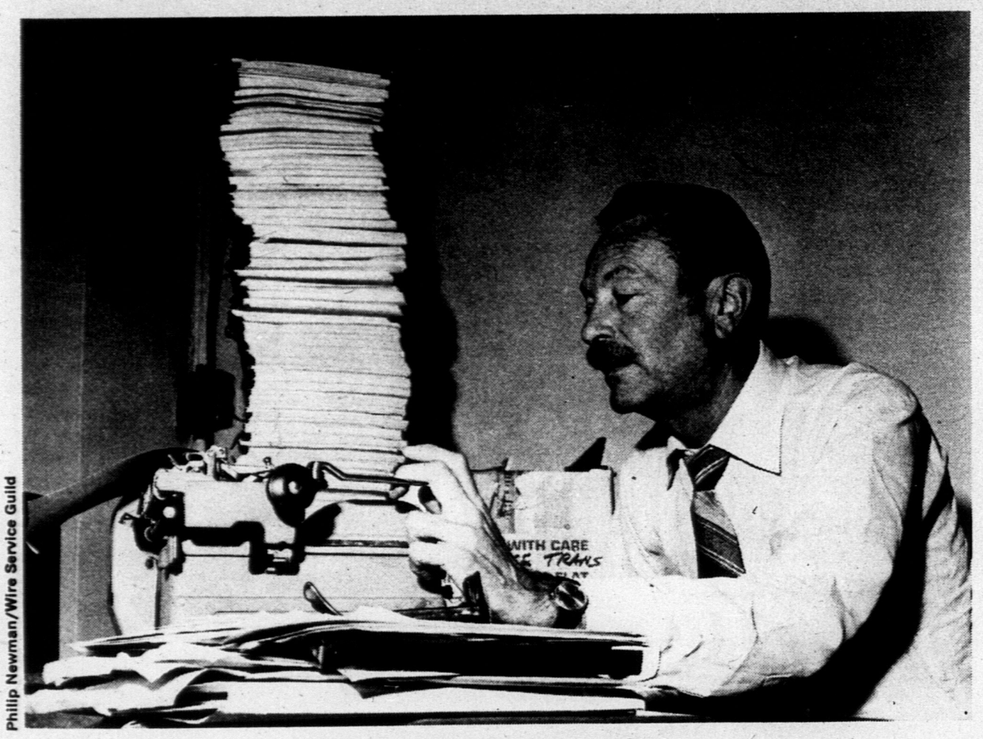
Delta, B.C.—The Vancouver-New Westminster Guild reports substantial progress toward agreement on an initial contract for the employees of the weekly Delta Optimist, struck by the local's fledgling unit since July 3.

Patricia S. Lane, the Guild's executive secretary, said the strike continues to receive the active support of citizens of the Delta community, other unions and members of the local's other units who are helping the seven remaining strikers to maintain a picket line. A half-dozen of the people who struck originally have left for other jobs or returned to school, Lane said.

The weekly's publisher E. G. Bexley, with the help of his wife and son, three strikebreaking employees and a free lance has been putting out "a paper of sorts . . . about half its usual size" at a nonunion print shop throughout the strike, Lane said.

Area food markets have cancelled their advertising and real estate firms seem to be its major supporters, she said.

One of the struck paper's major features is an assortment of misspellings and typographical errors, she added, citing a front page headline featuring the word "tommorrow."



Philip Newman/Wire Service Guild

Towering transcript

TNG International Representative G. Richard Pattison begins working on briefs summarizing 21 months' hearings before a National Labor Relations Board law judge on Wire Service Guild-Associated Press unit clarification case. Looming over his typewriter are part of the more than 17,000 pages of transcript of testimony by Guild and management witnesses. Case will be decided by the full NLRB in Washington.

Massillon top up $51, Guild shop is added

Massillon, Ohio—Increases of 10 percent in the first year and 8 percent or more in the second plus a Guild shop provision are included in a new two-year Cleveland Guild contract with Ingersoll's Massillon Independent.

The increases raise the top minimum for reporters and outside advertising salespersons by $51.77, to $320 a week, with $26.82 retroactive to Feb. 25 and $24.95 effective next Feb. 23.

Under the new Guild shop clause all new employees must join and the requirement that membership be maintained is continued.

Maternity leave is extended by six months, to one year, and paid paternity leave is increased by one day, to three.

The settlement also calls for a seventh holiday and reduces the service required for four weeks' vacation by three years to 15.

Other increases and resulting top minimums are:

Circulation district manager—Up $43.53, to $270 ($22.65 and $20.88).

Clerks—Up $38.69, to $220 ($18.13 and $20.56).

Janitors—Up $37.54, to $225 ($18.75 and $18.79).

The experience necessary to reach the top minimum is reduced by one year in all classifications except that for janitor. Reporters and outside salespersons now reach the top after four years, district managers and clerks after three years and janitors after two years.

The settlement was reached after the unit took a unanimous strike vote. The central labor council had pledged its support in the event of strike.

Guild upheld in '10k' case at the Times

Washington—The National Labor Relations Board here has determined that the work of transcribing on a VDT stories dictated by telephone into a recording machine is properly assigned to Guild-covered employees at the New York Times.

A three-member panel of the NLRB rejected the Typographical Union's contention that its members have jurisdiction over keyboarding on the VDT information phoned in by outside sources, such as stringers.

The Board, as is customary in so-called "10(k)" proceedings such as this one, determined that the work belonged to employees represented by the New York Guild on the basis of the past practice in assigning the work in question. The Board also cited economy and efficiency of operation, the skills and work involved and the job impact of the assignment as favoring the assignment of the work to Guild-covered employees.

Cleveland Press is latest to go on sales block

(Continued from Page 1)

In Victoria, 29-Guild covered employees have received notice that they will be dismissed as a result of Thomson's morning Colonist and evening Times merging into one all-day paper. Thomson acquired the Victoria papers in January when a $164.7 million bid won it the eight-daily F. P. chain.

Denver oilman, Marvin Davis, meanwhile, is expected to buy the Denver Post. Officials of the Post put the paper up for sale June 26 and at the same time announced they had received a "substantial offer" for the paper.

Apparently the paper was advertised for sale to test the market after an offer was made by Davis. Denver administrative officer Victor Cuiccio says he understands that the sale to Davis is "all over but the shouting," even though others reportedly also have made offers.

Ninety percent of the Post stock is owned by the Helen G. Bonfils and Frederick G. Bonfils Foundations. Most of the remaining stock is held by employees through a stock trust fund.

This year, for the first time in memory, Scripps-Howard's morning Rocky Mountain News has outpaced the evening Post in circulation. For the six months ended March 31, the News daily circulation had grown by 10,074, to 271,153, while the Post's daily circulation had declined 6,703, to 260,331.

Post officials emphasized, however, that it is a profitable operation and not in financial difficulty.

John P. McGoff, president and majority stockholder of the Panax chain, announced in mid-July that the company will be dissolved and all its newspapers sold.

Earlier, the chain agreed to sell three dailies and two weeklies in Michigan's upper Peninsula to Thomson Newspapers, for a reported $50 million. The dailies are the Marquette Mining Journal, the Escanaba Daily Press and the Iron Mountain Daily News. The weeklies are the Houghton Copper Nugget and the Escanaba Mid-Peninsula Press.

McGoff is under investigation by the U.S. Justice Dept. and the Securities and Exchange Commission for allegedly using funds supplied by the South African government in an attempt to purchase the Washington Star, without informing stockholders of the source of the money as required by federal disclousre laws.

McGoff reportedly used some of the funds to purchase an interest in the Sacramento Union. His interest in that paper is separate from the Panax chain.

Thomson Newspapers sold the Calgary Albertan to the Toronto Sun Publishing Corp. June 5. The purchaser, publisher of the Toronto and Edmonton Suns, renamed the morning tabloid the Calgary Sun and changed its format to mirror that of the other two.

The Albertan had been losing money, but the new publisher said he felt the losses could be turned around "by putting that Toronto formula into effect."

Thomson had also acquired the Albertan in the F. P. purchase.

The second phase of a trial over Gannett's ownership of the Santa Fe New Mexican was to begin Aug. 5 to determine how the newspaper chain should return the paper to the former owner, Robert McKinney.

On June 30, after a 14-week trial, a jury held that Gannett had breached its contract with McKinney that called for him to retain control for five years after the sale.

U.S. District Court Judge Santiago Campos ordered the chain to return the paper to McKinney and barred appeal pending the completion of the second phase of the trial.

IT SEEMS TO US

Citing 'victory,' UFCW lifts Winn-Dixie boycott

WASHINGTON, D.C.

Editor:

We have achieved a great victory in our boycott of Winn-Dixie Stores, Inc. As a result of a settlement we reached with the company on June 18, 1980, Winn-Dixie has agreed for the first time to abide by federal law and National Labor Relations Board procedures in union representation campaigns.

Winn-Dixie workers now know they can exercise their rights without fear of intimidation or threats from management. A long and hard battle, the Winn-Dixie boycott has realized its major goal—legal rights for Winn-Dixie workers.

Because of this victory, we have rescinded the boycott. This victory could not have been achieved without your greatly appreciated support in the boycott efforts. I would like to take this opportunity to thank you personally for the assistance you and your organization have given us in this struggle for human rights for Winn-Dixie workers. If we can ever be of assistance to you please do not hesitate to contact us.

WILLIAM H. WYNN
President
United Food & Commercial Workers' Int'l Union

Editor's note: TNG's 1978 Convention called upon Guild members to support the boycott of Winn-Dixie, charging that its having for two decades systematically blocked its employees attempts to organize had earned it the label, "J. P. Stevens of the food industry."

Former Elizabeth leader writes on pension denial

NEWARK, N.J.

Editor:

Robert Isley, then 54, terminated by the Daily Journal, Elizabeth, in September 1975 after 28 years as the newspaper's only artist, sent me the copies of the company's refusal to grant him pension rights in the spring of 1976!

This is the time that I sent the letter with the review of our contract to Ray Mann. It was after Local 173 was merged with New York Local 3! True, the agreement was made before the merger but it has never been checked.

JEAN-RAE TURNER
Elizabeth Unit
New York Guild

Editor's note: According to TNG's records, the membership of the old North Jersey Guild approved merger of that local with the New York Guild in a referendum on Sept. 27-28, 1976, the New York Guild's representative assembly approved the merger on Sept. 29 and the International Executive Board approved it at both locals' request at its fall meeting late in October 1976.

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 error on new dues noted by another reader

CHICAGO, ILL.

Editor:

Speaking as a member of the Constitution Committee having more than an abiding interest in the issue, it seems to me that the account of the convention regarding at-large members of unions other than TNG appearing in the July 11 GR is incorrect.

The IEB recommendation to the Constitution Committee included a recommendation that the amounts required to be paid under Section 2(d) of the Constitution—the so-called "higher Defense Fund dues"—be paid also by members working for unions other than TNG or its affiliates. Two amendments were made by the committee: a change in the term "affiliates" to "branches," and the *exclusion* of the requirement to pay the dues required under Article XVII, Section 2(d).

The Constitution Committee Report, in its amended form was then acted upon affirmatively, without further amendment, by the convention.

Seems to me we've had enough confustion on this issue by now. Let's put it to rest.

JERRY MINKKINEN
Executive Director
Chicago Guild

Editor's note: The Guild Reporter erred. A correction appeared in the July 25 issue.

Toledo honors long service

Presidents and members of the Toledo Guild and Typographical Union are honored at a Service Awards Luncheon co-sponsored by the two unions. Special guests were ITU members with 25, 40, 50, 60 and 70 years' membership and the Guild's presidents of the last 25 years. Above are Gene Metzger, Typographical Union president; Howard Burkhardt, the master of ceremonies and a Guild vice president; Kenneth Rieger and Tom James of the Guild—Rieger is a former TNG vice president and local president, and Sid Goldberg, present and longtime former president of the Guild local.

Bonuses for bosses help to beat inflation

This text is excerpted from the Industry section of the Officers' Report to TNG's 1980 Convention.

MEDIA management managed to scrape through again in 1979 with salaries augmented by bonuses, profit sharing and commissions that are so helpful in keeping the inflationary wolf from the door.

Take James C. Goodale, for example, former vice chairman and general counsel of the New York Times.

When he left the Times six months after a management restructuring, it was revealed that his salary was $171,000 plus other incentive bonuses which totaled more than $80,000 in 1979. Since he resigned in January, 1980, the Times agreed to pay him the rest of his salary for the year or $169,125.

Then, just to make it what Times chairman Arthur Ochs Sulzberger called a "fair settlement in view of what he has done for the company," the Times further agreed to pay Goodale another $750,000 in equal installments over the next three years beginning in 1981. And what could be fairer than that?

But what does your average, run-of-the-mill executive make?

In its survey of media executives' compensation for 1979, the Gallagher Report reported that newspaper chairmen and presidents received annual salaries averaging $81,400, up 8.1 percent from 1978. For magazine chairmen and presidents the average was $92,688, up 13.1 percent.

Executive vice presidents on newspapers received an average of $81,250, up 10.4 percent. General managers received an average of $59,375, up 8.9 percent, and vice presidents and directors of marketing averaged $60,000, up 16.2 percent.

But that's not the whole story.

There are also various forms of "supplemental compensation."

The media newsletter found that 57.3 percent of all media chairmen and presidents surveyed received bonuses averaging $38,794. Then there was profit sharing for 26.9 percent, averaging $20,470. A handful even received commissions averaging $17,250.

For media executive vice presidents and general managers, some 55.1 percent received bonuses, averaging $17,026, and 23.2 percent shared in profits, in the average amount of $9,638. Only 8.7 percent received commissions, averaging $69,167 percent.

Nearly two-thirds of the vice presidents and directors for marketing, sales and advertising received bonuses, ranging from $12.395 to $17,500. And nearly a third shared in profits, ranging in amounts from $3,700 to $13,500. Less than a third of the sales and advertising directors also received commissions, ranging in size from $22,500 to $27,900.

According to Gallagher, women executives in marketing, media and advertising won salary increases averaging 13.9 percent in 1979, well ahead of the increases of men, although their salaries were still only 83.8 of their male counterparts'.

But the averages hide how well many newspaper and magazine executives are really doing, especially those in the top brackets.

Here are the top earners in

total remuneration in 1979, as listed in the Gallagher Report:

Andrew Heiskell, chairman and chief executive, Time Inc.—$558,640, up 13.8 percent.

Warren H. Phillips, chairman and chief executive, Dow Jones & Co., Inc.—$543,622, up 37.7 percent.

Allen H. Neuharth, chairman and president, Gannett Co., Inc.—$493,363, up 39.5 percent.

Arthur Ochs Sulzberger, chairman, New York Times Co.—$393,855, up 28.3 percent.

Thomas S. Murphy, chairman and chief executive, Capital Cities Communications—$374,010, up 1.5 percent.

Katharine Graham, chairman, Washington Post Co.—$371,700, up 0.9 percent.

Bernard H. Ridder, Jr., chairman, Knight-Ridder Newspapers, Inc.—$271,526, up 17.4 percent.

Robert G. Marbut, president and chief executive, Harte-Hanks Communications—$589,290, up 19 percent.

James R. Shepley, president and chief operating officer, Time, Inc.—$496,752, up 8 percent.

Alvah H. Chapman, Jr., president and chief executive, Knight-Ridder Newspapers, Inc.—$357,791, up 22.4 percent.

Daniel B. Burke, president and chief executive, Capital Cities Communications—$338,926, up 2.8 percent.

Mark J. Meagher, president, Washington Post Co.—$338,300, up 3.3 percent.

Ray Shaw, president and chief operating officer, Dow Jones & Co., Inc.—$307,071, up 27.4 percent.

Walter E. Mattson, president, New York Times Co.—$277,588, up 9.3 percent.

Lloyd G. Schermer, president, Lee Enterprises, Inc.—$209,283, up 4.1 percent.

Peter A. Derow, president, Newsweek, Inc.—$296,305, up 48.8 percent.

John C. Quinn, senior vice president and chief news executive, Gannett Co., Inc.—$222,229, up 20.2 percent.

Lee Hills, editorial chairman, Knight-Ridder Newspapers, Inc.—$208,974, up 21.6 percent.

Average increase is 2-month record

Washington — Average reporter top minimum being paid under Guild contracts with daily newspapers as of Aug. 1 was $406.41 a week—$6.35 a week more than two months earlier (June 1)—according to TNG's Collective Bargaining Dept.

The $6.35 is the largest two-month increase in the figure since TNG began calculating the average every two months, according to Yetta Riesel, TNG Research & Information Associate.

Previous high two-month increase was $6.22, between Feb. 1 and April 1, 1976, when the average was $310.10 a week.

Exempt work draws higher pay award

Detroit—An employee is protected by a contract's guarantee of higher pay for working in a higher classification even if the higher-paid job is excluded from the contract, an arbitrator has ruled.

Arbitrator Charles M. Rehmus, deciding a Detroit Guild case, said the Detroit News must provide extra compensation to a reporter who was assigned to work as assistant news editor three-days a week.

The company argued that the Guild had no right to question the amount the reporter was paid while working in the excluded job, since the company's obligation to bargain with the Guild did not extend to exempt positions.

To apply the contract's provisions governing pay for employees working in higher classifications to the time spent working in an excluded position would serve to expand the Guild's jurisdiction, the company contended.

But, said Rehmus, the reporter is a bargaining unit employee and as such entitled to the protections of the contract.

"The publisher, in effect, brought the assistant news editor's work under the terms of the contract when the duties of an exempt classification were assigned to a member of the Guild's bargaining unit," Rehmus said.

Rehmus held that the grievant was entitled to extra pay for the "greater responsibilities he was asked to assume for more than 20 percent of his time for nearly a year," but since no pay scale for excluded jobs exists, he returned the case to the parties to determine the remedy, retaining jurisdiction in case there is no agreement.

The U.S. price elevator

The table below records the ascent of the Consumer Price Index in the United States over a 24-month period following a 2.7-point rise in the index in June to 247.8, up 30.9 points from June, 1979, and 52.5 points from June 1978. 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 increases over June 1978. The Urban Wage-Earners' and Clerical Workers' Index is the source.

		Percentage over	
	Index*	Same month prior year	June 1978†
July, 1979	219.4	11.5	12.3
August	221.5	12.0	13.4
September	223.7	12.4	14.5
October	225.6	12.4	15.5
November	227.6	12.8	16.5
December	230.0	13.4	17.8
January, 1980	233.3	14.0	19.5
February	236.5	14.2	21.1
March	239.9	14.6	22.8
April	242.6	14.5	24.2
May	245.1	14.4	25.5
June	247.8	14.3	26.9

*1967 = 100 †Index =195.3

New carrier, lower rate for TNG life insurance

Washington — TNG has announced a change in the carrier of its group life insurance program and at the same time new, lower premium rates.

The new carrier, Mutual Benefit Life Insurance Company, replaces Canada Life Assurance Company, which had been the carrier since the program was made available to Guild locals in the mid-1950s.

In a letter to locals participating in the insurance program, TNG Secretary-Treasurer Charles Dale emphasized that the switch was not made because of dissatisfaction with Canada Life's service, but because substantially lower rates were available from a number of other carriers.

The new rate per thousand dollars of coverage for U.S. locals is 84 cents, retroactive to June 1, compared to an old rate of $1.36.

The new rate for Canadian members was still undergoing revision, but Dale said it would be lower than the current 76 cents per thousand per month.

Dale also sent a letter to nonparticipating locals reminding them that the insurance program is available. Currently, 5,000 members in 25 locals and TNG members-at-large are covered by the plan.

To participate, all members of a local or unit of a local must be covered. Retirees can maintain coverage at the same rate as others as long as Guild membership is maintained.

Coverage is available in amounts of $1,000 or $2,000, as before. Dale said it is also possible under the new carrier for a local to obtain coverage in amounts between $1,000 and $2,000, but that the rate per thousand is higher for an amount between the two.

Dale said Mutual Benefit will in time issue new insurance certificates for covered members, but that for now the existing enrollment records and beneficiary designations maintained at TNG headquarters will be accepted by the company in processing claims.

There ought to be a law . . .

REAGAN'S PLAN FOR UNIONS?

Antitrust laws could splinter labor

This article is reprinted from "Memo from COPE," a newsletter published by the AFL-CIO's Committee on Political Education and edited by Ben Albert, a member of the AFL-CIO unit of the Washington-Baltimore Guild.

RONALD REAGAN was a six-term union president (Screen Actors Guild). He often refers to it with pride.

Yet, he is prepared to splinter the union movement and its members with the ultimate karate chop. He has called for bringing unions under antitrust laws.

No presidential candidate in modern times—including Barry Goldwater—has gone so far toward urging demolition of unionism as it is practiced in the United States. For, as surely as the eruption of Mt. St. Helens in Washington State exploded the mountaintop all over the landscape and changed forever its character, so would antitrust laws blast, fragment and disfigure U.S. unions.

Here is what Reagan said April 23, 1980 at St. Mary's College in South Bend, Ind.:

"I believe that labor union leaders have accumulated such power that we should look very closely at whether they should not be bound, as business is, by the antitrust laws. Labor has become so powerful and, bargaining on an industry-wide basis as they do, *I've thought for some time they should be subject to the same restraints that are imposed on industry and business*" [Emphasis added].

LEGISLATION to achieve it has been introduced repeatedly.

That it would devastate unions can be inferred by the identity of one of its sponsors—Sen. Strom Thurmond (R-S.C.). He has a 90 percent "wrong" score on the official AFL-CIO voting record, one of the most consistently anti-worker, anti-union records in the Senate.

In one blow, this could do more radical damage to unionism than all the separate union-busting proposals that comprise the corporate and right wing agenda.

The key word is *"could."* So broad could be the potential impact, of antitrust applied to unions that a transition period of years of judicial and employer-worker chaos would inevitably follow passage of such a law while the federal courts tried to sort it all out and unions and employers floundered in a no-man's-land.

However, based on the precedents of antitrust cases in the industrial sector and court interpretations of "restraint of trade" under antitrust, it is clear that unionism could be so bent out of shape as to be unrecognizable.

This is because practically every meaningful union activity almost by definition *could* be considered in "restraint of trade" within the meaning of the Sherman Antitrust Act. It would be left to the whims, fancies and prejudices of every federal district judge to decide what union activities do or do not restrain trade.

If such legislation accomplishes the purpose of having unions abide by the same rules employers must follow under antitrust—as Thurmond, and presumably Reagan, urge—then, on the basis of existing court rulings, the following union activities and structures could be affected through injunctions, judicial orders and heavy damage awards:

✓ Industry-wide and area-wide bargaining either by a single union or a coalition of unions could be prohibited.

✓ Bargaining over work rules could be drastically curtailed, if not eliminated, since any attempt to limit productivity by restricting application of new methods could be construed as in restraint of trade.

✓ Strikes that close down an industry nationwide—and strikes that close down an industry in a local market area—could violate antitrust and be subject to injunction.

✓ Pattern bargaining, where one national union or a local of a union signs a lead agreement and other unions or locals get their employer to sign the same agreement could be eliminated.

✓ Unions that have all or nearly all employers in a particular industry organized, either nationwide or regionally, could be dissolved.

✓ Nearly all union security provisions could be outlawed (achieving thereby the objectives of the right-to-work-for-less crowd) since they could be interpreted to control the workforce supply and thus be "in restraint of trade."

✓ Even agreements between different unions— and machinery to resolve disputes concerning union jurisdiction—could be prohibited since theoretically they would be between competitors and would consciously carve out markets.

✓ Product boycotts such as the grape and lettuce boycotts, the Farah and J. P. Stevens boycotts, could be prohibited, as could the existence and publicizing of an "unfair" list.

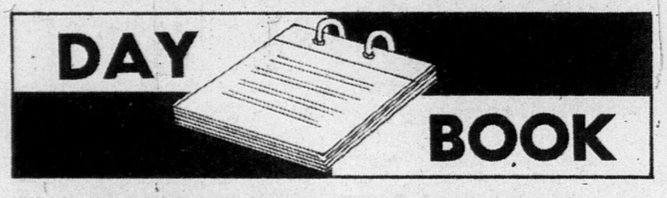
✓ Every strike, picketing activity and leaflet distribution in connection with any sort of labor-management dispute could be subject to judicial scrutiny and possible injunction. The entire body of law developed by the NLRB since 1947 concerning secondary boycotts, "hot cargo" and jurisdictional disputes could be erased and replaced in time by a new body of court-made law using anti-trust standards.

✓ NLRB bargaining unit determinations could be subject to drastic and unlimited court review to determine if they could restrain trade. All previous unit determinations could also face judicial overhaul.

IS IT FAR-FETCHED to think that passage of a law so crippling to unions is possible?

No more than the possibility of Ronald Reagan as President with a union-hating Congress elected to back him up either as a result of 1980 or 1982 voting.

If you've looked at the polls lately, it's not so far-fetched at all.



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.

Editorial

'1984' here early?

In George Orwell's "1984" the authorities have everything and everyone almost literally wired and use those wires to control everything and everyone by controlling the kind and amount of information the public receives.

That book, classified as a satirical novel, was first published in 1949, when 1984 seemed to be a long way off. Now the calendar says it's less than 3½ years away. Events are beginning to suggest it might be sooner. They involve holes that continue to be punched in the protections the First Amendment is supposed to offer against authorities being able to control the kind and amount of information published and more particularly its implied assurances of freedom from interference in gathering information for publication. Consider:

On July 26, seven agents of the county prosecutor's office, armed with a search warrant, spent 1½ hours rummaging through the desks and files in the news room of KCBI-TV in Boise, Idaho. They were looking for unedited videotapes shot inside the state penitentiary during a prisoners' riot. The prisoners had "asked specifically" for KBCI's Bob Loy "because they knew I could be trusted," Loy said.

Three days later, officers of the Georgia Bureau of Investigation ransacked the home files of a reporter for the Albany Herald, again under authority of a search warrant. They said they were looking for material about a recent escape of four convicts from a state prison. The reporter, Charles Postell, had notified police of the breakout after the fugitives had called him. Postell previously had written several stories critical of the GBI.

In May, police searched the print shop that produces the Voice, a monthly paper in Flint, Mich., apparently trying to discover the source of information confirming that some city workers were forced to donate money to the mayor's campaign.

Two years ago the Supreme Court sanctioned such surprise, warrant-backed searches in a decision involving the Stanford Daily. There are bills in Congress that would require authorities to seek information from innocent parties through subpeonas. This would force authorities seeking the information to be specific about what they seek and to establish the necessity for it. Among other things, it ought to put an end to aimless rummaging and disruption.

Many important stories about official misconduct, as in Watergate or as a mayor demanding campaign contributions, and official negligence, as in a badly run prison, would never come to light without reporters being able to obtain information on a confidential basis, and keep it that way.

A Senate bill that would require warrants for information held by reporters and others in public communications has been approved by the Judiciary Committee. The House Judiciary Committee has approved a bill that also would ban surprise searches of other third parties not suspected of a crime.

The House bill is the one that should be passed and quickly. It would most nearly restore the Constitutional guarantees against unreasonable search and seizure abridged by the Stanford decision. That limit on police powers existed for decades without visible harm to law enforcement.

The Guild Reporter

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Editor

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