The GUILD REPORTER

OFFICIAL PUBLICATION OF THE NEWSPAPER GUILD (AFL-CIO, CLC)

Vol. XLVII, No. 15 Washington, D.C. August 22, 1980

SEATTLE EEOC PACT

Training, bias-pay funds established

Seattle — Hearst's Post-Intelligencer has agreed in a settlement with the Equal Employment Opportunity Commission to set up an $89,500 training fund plus a $90,500 fund to compensate persons who may have suffered discrimination because of their sex or race during the past 11 years.

Under the latter, a price has been assigned to each of a variety of discriminatory employment practices.

The agreement, approved by a federal judge Aug. 13, settles a race and sex discriminaiton suit the commission filed in 1973 after investigating a 1971 complaint by a composing room apprentice that the company discriminated against men because it failed to provide them with the rest breaks and lounge facilities it provided women.

As part of the agreement, the company pledges not to discriminate because of sex in providing lounge facilities and rest periods.

A committee composed of a representative of the EEOC and one of the company will be formed to consider claims of alleged bias victims who seek monetary relief from the $90,500 fund.

Individuals are eligible for the following payments from the fund if they have been discriminated against since Jan. 1, 1969:

✓ Up to $100 each for men who were denied the same rest breaks as women, with a maximum of $2,000 to this group.

✓ Up to $2,000 each for women who were denied maternity leave due to a three-year service requirement, with a maximum of $20,000 to this group.

✓ Up to $1,000 each for women who were compelled to take maternity leave at the end

(Continued on Page 6)

Cleveland urges U.S. to investigate EEOC

Cleveland—The Cleveland Guild has called on Congress to investigate the Equal Employment Opportunity Commission's handling and settlement of sex discrimination charges initiated by the Guild ten years ago against Scripps-Howard's Cleveland Press.

The local's executive board, in a resolution adopted July 22, condemned the EEOC's "conduct of the case . . . and its failure to secure justice for women" working for the Press.

In December the EEOC and the paper, without consulting with the Guild, agreed to settle a sex discrimination case stemming from charges filed by the Guild in 1970. In making the settlement the EEOC broke a "firm commitment to the . . . Guild and the women it represents to advise and consult with it regarding any proposed settlement," the local charged.

The consent decree, entered by the EEOC and the Press and approved by a federal court, greatly reduces the Guild's ability "to bargain for adequate relief to remedy continuing discrimination," the resolution asserted. It also charged that the monetary award to selected but unnamed women impaired the local's "duty to insure" that full relief was provided for all affected women.

Under the settlement the Press agreed to pay a total of $2,978 to a group of women whose number and identity were sealed by the court.

(Continued on Page 6)

Citizens' Voice profiles 'who are we?'

Wilkes-Barre, Pa. — The 46,000 subscribers of the Citizens' Voice, strike daily of the four unions striking Capital Cities' Times Leader here, are getting to know a lot about the strikers who have been putting out the Citizens' Voice six days a week since the strike started nearly two years ago. They're learning about them one at a time through a series of "Citizens' Voice profiles" that began running in the paper early this year.

Among the dozens of strikers profiled to date are Anne Poskaitis, right, who heads up the strike paper's business office after having worked in that department at the struck paper since 1935.

Her first strike was for five days in 1937 when the young Wilkes-Barre Guild struck for recognition. She was on the local's executive board at the time. Less than a year later she and the local struck for nearly six months before winning a Guild shop.

Others profiled include printers—like Charles Hughes, Joe Cameli and Tom Murray — who are selling advertising for the Citizens' Voice, as well as printers, pressmen and stereotypers who are practicing their own trades for the strike paper.

ANNE POSKAITIS, 45 YEARS IN THE BUSINESS OFFICE

Among them: Jim Conlon, a stereotyper who is fire chief of the township where he resides; Bob Stankiewicz, a pressman who ties his own fishing flies; Don Secor, a printer turned outside classified salesperson whose mother once was a classified telephone salesperson.

Other Guild strikers profiled include: Suzanne and Tony Pavloski, a husband-wife, reporter-circulation team; Joan Vivian, the Voice's classified manager who with her husband plays a leading role each year in putting on the city's biggest parade, on Veterans' Day; Louie Zath, a mainte-

(Continued on Page 6)

Court returns ethics case to NLRB

Washington — The U.S. Appeals Court here has overturned a three-year-old ruling by the National Labor Relations Board that the Pottstown (Pa.) Mercury has to bargain with the Guild only about penalties for violation of a unilaterally promulgated ethics code but not about the provisions of the code itself.

The paper may not have to bargain about either, said the court in an Aug. 13 ruling by a three-judge panel.

Gannett pays $1,850 in ethics code dispute ..... Page 3

It ordered the NLRB to examine the individual provisions of the code and determine which of them may be "central to the Mercury's interest in the preservation of its legitimate managerial prerogatives." The Mercury is not required to bargain either about any of the code's provisions that are, or about the penalties for their violation, the court said.

It cautioned, however, that that kind of code provision must be "narrowly tailored to the protection of the core purposes of the enterprise" and that restrictions that may be appropriate for some reporters may be inappropriate for others and employees in other

(Continued on Page 6)

Reuters pact vote ends strike

New York—Members of the New York Guild's Reuters Unit began returning to work Aug. 17 after ratifying a new three-year contract with the British news agency to end their strike against the agency's U.S. operations after 25 days.

The contract calls for an increase of 6.75 percent for all employees retroactive to Jan. 1, the agreement's effective date, and increases of 6.25 percent at the start of its second and third years. Cost-of-living increases are also due in the second and third years if the annual increase in the Consumer Price Index exceeds 7.25 percent.

The negotiated increases would boost the top minimum for correspondents and desk editors by $115, putting it at $678 in 1982.

New York Guild Executive Vice President Harry Fisdell reported, however, that new hires in this and other classifications will be covered by a second, somewhat lower tier of minimums.

While all the new minimums had yet to be worked out Aug. 20, Fisdell reported that the lower-tier minimums would be higher than those in the expired agreement.

The Canadian Wire Service Guild's six-member Reuters unit also returned to work with the

(Continued on Page 2)

AO = diplomat, accountant, confessor . . .

AN INTERIM INSIDER'S VIEW

By R. EMMETT MURRAY
Pacific Northwest Guild

I THINK I KNOW how Harry Truman felt when, after his first sudden day in office, they told him about the Bomb.

My bomb fell on me three days before I was even officially into my seat Feb. 25 as interim administrative officer (AO) of the Pacific Northwest Guild: The Seattle Post-Intelligencer had just sacked five editorial artists. Its reason? "The P-I is de-emphasizing line art . . ."

As Harry would've said, it was a helluva way to start.

Ironically, I hadn't even applied for the job. When Hugh Harrison announced his resignation as AO late last year, several people in the Seattle Times newsroom (where I normally work as an assistant city editor) asked wasn't I going to put in for the vacancy. My reply was always no, I didn't think I was ready, that I needed another five years before tackling something so demanding.

Instead, I got on the local's screening committee that ultimately hired veteran bargainer Bob Bruner from New England. Only trouble was, there would be a three-month gap before Bruner could move his family and belongings from New Hampshire. There would have to be an interim AO. I was tagged.

How do you cope with five professional lives that have suddenly been posted with "Dead End" signs? I was not sure I could. One of the artists had been at The P-I 29 years. What do you say, "Gee, I'm sorry"? The maddening thing was that, under the terms of the contract, there was little the

(Continued on Page 4)

Costa Rica 'encounter' emotional, educational

By WILLIAM T. DAVIS
San Jose Guild

When TNG's 1980 Convention passed a resolution to make it clear that the strictures on TNG involvement in international trade-union activities apply equally to locals and members acting in the Guild's name [Guild Reporter, July 11], it noted that the San Jose Guild had been "unaware that its action was subject to question" when shortly before it had accepted an invitation to send a representative to be an instructor at a seminar for Latin American reporters on human rights and press freedom.

The convention authorized the San Jose Guild to "keep its commitment at TNG expense."

Davis, an at-large TNG vice president, a leader of the local for more than two decades and a former local and TNG fulltime representative, participated in the sessions, held in mid-July in San Jose, Costa Rica. The Guild Reporter asked him for a report.

THE SIX-DAY conclave opened at 9 a.m. July 14 in San Jose de Costa Rica under the sponsorship of the Inter-American Regional Organization of the International Federation of Commercial, Clerical, Professional and Technical Employees (IRO-FIET).

This international union secretariat dates back to 1921 and claims six million affiliated workers world wide. Its regional office, located in Curacao, is headed by a tough-old fascinating U.S. trade unionist by the name of Elmer Foster. He comes out of the old Retail Clerks' [now part of the Food & Commercial Workers'] union and has held his elective post the past 15 years. He is IRO-FIET's only Yankee employee/officer.

More than 80 percent of the organization's financing, according to Foster, comes from per capita's and contributions from labor organizations—primarily from the AFL-CIO, the Food & Commercial Workers and European clerical unions. The remainder comes from agencies and foundations that have direct or indirect connections with some corporations and governments.

There are no strings, says Foster, and IRO-FIET has full control of the funds and how they are spent.

The Costa Rica seminar, attended by more than 50, was conducted United Nations style with earpieces and simultaneous translations in Spanish and English. Most of the lectures were delivered in Spanish.

Lecturers spoke in 90-minute blocks, followed by extensive question-answer periods and free-wheeling delegate participation.

Aside from Latin American journalists, including a couple of directors (chief editors) and a college professor, the lecturers included such persons as Leonard Sussman, executive secretary of Freedom House, and Manuel Ventura, associate secretary of the Interamerican Court of Human Rights.

MAX ROLLAND, secretary general of the Union of French Journalists, and its delegate to the International Federation of Journalists, discussed newspaper unionism in France and the role of the IFJ.

The Guild delegate delivered two lectures on the structure and objectives of TNG, with an emphasis on the main topics as they relate to collective bargaining and the activities of TNG. These lectures prompted several informal sessions later on the history of the Guild and the U.S. labor movement.

The principal message coming out of the seminar was that human rights and freedom of the press are entwined. You just don't have one without the other.

There also was a consensus, not surprisingly, that Latin America's problems in these areas have no parallel in North America and Western Europe.

With few exceptions, Latin American journalists face adversities in plying their trade that make the problems of the Canadian or U.S. reporter seem like a piece of cake.

The seminar and private conversations of off-time were replete with tales of imprisonment, kidnapping, torture, and murder.

A Guatemalan reporter in exile in Costa Rica told of seeing his mother and father slain by a death squad that was looking for him. Another Guatemalan journalist who had escaped those seeking him only hours earlier described his flight across the border.

While North American journalists' severist punishment or reprisal is discharge (or, economic capital punishment, as some unionists are prone to call it), journalists throughout much of Latin America fear assassination.

To a lesser degree, Latin American journalists often find themselves being censored, harassed, fired, barred from news sources, or forbidden to write/publish/broadcast facts once they are obtained. If the journalist is not hamstrung personally, he or she may find his or her newspaper or broadcast station closed—or nationalized.

Because of these constant threats to press freedom, livelihood, and right to work at their craft, Latin American journalists often find themselves allied with their bosses—the chief editors and the publishers.

Latin American working journalists' organizations, with some exceptions, are not unions as we know them. Their first priority is trying to achieve a modicum of press freedom and human rights. Their enemy of the moment is not the employer, but government and terrorist groups of both the left and the right.

As a result, the journalist works long hours for low pay and almost no benefits. Moonlighting is essential to support one's own self, let alone a family.

In Brazil, where there is a journalists' union—one that numbers 60,000 members—it is absolutely necessary to have a second occupation. The government limits the journalist's paid working time to five hours a day.

Seminar participants came from more than a dozen countries, ranging from such democratic nations as Venezuela and Costa Rica to those with oppressive governments like Chile.

SOME SCHEDULED delegates didn't make it—one, a Guatemalan, because he had been murdered; another, a Paraguayan, because he had been imprisoned. Others simply didn't show, without explanation. One can only speculate as to why.

Of those who did attend, many did not wish to wear name tags or have their names printed in any reports such as this.

A few freelance journalists attended, including Berit Eriksen, the Norwegian reporter and author whose most recent book, "Night and Day," describes her experiences living in the dictatorships of Latin America.

Following individual conversations with most of the participants, usually aided by an interpreter, I concluded that the vast majority wants whatever support and help can be mustered on their behalf.

They look to the IFJ, unions, professional associations, and whatever else, without regard to country of origin. Funding is of little concern. They judge principles and performance and are wary only of an organization they fear may be in league with an oppressive government.

They do not want unsolicited direction from North American newspaper unions, but they do want advice and assistance.

For me, the "encounter" was an emotional experience as well as an educational one. If asked again, I would go again.

No Ludlows there either

IT TAKES 17 hours, including air terminal stopovers, to fly from Northern California to Costa Rica. If you depart from San Jose, you take a "red-eye." And when you arrive, you're still in San Jose.

The two cities seem to have much in common. They speak a lot of Spanish in San Jose de Costa Rica, and the architecture looks very Californiano. But, a Yanqui copy editor might expect to see a different kind of newspaper plant.

It should be a place where all those old Norte Americano linotypes and Underwoods go for many more years of productive, albeit simple, service. A tour of La Nacion, the country's largest newspaper, should bring back pleasant memories. Si? No.

The plant is modern—very. When it is noted that your own employer's plant back in California was termed (somewhat derisively) the "Taj Majal" by employees at its opening a dozen years ago, the sub director (associate editor) of La Nacion grins and nods.

For nostalgic reasons you hope for old familiar sights and sounds. But there are no linotypes, no wire machines; almost no typewriters. There are no Ludlows, no turtles, no chases; no leads or slugs.

The workers—in composing, advertising, classified, the newsroom—are chained to tubes. The eyes of some look like two chunks of glowing charcoal in a snowbank.

But, by God, there is a difference. The words on the tube are in Spanish.

Reuters members approve contract to end strike

(Continued from Page 1)

end of the U.S. strike. Canadian Reuters members had refused to work after striking U.S. members extended their picket line to Reuters in Toronto and Montreal.

The Guild's contract with Reuters in Canada has been expired since March 31. Two conciliation sessions had been held since the employees returned to work.

The U.S. agreement, ratified by a vote of 77 to 18, also includes substantial increases in shift differentials, mileage and per diems, and adds a sixth week of vacation for employees with 25 or more years of service.

The differential for employees working the night shift is increased by $2.50, to $6 a shift. The differential for employees reporting to work after midnight is raised by $3.25, to $7.50 a shift.

The mileage rate for employees using their vehicles on company business is raised to 30 cents a mile this year, 33 cents in 1981 and 36 cents in 1982. Per diems go to $30 this year, $32 in 1981 and $34 in 1982.

Provision is also added for company payment of supplemental hospitalization coverage for retirees and surviving spouses.

Employees are given the option of coverage under a new U.S.-based retirement fund or remaining under the British-based one. The new plan, unlike the other, includes vesting credit. An employee switching to the new plan is guaranteed a retirement benefit no less than that under the older plan.

Programmers, sales representatives and some news supervisors are excluded from coverage under the new agreement.

Members of the National Union of Journalists struck Reuters home office in London during the first week of the U.S. strike. The NUJ struck after 18 members were sent home when they refused to handle struck copy from the U.S. They returned to work after management agreed NUJ members would not have to handle the "blacked" copy—headed for or coming from the U.S.

Members of the National Society of Operative Printers, Graphical and Media Personnel joined the NUJ's stoppage for a day and a half, but telecommunications technicians, represented by the National Graphical Assn., worked throughout the strike.

TNG President Charles A. Perlik, Jr., and Fisdell went to London during the strike in an effort to consolidate support of all unions there with members at Reuters.

Guild is certified at Journal in Philadelphia

Philadelphia — The National Labor Relations Board on July 24 certified the Philadelphia Guild as bargaining representative for editorial employees of the Philadelphia Journal who voted for the Guild by 23 to 16 in early May.

Certification of the result was delayed by employer challenges.

In the interim the Guild charged the Quebecor-owned daily sports tabloid with violating the National Labor Relations Act on three counts:

✓ Issuing unwarranted disciplinary notices and suspensions against an employee who earlier had filed charges.

✓ Cutting back on overtime work available to two other known Guild supporters in retaliation for their Guild sympathies.

✓ Taking away a substantial part of an employee's work for "union reasons."

Printed in U.S.A. 2nd-class postage paid in Washington, D.C. and additional mailing offices, issued semi-monthly, except monthly in February, December at 1125 15th Street, N.W., Washington, D.C. 20005. $10.00 a year. ISSN: 0017-5404

AEJ board urges intern pay, convention action is postponed

Boston—The executive board of the Assn. for Education in Journalism has unanimously approved a set of recommendations on the operation of for-credit internship programs that includes a call for interns to be paid "at the prevailing entry-level salary for inexperienced employees."

Four days later, however, the AEJ's 1980 Convention voted to postpone consideration of endorsement of the recommendations until next year after some delegates expressed concern that some of them—particularly those dealing with working and credit hours as well as pay—might be too restrictive.

The recommendation on intern pay states that an internship "should be a professional experience, one that encourages professional development," continuing:

"Professional activities signify services performed that have economic utility. Therefore, intern performance should be recognized through pay at the prevailing entry-level salary for inexperienced employees.

"Interns should, if they are ready for the experience of an internship, be able to perform at a level sufficient to make some economic contribution to hosts. The absence of compensation in this context is a form of exploitation. It can implant the idea that hosts do not place value on the interns.

"Additionally, the number of interns is increasing and they are competing, at least in a marginal way, with the graduates of our programs. This is unavoidable, but the absence of pay balances the scales against new graduates of our programs, not our interns."

The recommendations are the product of a special nine-member, AEJ committee appointed to study internships late in 1978. Co-chairs were John Stevens of Michigan and Bob Carrell of Oklahoma. Other members included Charles Arrendell of Alabama, Barbara Strauss Reed of California State in Los Angeles, William Dulaney of Penn State, Mark Popovich of Ball State, Joe Scanlon of Carleton University in Ottawa, James Hoyt of Wisconsin and David J. Eisen of TNG.

The committee's report called its recommendations "minimal." Other recommendations include:

✓ Selection of interns and their assignment "hosts" should be by "the academic unit" or by employers "from candidates approved by the academic unit."

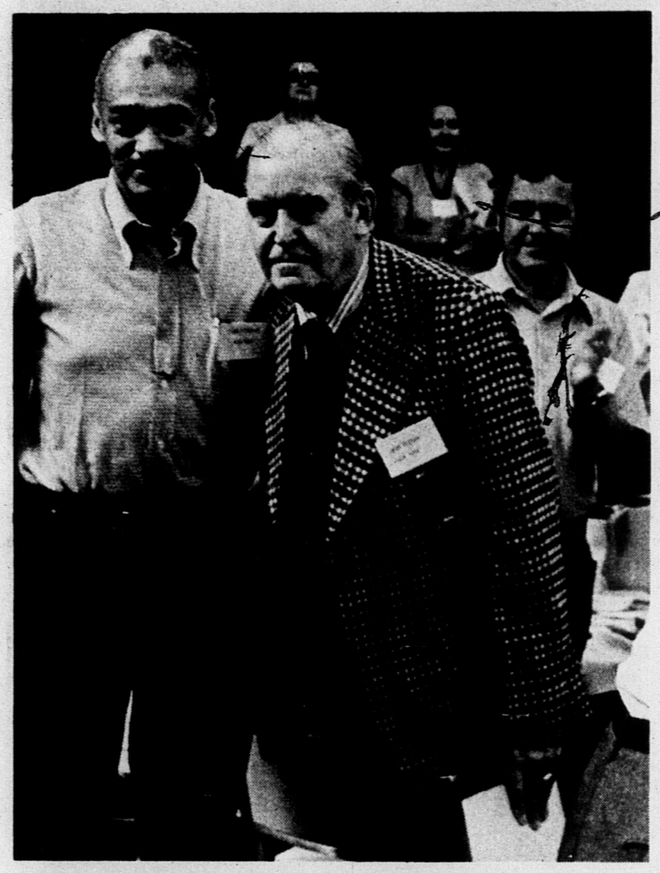
✓ Contact between the school, the newspaper and the intern should be no less than weekly and regular reports by the intern should be filed with the school on days and hours worked and the kind of work performed.

✓ Interns should be evaluated at least twice during their internships, by both their schools' intern supervisors and the papers for which they are working.

✓ Each school should establish a minimum number of hours to be worked per credit hour and a minimum duration of internships—"under no circumstances . . . less than eight weeks."

The committee also observed that its recommendations "demand that the academic unit place substantial resources behind" an internship program and cited a need for "adequate compensation" for internship supervisors "through additional pay, travel and/or release time from other responsibilities."

AEJ convention delegate reservations about the pay recommendation included concern over the absence of the possibility of exceptions for nonprofit organizations.



JACK DEEGAN, RIGHT, AT 1974 TNG CONVENTION
Delegates paid tribute to him and other retiring leaders.

Deegan, N.Y. ex-leader, at 70

New York—John E. (Jack) Deegan, who retired as executive vice president of the New York Guild in January 1975 after more than 30 years of full-time work for the local, died Aug. 10. He was 70.

Deegan had been executive vice president for four years when he retired. Before that he had served as the local's full-time secretary-treasurer from 1964 and had served an earlier term as secretary-treasurer in the late 1940's.

He joined the New York local staff in 1944 as an organizer and returned as staff director after his first term as secretary-treasurer.

A circulation branch manager for the old Brooklyn Eagle, Deegan joined the Guild in 1937 after that year's Guild convention extended membership to commercial-department employees. Three months later, the Guild struck the Brooklyn Eagle for a contract covering commercial as well as editorial department employees.

Deegan served as unit vice chair during the three-month strike and later as unit chair.

In 1946, on loan to the international staff, Deegan assisted in organizing the editorial department of the Buffalo Evening News and was chief bargainer for the first Guild contract covering that group of employees.

In 1949, Deegan was an unsuccessful candidate for ANG executive vice president, losing to the incumbent, the late Sam B. Eubanks.

In a candidate's statement published in the Guild Reporter prior to the 1949 election, Deegan said he had "helped sweep communists out of [the] New York Guild."

As a regular delegate to Guild conventions over three decades, and as a principal spokesperson for the Guild's largest local, Deegan was widely known among Guild members not only for his union work but also—as one of them noted during a tribute to him at his last convention as a delegate in 1974—for his "humanity and good companionship."

Noting that the relationship between TNG and its largest local inevitably is sometimes a difficult one, TNG President Charles A. Perlik, Jr., told that convention that Deegan had helped "immeasurably to make that relationship a meaningful one."

"When he agreed with us there was no stopping us," the executive officer of another local said, adding, tongue - in - cheek, that "even when he was wrong, it was a pleasure to do battle with him."

Perlik represented TNG at services for Deegan Aug. 13 at St. Agnes Cathedral, Rockville Center, L.I.

Survivors include his wife, Peggy, a son and three grandchildren.

DAY BOOK

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.

No hazards found in babies probe

Toronto — Ontario's Labour Ministry has reported that the first two phases of its investigation into possible causes of birth defects in four children born to Toronto Star employees who had been working on video display terminals have shown that neither radiation nor chemicals to which they might have been exposed at the Star exceed existing safety standards [Guild Reporter, Aug. 8 and July 25].

Radiation tests on all 296 VDTs at the Star produced maximum X-ray readings of 0.05 milliroentgens per hour at five centimeters while the maximum permissible under federal regulations is 0.5, the ministry reported.

And no radiofrequency or microwave readings greater than 0.05 milliwatts per square centimeter at five centimeters were detected, the ministry said.

While there are no legislated standards for the latter, it said that the standard for microwave ovens—1 milliwatt per square centimeter—is "appropriate for comparison."

Tests for possible exposure to chemical hazards also were conducted, the ministry said in its report, and none was found. In a letter to the Southern Ontario Guild accompanying the report, the ministry said that while it feels the possibility of the mothers having been exposed to chemicals that might have had an effect on their unborn babies was "very remote," the ministry is checking with manufacturers of substances whose chemical composition was not readily available.

The ministry said it has now begun the third phase of its investigation—an examination of the medical histories of the mothers and their families.

Gannett pays $1,850 in ethics code dispute

Rochester, N.Y.—An arbitrator has ordered Gannett's Rochester dailies to pay a photographer more than $1,850 as compensation for income lost when the company unreasonably forbid him to cover the 1980 Winter Olympics on his own time for the Lake Placid Olympic Organizing Committee.

While the Rochester Guild's contract with the Times-Union, Democrat and Chronicle enumerates a variety of outside activities that must be approved in advance, it also requires reasonable administration of that part of the contract.

The company did not act reasonably when it denied the grievant permission to serve as one of ten official photographers for the olympic committee, the arbitrator ruled.

The company had argued that permitting the grievant to accept the assignment would have created a potential conflict of interest that could have endangered the papers' public credibility. It cited the public relations nature of the assignment, the fact that some corporations funding the committee were advertisers in the Rochester newspapers and that the committee itself was a news source.

The company also argued that photos the grievant would have taken for the committee might have been used by competing publications.

But arbitrator Joseph Shister said that the mere possibility of a conflict of interest and damage to the company's credibility did not justify withholding permission.

To find that the company acted "reasonably" there would have to be "evidence indicating that there was a significant probability of a potential conflict of interest and damage to the company's credibility . . . for conceptually speaking, anything is possible," Shister said.

The evidence presented did not uphold such a finding he ruled, pointing out that another photographer from the Rochester papers, not the grievant, was assigned to cover the olympics for the paper. This eliminated any significant probability of a conflict of interest being created by the public relations nature of the work, the existence of company advertisers supporting the committee or the fact that the committee was a source of news, he said.

"Moreover," the arbitrator said it was "relevant and material to note" that the company often uses, without attribution, photos supplied by Kodak even though that company is an "important source of news."

Shister also found that there was no showing of a significant probability that photos the grievant would have taken for the committee would have been obtained and used by media in competition with the company.

He cited testimony and evidence that only "relatively small media organizations" did not send representatives to cover the games and that committee photographers were allowed to take photos for unrepresented organizations "only on a very limited basis."

Shister also criticized a company witness for revealing that two other news organizations had denied photographers permission to work for the olympic committee, but not volunteering information obtained by the company about a paper that had permitted one of its photographers to accept the offer.

The grievant was awarded $600 to reimburse him for the fee he would have received from the committee and $1,250 for freelance fees he would have earned. The arbitrator also ordered that the company reimburse him for the actual amount he spent for food during the 12 days he would have been in Lake Placid.

He denied the Guild's request for lodging reimbursement, however, saying that the grievant would have incurred housing costs for his residence even if he had gone to Lake Placid. Compensation for the cost of a uniform the grievant would have received was also denied.

AO = diplomat, accountant, confessor . . .

(Continued from Page 1)

Guild could do about it.

Notice of the sackings came down Friday (the five were given a month's grace). I tried all Saturday to reach Dan White, the P-I's director of employee relations. I finally got him at home at 7 p.m. There was a pained and embarrassed weariness at the other end of the line.

"It's not a particularly happy thing we're doing," White said. ". . . We realize there is concern . . ."

CONCERN DIDN'T really describe things too well. The next day during a meeting with local President Barbara Davis, P-I unit chair Anna Padia and a few others one of the artists walked into the Guild office. He was as if poleaxed.

He had been at The P-I 25 years. He had only three years to go before retirement. He mumbled. He babbled. At times he was incoherent.I remember thanking God he didn't drink.

The others left and I started making phone calls all over the country. One was to TNG Secretary-Treasurer Chuck Dale. After appropriate cursing and commiseration, he said, "Emmett, I can guarantee you only one thing: You're going to be doing a lot of handholding. Don't let go. As visible head of that local, you're the court of last resort for those men."

The first resort of the court was to sit down with local officers and others and plan what to do next. We had since met with White and got little more than condolescences and promises to help the artists get other jobs. We decided that peaceful—but effective—protest was the only way.

So on March 4 Guild members, pressmen, printers and Teamsters at the P-I sported red armbands and buttons saying "PEOPLE are essential." The bands were, as the accompanying leaflet said, "because I'm mad as hell and I'm not going to keep quiet anymore;" the buttons were in response to White's telling us, "We're looking at the essentiality of *all* jobs."

It was almost festive. Comaraderie abounded. It made TV. The publisher was embarrased. People were saying they hadn't seen such solidarity at the paper in 40 years. It only hurt when I cheered.

Those five years of "experience" I needed were already popping my belt buckle. Please don't let anything happen to Bruner. I secretly prayed. If this is only *acting* AO, what must the *permanent* job be like? Well, three months pass quickly.

But, of course, I didn't really want them to. At least one part of me didn't. I was perceiving a whole new dimension to my local and its members from this side of the pie card that 20 years on the other side wouldn't have given me. Besides, I was slowly getting training in how to be father confessor, psychologist, strategist, negotiator, diplomat, accountant. labor-law expert, delegater of responsibility, juggler of schedules, co-ordinator, mediator, thinker-on-one's-feet and hand-holder.

That's training—not expertise.

SOME OF IT could be amusing, though. Like the time an anonymous male voice on the phone asked if there was anything the Guild could do about a certain P-I supervisor that was making everyone's life miserable.

"Is he violating the contract in any way," I asked. "Is he disciplining anybody? Changing their hours? Docking them; whatever?"

"No, not really. He just goes around making nasty remarks about everybody."

"Then you're asking if there's anything in the contract that forbids somebody from being a son-of-a-bitch?"

"Yeah, that's about the size of it."

AN INTERIM INSIDER'S VIEW

"There isn't."

Or the time, at the request of Tacoma News Tribune member Jerry Shade, I wrote that paper's labor-relations director, Cecil Elliott, asking him whatever happened to the gasoline employees used to be able to get, at cost, at the company pump.

"You may be interested in knowing," Elliott wrote back after explaining the intricacies of gas allocation, "that another reason is that a Guild employee, after gassing up, drove off with the pump hose still in his tank."

There were occasional moments of satisfaction, too. One was the time Dave Eisen, TNG's Director of Research & Information, forwarded data that a certain model of Teleram (a "remote sending device" with a video display terminal) may be giving off harmful radiation and therefore warranted special shields.

Jacques Rupp/Seattle Times Unit/Pacific Northwest

Knowing the Times had Telerams in its suburban bureaus, I passed along the letter to management. I expected a grievance ("after all, 'may' is no proof"). Instead, I was told the managing editor ordered the shields the very next day.

But there was little humor or satisfaction in much of the workload. There were days I felt I had been slogging up the hip-deep ash of Mount St. Helens. There were other times I felt like a forest-fire fighter with a hand extinguisher, little pocket blazes constantly breaking out behind.

And an AO—even an interim one——learns very fast that no matter how trivial some of those blazes may seem to him, they are very searing to the individual Guild member caught in them. For instance, how you qualify or quantitify any of the following, abridged from three months of telephone notes?

- ✓ Night circulation clerks at the Times are forced to take a rain-slicked outside stairway to and from their breaks because "there have been thefts in the newsroom."
- ✓ Veteran inside salespeople at the P-I apply for an opening in higher-paid outside sales only to be told they won't be hired because they'd have to come in at entry level.
- ✓ A copy editor has been on the P-I "extra board" for more than 10 years, meaning he's been putting in shifts—sometimes for two weeks at a time—on an as-needed basis. He is told his services are no longer wanted; that he's never indicated he wanted the job full-time anyway. He says they never asked him.
- ✓ A special "desk" is set up at the Tacoma News Tribune where customers can place small ads without going through the usual channels. But the women who staff this desk, who are now doing the duties of inside-classified personnel, are still being paid at clerks' rate.
- ✓ A Times columnist is reduced to general assignment, both he and management admit, because of a "personality conflict." Is not the Times in violation of a contractual clause governing transfers from one sub-department to another?
- ✓ A P-I reporter did a story whose subject is now threatening a libel suit. They want her notes *now*. She is reluctant to cede them.
- ✓ A Times circulation district manager reports, as ordered, for a naval-training stint. But despite the Guild contract regarding military leaves, he is denied proper payment under such circumstances. Reason? "He already had a military leave once before; we don't have any further obligation."

And so on. Each, had to be addressed, responded to or grieved, if necessary. Even, with cause, moved to arbitration—as happened in the last example. But under no circumstance could any one of them be ignored or neglected, except in peril of being called incompetent—and much worse. And, as the fledgling AO had to remind himself, I was *their* employee, not the other way around. The buck really *did* stop at that Pleistocene piece of furniture Bruner later dared me to call a desk.

Another thing a green AO quickly learned is that little, if anything, that was accomplished or tried was possible without the office manager and her assistant. Administrative officers came and went—this local has had five in the past ten years—but Betty Jones has been managing the day-to-day financial and paperwork affairs of PNNG for 17 years. She was not only able to tell me where the bodies were buried, but the composition of the earth that covered them. And Carol Major, who worked part time as typist and amanuensis, would actually make me appear literate and concise from time to time. And they both phone-screened me from the real nuts—mostly outsiders. I never had it so protective.

STILL, THERE was this recurring dream most of those three interim months: I was in command of an outpost somewhere, surrounded by aides and staff—but still alone, I knew I had troops behind me, but I couldn't deploy them. We knew the enemy was out there, because every once in a while there'd be a flash and one of our number would go down. But the only way we could retaliate was by citing the rules of the codebook, and we only met in truce by day, smilingly, so as to make us forget about those night snipings.

I'm being overly dramatic, and I use the word "enemy" very reservedly. Obviously, if the Guild and publishers faced off as deadly foes, very little would get done. I learned to smile a lot. And I learned when *not* to say something, which is every bit as important as saying something.

In fact, at times after a sweet-and-sour meeting with White, Elliott or Cavanagh, I would begin to question the whole American ethos that pitted labor and management in necessarily adversary roles. This might have worked well in the 1880s and '90s and the 1930s and '40s, I reflected, but does it hold true for the 1980s? I wondered whether the United Auto Workers might have scored a breakthrough recently by having one of theirs sit on the General Motors board and getting a start on pulling the whole disparate thing together.

But wait a minute, I would remind myself, it isn't labor or the Guild that's hiring $500-a-day lawyer-consultants nowadays to see how best to break a union. And hadn't it been my own observation that most—though by no means all—newspaper publishers were just this side of the Jurassic when it came to liberal labor-management relations; that the very mention of voice in the product sent ondulations of apoplexy through the glass cages? To hell with it, I concluded, let Bruner (Jeez, I wish he'd hurry) sort out all the philosophical nuances.

I don't know if Bruner has. Right now he's embroiled in the toughest Guild contract bargaining seen in Seattle in three decades and, thanks to the Times, unit-clarification hearings with the NLRB. But doubtlessly long ago he learned the pitfalls of smugness that an interim AO can easily fall into.

IN THE WANING days of my stint, a Times circulation employee called to say he wanted to sever ties immediately with a major medical provider in the contract because of "shoddy treatment." Problem was, he fumed, the Times said he couldn't. Could I help?

Jones and I made some phone calls. She scored first. Yes, she was told, that could be done providing certain conditions were met. I got back to the guy.

"Look," I beamed victoriously, "all you have to do is write a formal letter to the Times, with a copy to the health provider. Better send this office a copy, too."

"Great, hey thanks," he bubbled. "That's care of Emmett Watson?"

(Emmett Watson is a columnist for the P-I).

GR SAVINGS SEEN

Postal-rate equity proposed by ILPA

Washington—The Guild Reporter could pay for mailing three of its issues each year with the savings it would realize under discounts for sorting copies by zip codes and carrier routes before they are mailed proposed to the U.S. Postal Rate Commission Aug. 13 by GR editor James M. Cesnik.

Larger circulation union and other nonprofit publications would save even more from their ever-escalating second-class postage bills and, at the same time, the U.S. Postal Service would realize a net cost saving of about $10 million a year under the discounts Cesnik proposed on behalf of the International Labor Press Assn., which he serves as president.

The discounts proposed are the same kinds as for-profit publications already receive, Cesnik pointed out.

In fact, if presort discounts are not extended to nonprofits, some of them may soon be able actually to save money by giving up their nonprofit status and mailing at regular second-class rates, where they could receive the discounts, Cesnik said in a submission to the commission.

And that, he said, would be "contrary to my understanding of the congressionally mandated treatment of nonprofit mail—that nonprofit rates be lower than regular rates."

Cesnik proposed that nonprofit mailers receive a discount of 1.5 cents per piece for presorting to zip codes' five digits—0.7 cents immediately and the rest phased in over several years—and 2.2 cents for presorting to carrier routes—1 cent immediately.

Both for-profit and nonprofit mailers already are required to presort by zip codes, but only for-profit mailers now receive a discount for doing so—1.6 cents per copy.

In addition, both for-profit and nonprofit mailers are encouraged by the Postal Service to presort to carrier route, but a postal-rate discount now is offered only to for-profit mailers that do so—2.6 cents per copy.

Pointing to testimony by witnesses from the Postal Service in both the present and a previous rate case, Cesnik noted that postal workers perform "the identical tasks in the identical manner and in the identical time" whether dealing with nonprofit or for-profit publications paying second-class rates.

It follows, he pointed out, that the cost savings to the Postal Service when the mailer presorts the publication is "likewise identical."

His proposal for a 2.2-cent discount for presorting to carrier route would be about half the amount the Postal Service itself estimates it saves by carrier-route presorting, Cesnik said. Even if only half the 2.4-billion-copies-per-year of union and other nonprofit publications could be mailed under the carrier-route presort discount, the Postal Service would save more than $25 million a year over and above the discount, he estimated, pointing to data indicating that the estimate is probably "ultra conservative."

An analysis of the circulation of the Texas AFL-CIO News—chosen "to err on the side of conservatism" since it does not have the geographical concentrations of circulation that could be expected in more unionized states—showed that 77 percent of its 324.000 copies per issue would qualify for the carrier-route discount, Cesnik noted.

Coupling his proposed discount for zip code presorting with the carrier-route presorting would still leave the Postal Service with a net savings of about $10 million dollars, he added.

Cesnik disputed previous observations by the Postal Rate Commission that the annual increments of savings to nonprofit mailers while presort discounts were phased in would be so "minimal" as to be of little value.

"As president of the ILPA and editor of the Guild Reporter, I can state without hesitation that any savings . . . would provide needed relief from the high price of postage."

The savings to the Guild Reporter from the zip-code presort discount would be sufficient to fund postage for three issues a year, even though only 26 percent of the 34.000 copies of an issue of the Guild Reporter would qualify for the discount. Data submitted on other union papers showed that from 60 percent to 94 percent of their copies would qualify.

The need for presort discounts for nonprofit publications is "critical," Cesnik said. Without them, in the final year of phasing under the Postal Service's proposed rates, the postage for a nonprofit mailing presorted to carrier routes would actually be higher than that for a for-profit publication in an otherwise identical mailing.

Without the discount, it would cost the Texas AFL-CIO News $19,566 to mail an issue under its nonprofit status, but more than $1,000 less ($18,264) if it mailed it as a for-profit publication, Cesnik pointed out.

Failure to approve discounts for presorting by nonprofit publications could well "eventually lead to the demise of that subclass" of mail while approval of such discounts would "provide the fair and equitable treatment for second-class nonprofit mail mandated by Congress," Cesnik concluded.

Starring on the picket line

Star performers appear on picket lines in Hollywood as the strikes by the Screen Actors' Guild and the American Federation of Television & Radio Artists against the motion picture and television industries moved through its fifth week. Pickets above are, from left: Jack Klugman, Ricardo Montalban, Loretta Swit and Ralph Bellamy.

UPI photographer's job restored by court

Los Angeles—After three and a half years, an arbitration and two court orders a UPI photographer returned to work here July 28.

The employee, who was fired Feb. 12, 1977, in what UPI claimed was a dismissal to reduce the staff of the bureau, will be paid for all lost earnings, with interest added to the amount due from last Aug. 15 when an arbitrator ordered his reinstatement.

Arbitrator Adolph M. Koven, last year, upheld the Wire Service Guild's contention that UPI had not reduced the staff since immediately after the grievant was fired an additional management employee was added to the bureau and the grievant's work was split between the manager and stringers.

Koven ordered reinstatement with back pay, but UPI went to court to block the award. The company argued that it had the right to replace Guild-covered employees with managers and stringers.

A U.S. District Court judge disagreed in February, upholding Kovens' award and ordering the company to comply. UPI appealed.

On June 18 a three-judge panel of the U.S. Circuit Court of Appeals in New York upheld the lower court. The judges ruled that the arbitrator's award was "detailed, comprehensive and reasoned" and they refused to disturb it."

'Professional' hearings end on weeklies' 4

Sacramento — Hearings were concluded Aug. 12 on a move to split four news editors away from 45-plus other employees of Suburban Newspapers for whom the Central California Guild is seeking bargaining rights.

The hearings were held despite the Guild's pointing out to the National Labor Relations Board regional representative that the full board repeatedly has rejected publishers' claims of professional status for such employees.

The Guild on July 21 petitioned for certification as bargaining representative of the eight-weekly chain's advertising, business, circulation, composing-room, editorial and maintenance employees.

The papers are owned by the Sierra Publishing Co., which also controls the Sacramento Union and which is controlled by John P. McGoff and Richard M. Scaife.

NLRB aide appeals Vallejo finding

San Francisco—The National Labor Relations Board's regional counsel has appealed to the NLRB from an administrative law judge's dismissal of Guild charges that the struck Vallejo Times-Herald instigated the filing of a petition to decertify the Guild.

The petition was circulated among employees hired to replace striking Guild advertising and editorial employees by the sports editor—also a strikebreaker—in June 1979, a year after the Guild and craft unions struck the Donrey papers.

The San Francisco-Oakland Guild filed unfair labor practice charges over the company's alleged involvement and the NLRB regional director issued a complaint on the charge and ordered the hearing before the law judge.

The NLRB counsel argued before the law judge that the company planted the idea of a decertification petition with the sports editor and encouraged him to circulate it among strikebreaking employees.

The law judge acknowledged that the sports editor did not know that the decertification process existed until he had a conversation with a management employee, but said that he could not find that informing an individual about the process in response to questions about a means of ending the strike was "encouraging or inducing him to undertake such a course of conduct."

The law judge also said that the manager had not acted improperly when, at the end of the conversation, he gave the sports editor the NLRB's phone number.

The NLRB's counsel argued that the company was responsible for the actions of the sports editor since he held a supervisory position, but the law judge held that since the sports editor was included under the Guild's old contract — the company had sought to exclude the job in bargaining but the law judge found no evidence that it had ever implemented a change—his actions must be viewed as those of a bargaining unit employee, citing a 1956 NLRB decision.

The law judge disagreed with the NLRB counsel that the case law he relied on had been modified, if not reversed, by more recent Board decisions.

Regional NLRB counsel Aug. 8 filed exceptions with the full NLRB in Washington to 20 items in the administrative law judge's July 17 ruling, including the final conclusion that the company had not acted unfairly.

After 6 years, ITU gets editorial pact

Birmingham, Ala.—Newsroom employees of Scripps-Howard's Post-Herald here have been covered by a union contract for the first time since May 4—six years almost to the day after they voted for representation by the Birmingham Typographical Union.

The initial contract provides a reporter top minimum of $340 a week, retroactive to March 1, and $360 effective next March 1.

The Post-Herald is published under a joint operating agreement with Newhouse's Birmingham News.

ITU clerical workers vote for bargaining

Denver — Office and clerical employees at the International Typographical Union's headquarters in Colorado Springs have voted for representation by the Federation of Staff and Office Employees union, according to the NLRB's regional office here.

Tally in the June 19 election among 44 eligibles was 36 for the unaffiliated union and 5 against.

Cleveland urges U.S. to investigate EEOC

(Continued from Page 1)

The local's executive board also criticized the EEOC for dropping its charge that the Press discriminated against women as a class, seeking a remedy for the selected group of unnamed women instead.

The Guild filed a motion with the same federal court that approved the decree seeking to overturn it, but the judge dismissed the appeal.

The Press disclaims any guilt in the agreement, but pledges not to practice sex discrimination in hiring, promotions, pay, merit pay, training and tuition reimbursement.

The company also agreed to establish a tuition reimbursement program for courses related to work being done and with "demonstrable utility" to the Press. It also says it will establish a job posting system and give "meaningful and adequate" training and assistance to employees who are promoted.

At the time of the agreement, TNG Human Rights Co-ordinator Hanna Jo Rayl criticized the agreement for lacking goals and timetables and for making no one responsible for assuring that the Press carries out the actions it says it will take.

The paper is to file periodic reports with the EEOC over the agreement's three-year term, but these will be kept secret.

In August 1975, nearly five years after the Guild filed its sex bias charges, the EEOC found "reasonable cause to believe" that the paper had engaged in discriminatory practices.

The EEOC filed suit against the Press in November 1976. Two years later when nothing had happened with the EEOC's case, the Guild petitioned the court to be allowed to intervene as a plaintiff since it had brought the original charge, but the court dismissed the petition as untimely.

The Guild's resolution accused the EEOC of trying to handle its large backlog of cases by accepting "agreements that fall far short of its statutory responsibility to remedy discrimination rather than go to trial."

This "policy has turned the EEOC into a paper tiger," the Guild executive board said.

Meanwhile, the Press on May 28 also entered a conciliation agreement with the Ohio Civil Rights Commission on charges of race discrimination brought by the Guild in 1977.

As in the settlement of the sex bias charges, the company denies any guilt and pledges not to discriminate in the future.

The company also agrees to establish an affirmative action file of minority applicants and to notify the Ohio Bureau of Employment, the Urban League and the NAACP of all vacancies in the Guild's jurisdiction.

44 and out

An end to 44 years' work for the newspaper industry and nearly as many of service to the Guild by Edward J. Schrode, center, are memorialized in a plaque presented to him on behalf of the Wilkes-Barre Council of Newspaper Unions at a gathering of friends and co-workers Aug. 16. Schrode, former TNG Vice President from Region I and secretary of the Wilkes-Barre Guild, retired Aug. 1. His first newspaper job was in the summer of 1936—when he was a high school sophomore—posting sports scores on a chalk board outside the Wilkes-Barre Record. That fall he became a "cub" reporter. Jack Wallace, Wilkes-Barre Guild president, is pictured presenting Schrode the plaque as his spouse, Rita, looks on. The current TNG Vice President from Region 1, Patrick Rushton of Wilkes-Barre, read a telegram wishing the Schrodes a long retirement from TNG President Charles A. Perlik, Jr.

Court returns ethics case to NLRB

(Continued from Page 1)

Guild-covered departments.

Even though those kinds of ethics code provisions may affect "terms and conditions of employment," the court said that "we think it to be clear" that a subject may do so "and still be outside the scope" of the "apparently broad sweep" of the section of the National Labor Relations Act that includes "terms and conditions of employment" in the definition of mandatory bargaining subjects.

The court said it agrees with the NLRB's conclusion in an earlier ethics-code case that "protection of the editorial integrity of a newspaper lies at the core of publishing control."

"In a very real sense, that characteristic is to a newspaper or magazine what machinery is to a manufacturer. . . . A news publication must be free to establish, without interference, reasonable rules designed to prevent its employees from engaging in activities which may directly compromise their standing as responsible journalists and that of the publication for which they work as a medium of integrity," the court said.

Both substance and penalties of code portions found not addressed to the Mercury's "core purposes" must be bargained, however, the court said.

The ruling came in response to appeals to the court by both the Guild and the NLRB.

The NLRB was seeking a court order that the Mercury bargain with the Philadelphia Guild on the penalty provisions of the ethics code and on the substance and penalties of a set of office rules, in keeping with the NLRB's ruling in August, 1977. The court agreed with the NLRB that the substance and penalties of the office rules, with one exception, should be bargained.

The Guild had petitioned the court to reverse the NLRB's ruling that the ethics code's provisions were not mandatory bargaining subjects.

In addressing the NLRB's not having considered the substance of the ethics code's provisions, the court said it sees "significant differences" between them.

As examples it pointed to "a gift from a news source designed to influence news coverage" vs. "a freebie," such as a ticket to a baseball game, "given relatively and other well-known persons."

The court also said it appears less than clear that "the need to preserve editorial integrity" would support a ban on political participation and service in community groups "irrespective of [a reporter's] position or assignment."

It also observed that directives on employees' personal lives are replete with "potential for misuse against those with whose political, social, religious or union beliefs a publisher may disagree."

One of the judges, in a concurring opinion, also questioned the propriety of an ethics code provision supporting protection of confidential sources since that "might require newspaper employees to commit a violation of the law."

The same judge observed that if reporters were to be discharged for failing to make a "clear distinction between news reports and expressions of opinion . . . many reporters would be out of work."

Funds total $180,000 in bias case settlement

(Continued from Page 1)

of the fifth month of pregnancy, with a maximum of $9,900 to this group.

✓ Up to $3,000 each for minority-group applicants who were denied jobs after filling out an application form inquiring about arrest records or denied admission to a craft-union apprenticeship program for lack of a high school diploma and for women who were assigned to a sex-segregated job classification or discriminated against through company recruitment, hiring, assignment, training, promotion or transfer policies, with a maximum of $50,000 to these groups.

If the maximum is not used in any category, the remaining funds will be alloted to other groups.

Payments of $5,000 and $1,100 are designated for the two individuals who initiated the charges against the company and other funds are set aside for resolving disputes.

The training fund, to be supported by company payments of $17,900 in each of five years, is to be used to provide formal training for women to assist them in competing for jobs that are currently filled disproportionately by men.

The settlement agreement includes goals and timetables for achieving an increased proportion of women in specified jobs by 1982. The company says it will attempt to hire, promote and transfer women so that by 1982 20 percent of the copy editors, photographers, artists, drivers, district managers, engravers and mail helpers are women.

The company also pledges to maintain the current 20 percent ratio of women in the jobs of reporter and printer and sets a goal of 10 percent women "press persons" by 1982, if the union "provides sufficient number of female journey persons."

The EEOC suit against the paper had also named the Pacific Northwest Guild and the Seattle Typographical Union as parties on the basis that relief sought might be inconsistent with the terms of the unions' contracts, but that action was dropped.

IT SEEMS TO US

Death of two ex-members in Elizabeth is reported

NEWARK, N.J.

Editor:

Two former members of the Elizabeth Local 173, The Newspaper Guild, died. Both became members of Local 3, New York City, after the 1976 merger.

They are Frank Hayes, 69, of Elizabeth, who was killed while he waited for gasoline at a station in Union Township July 20. He was a member of the Journal's display advertising department for about 20 years. He was fired/retired in December, 1976.

The other is Joseph G. Cohen, 39, also of Elizabeth, who died just before noon July 22, at the St. Elizabeth Hospital, Elizabeth. He was assistant sports editor at the Wilmington Journal.

Joe was an assistant sports editor with the Daily Journal, Elizabeth, when the strike began. He became managing editor of the interim strike paper, the Community Paper, working from about 11 p.m. to about 7 a.m. to get the paper on the street.

He had been a sports writer at the Kansas City Star before joining the Journal around 1968. He is survived by his wife, Evelyn, also a former Journal and Community Paper writer; a son, Joshua, 6, and his mother, Mrs. Anna Cohen.

It would be nice if somebody spearheaded a scholarship fund for Joshua.

JEAN-RAE TURNER
Elizabeth Unit
New York Guild

12-year Memphis member moves on, says 'Thanks'

GREENVILLE, S.C.

Editor:

After 12 years at the [Memphis] Commercial Appeal as a copy editor, I have left for less financially rewarding but more soul-satisfying work.

I feel I cannot simply fall away from the Guild without saying goodbye. For too long I have been one of those silent Guildsman, and I need to let you and others who have toiled fulltime for us know that I have appreciated your work.

It is appreciated even more as I look at my new surroundings: Greenville, a city almost paranoidally anti-union. I say to myself, what can I do here? Don't worry, opportunities will come.

In the meantime, best wishes to you and your staff.

BEN JOHNSTON
Editor
The Associate Reformed Presbyterian

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.

. . . Profiles

(Continued from Page 1)

nance man who once had his own gasoline station and, with his wife, two dress factories.

Also, Elsa Traskus, an advertising secretary who is a director of the local Society for Prevention of Cruelty to Animals, and Tom Considine, circulation manager who is a member of both the Guild and the Typographical Union, the latter attesting to his 35 years as a printer.

Mellus pays strikers and offers jobs

Detroit—Panax's Mellus Newspapers have offered reinstatement to Detroit Guild members who struck the chain of weeklies Sept. 25, 1978, and agreed to make back pay and severance payments totalling $120,000 in settlement of National Labor Relations Board charges brought by the Guild.

The settlement was reached three days before an NLRB administrative law judge was to conduct a hearing on charges that the company acted illegally by refusing to reinstate Guild strikers who unconditionally offered to return to work last January.

The agreement calls for back pay for the strikers from Jan. 28, the date of the unconditional offer to return to work, and also provides back pay for two employees who were fired from the weeklies several days after the strike began.

Twenty-eight strikers will share in about $94,000 in back pay. Another nine strikers will not collect back pay because of equivalent earnings from other jobs they have taken.

The remaining $26,000 will be divided among those strikers who opted not to return to their jobs and have not taken equivalent jobs elsewhere.

In a complaint issued in March, an NLRB regional director held that unfair labor practices by the company had prolonged the strike and had converted it to an unfair labor practice strike from an economic one.

As unfair labor practice strikers, the regional director found that Guild members were entitled to reinstatement even if they had been permanently replaced.

Unfair labor practices complained of included firing the two Guild members for supporting the strike and refusing to bargain with the Guild.

The NLRB regional director originally dismissed Guild charges filed in July 1979 over the company's prolonging the strike by unlawful conduct, but on appeal the NLRB in Washington instructed the regional director to issue a complaint.

As a condition of the settlement, the Guild acknowledged that it no longer represented a majority of the employees in the unit and relinquished its bargaining rights.

The local's representative assembly voted to discontinue strike benefits last Sept. 20, "because of the inactivity of the strike." TNG also ended its benefits last fall.

The Guild was seeking an initial contract with the papers. It had won an NLRB representation election among the employees in November 1977.

District managers: parity in 21 contracts

Circulation district managers' top minimums are at parity with reporters' top minimums in 36.8 percent of Guild contracts with daily newspapers that cover both groups of employees, according to figures compiled by TNG's Collective Bargaining Dept.

As of June 1, when the data were gathered, 21 contracts—four of them in Canada—provided district manager-reporter parity, one of the goals of TNG's Collective Bargaining Program.

Highest district manager top minimums at parity were also the highest under any Guild newspaper contract—$585.06 a week at the New York Times, $549.68 a week at the New York Daily News and $497.08 a week at the Stockton Record.

Both the New York minimums have been increased since June 1 under cost-of-living-increase formulas, with that at the Times going to $616.07 and that at the News to $578.81, retroactive to March 31.

Highest district manager top minimum not at parity June 1 was at the Montreal Gazette, where it was $475, behind the reporter top by $15.

Following are the top minimums for district managers or equivalent jobs in 61 Guild contracts covering 74 daily newspapers as of June 1 (settlements and in-term increases since have increased the minimums at several of the papers):

	Minimum—After
New York Times[1,2]	$585.06—4 yrs.
New York News[1,2]	549.68—6 yrs.
Stockton Record[1]	497.08—5 yrs.
Montreal Gazette	475.00—5 yrs.
Vancouver Sun and Province[1]	469.48—5 yrs.
Toledo Blade[1]	457.91—4 yrs.
Seattle Post-Intelligencer[1,3]	453.85—4 yrs.
Seattle Times[1]	453.85—4 yrs.
Toronto Star	451.75—4 yrs.
Denver Post[1]	449.00—4 yrs.
Victoria Colonist and Times[1]	444.48—5 yrs.
Minneapolis Star and Tribune	442.00—5 yrs.
St. Paul Dispatch and Pioneer Press	442.00—5 yrs.
Eugene Register-Guard	441.75—4 yrs.
New Westminister Columbian[1]	437.95—5 yrs.
Boston Herald American	435.00—3 yrs.
San Diego Union and Tribune[3]	427.68—5 yrs.
New York Post	425.15—3 yrs.
Denver Rocky Mountain News	415.00—4 yrs.
Buffalo News	412.78—3 yrs.
Monterey Peninsula Herald[1]	410.00—6 yrs.
Wilmington News and Journal	407.78—4 yrs.
Bakersfield Californian[1]	406.00—5 yrs.
Chester: Delaware County Times	401.88—5 yrs.
Pottstown Mercury[1]	401.40—5 yrs.
Erie News and Times[1]	400.50—5 yrs.
Long Beach Independent and Press-Telegram	394.32—flat
Ottawa Citizen[1]	393.39—5 yrs.
Ottawa Journal	393.39—5 yrs.
Buffalo Courier-Express	387.85—3 yrs.
Portland Press Herald, Express and Telegram[1]	387.00—4 yrs.
St. Louis Post-Dispatch	384.10—5 yrs.
Bay City Times[1]	378.00—5 yrs.
Hilo: Hawaii Tribune-Herald	367.75—5 yrs.
Wilkes-Barre Times-Leader	364.75—3 yrs.
Youngstown Vindicator	362.00—5 yrs.
Scranton Tribune & Scrantonian	358.19—3 yrs.
Columbus Dispatch	357.17—3 yrs.
Peoria Journal Star	353.00—5 yrs.
Great Falls Tribune	337.00—5 yrs.
Duluth News Tribune and Herald	335.00—5 yrs.
Yakima Herald-Republic[1]	326.50—4 yrs.
Albany Times-Union and Knickerbocker News[1]	324.90—8 yrs.
Brockton Enterprise & Times	321.60—3 yrs.
Sioux City Journal	318.20—4 yrs.
Manchester Union Leader and New Hampshire Sunday News	315.55—3 yrs.
Kingston Daily Freeman[1]	313.18—3 yrs.
Salem (Mass.) News	307.24—2 yrs.
Pueblo Star-Journal and Chieftain	303.33—3 yrs.
Canton Repository	301.21—5 yrs.
Terre Haute Tribune and Star[1]	293.00—5 yrs.
Morgantown Reporter and Dominion-Post[1]	276.83—4 yrs.
San Antonio Light	265.80—5 yrs.
San Juan Star	259.00—4 yrs.
San Juan: El Mundo	250.00—5 yrs.
Massillon Independent	249.12—3 yrs.
Fall River Herald-News	241.18—2 yrs.
Oshawa Times	227.86—3 yrs.
San Juan: El Vocero	225.00—2 yrs.
York Daily Record	205.00—flat
Monessen Valley Independent	180.00—4 yrs.

[1] Parity with reporter top minimum.
[2] Applies to those hired before Jan. 1, 1979.
[3] Plus commission.
[4] Plus $5-$41 a week more for designated districts

Local Copy

PAGE FOR OFFICERS AND STEWARDS

POWER OF THE DOLLAR

A savings banker changes his tune

San Francisco—It all started innocently enough, or so San Francisco-Oakland Guild Executive Secretary Fred Fletcher thought.

In a May 8 letter to the Eureka Federal Savings and Loan Assn.'s main office, Fletcher noted that the Guild had been informed by the San Francisco Labor Council that Eureka was continuing to advertise on radio station KKHI, which had been struck the past 25 weeks by members of the National Association of Broadcast Employees & Technicians, Local 51.

"Will you please advise us whether you intend to continue as KKHI advertiser while this strike proceeds?" wrote Fletcher. "It is our intention to transfer our funds in (the SFONG) account to another organization if your answer is in the affirmative."

Kenneth L. Kidwell, chairman of the board and president of Eureka, replied in a letter dated May 20:

"Your letter of May 8, 1980, is coarse in nature and makes professional business people sick. It would appear that your union would do anything to get their own way.

"We will continue to advertise on KKHI, and as a result of your letter I may just double my advertising cost on that particular radio station.

"If you wish to withdraw your funds please feel free to do so. I just hope the next financial institution you select feels as strongly about the United States of America and its freedoms as I do."

Fletcher sent along a copy of the reply to the labor council, which then distributed it to all AFL-CIO, Teamster and International Longshoremen's and Warehousemen's unions in its jurisdiction. Kidwell then began receiving protesting letters, including one from Paul C. Chignell, vice president of the San Francisco Police Officers Association, who wrote that he was "appalled and shocked at your language and anti-union bias . . . At the next board of directors meeting of our organization I intend to pass a resolution asking all active and retired San Francisco police officers and their family members to withdraw their monies and future business from your bank."

And the labor council's John F. Crowley wrote Kidwell that "if you represent the business community with the attitude you express in your letter, we really are in trouble. . . .

"It might behoove you to read the Bill of Rights and the Constitution of the United States to straighten up your kinky mind."

In a letter to Crowley dated July 15, Kidwell asserted that Eureka "over the years has been an advertiser with the San Francisco Labor Council and a supporter of the AFL-CIO. In addition, I have been very close to one of the senior individuals with the Western International Teamsters and have advertised in most union halls in San Mateo, San Francisco and Marin County. What you don't know is that I personally am a member of AFTRA [American Federation of Television & Radio Artists], so I am a union member as well as the chairman of the board and president of Eureka Federal Savings.

"Prior to the response to Mr. Fletcher, our association had received numerous calls. I personally received three calls all of which were very threatening and in the form of secondary boycott. I thought and probably labored under the impression that we were friends of labor, but I suppose the years of good will don't really mean anything and for that I am truly sorry.

"You and Mr. Fletcher and everybody else that Mr. Fletcher forwarded that letter to should be happy as we have canceled our contract with KKHI."

San Francisco-Oakland Bay Guild News

Arbiter orders expense pay for window broken by rock

San Francisco—An employee whose windshield was broken while driving to an assignment is entitled to reimbursement for the cost of replacement under the San Francisco-Oakland Guild's contract with Hearst's San Francisco Examiner an arbitrator has ruled.

Francis Richard Walsh ordered the publisher to pay the employee the $167.05 it cost to replace the windshield — apparently broken by a rock propelled by a passing car—under the contract's requirement that the employer pay all legitimate expenses incurred in its service.

The employee, whose windshield was struck while driving to the airport to cover a breaking story—a highjacking—had to pay the entire cost of replacing the glass since his automobile insurance carried a $200 deductible.

"Clearly" the employee was in the service of the publisher "when the errant rock found his windshield," and "certainly the cost of replacing the windshield was a 'legitimate expense'," Walsh said.

He ruled that the cost of replacing the windshield was an expense of the employee's journey and rejected the company's argument that the contract's mileage rate covers all expenses associated with using a personal vehicle on company business.

The per-mile payment for auto use does not modify the contract's clear requirement that all legitimate expenses be paid, Walsh ruled.

GAIU to launch organizing push

Washington—Members of the Graphic Arts International Union have overwhelmingly approved a 50-cents-a-month increase in per-capita payments to the union to create a $500,000-a-year organizing fund.

Six full-time organizers will be added to the GAIU's staff.

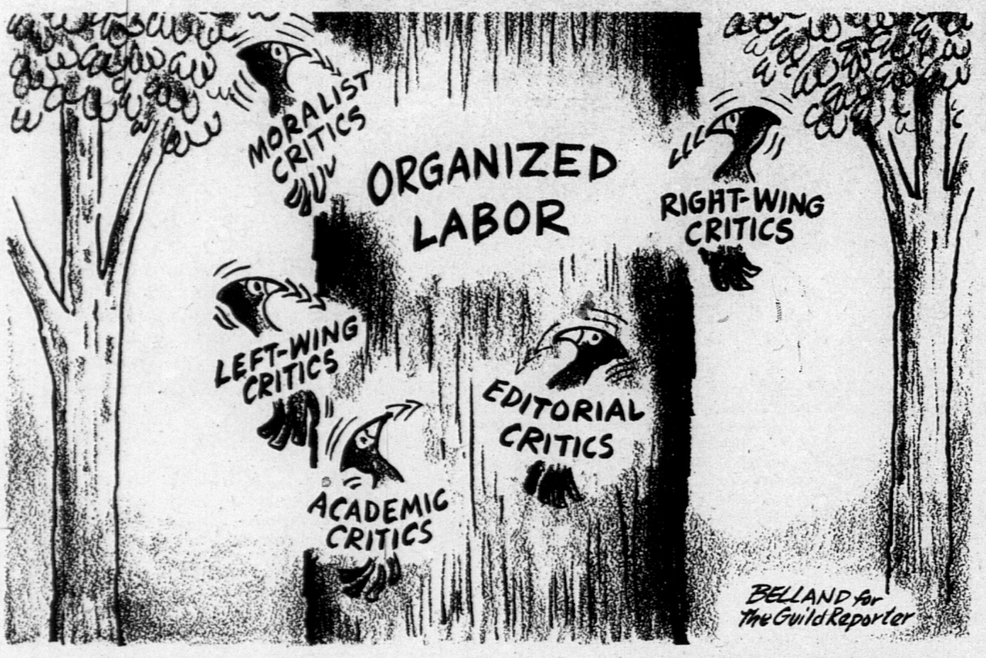
Canada's price elevator

The table below records the ascent of Canada's Consumer Price Index over a 24-month period following a 1.6-point increase in the index in July, to 211.5 up 19.4 points from July 1979, and 33.8 points from July 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 July 1978.

		Percentage over	
	Index*	Same month prior year	July 1978†
August, 1979	192.8	8.4	8.5
September	194.5	9.6	9.5
October	195.9	9.3	10.2
November	197.8	9.4	11.3
December	199.0	9.8	12.0
January, 1980	200.1	9.5	12.6
February	201.8	9.4	13.6
March	204.0	9.3	14.8
April	205.2	9.4	15.5
May	207.6	9.4	16.8
June	209.9	10.1	18.1
July	211.5	10.1	19.0

*1971 = 100 †Index = 177.7

'Like a tree growing by the water . . .'



DATELINE: OTTAWA

Constitution rewrite exposing provincial-federal tensions

By **HUGH WINSOR**, *Southern Ontario Guild*

ONCE OR TWICE a year, the 50 U.S. governors get together to trade politics and ideas. Occasionally the President will address them seeking support for some measure or other.

But the idea of 50 governors ganging up on the President to snatch Fort Knox is unthinkable. Yet, in the Canadian equivalent gathering, the ten provincial premiers met this week to plot how they can thwart the federal government.

The American system would not tolerate the Canadian kind of state-federal competition in the 20th Century, but then again Canada has not had a civil war and more than two centuries of history and Supreme Court rulings to sort out the precise responsibilities of each level of government.

There is another reason why most of the senior Canadian journalists descended on Winnipeg, the site of the premiers' meeting, while state governors' meetings go largely unnoticed.

Since the Canadian Parliament lacks the independence from the administrative arm of government enjoyed by Congress, the premiers constitute the only independent brake on the actions of the federal government.

It is this tangled jurisdictional mess, underlined by the federal-provincial tensions, that has brought Canada to the brink of a constitutional crisis. This week's meeting was an important element in the complex process of trying to write a new constitution to dampen some of these problems.

A free press is not one of the rights and freedoms spelled out in the proposed preamble for a new constitution in the explicit manner of the First Amendment. But the principle of a free press is held to be part of the common law inherited from Britain although it can be limited under the War Measures Act and was during the Quebec crisis of 1970.

THE NATURE of Canadian society has changed fundamentally since the existing constitution was written 113 years ago, with the result that provincial governments now hold primary responsibility for four of the most pervasive activities of government—education, health care, social services and the control of natural resources.

None of these areas seemed particularly important to the drafters of 1867 but the changes in emphasis since then have meant the provincial governments now have the expensive problems but few of the means to deal with them (with the exception of revenues from natural resources).

While the catalyst that prompted the current round of constitutional negotiations was an attempt to deal with the nationalist frustrations of the French-speaking people of Quebec, economic concerns have surged to the forefront.

The federal government backed by only one of the provinces, Ontario, wants to reduce provincial power in such areas as labor relations, restrictive land tenure laws and provincial preferences in government purchasing.

THE PROVINCES were testing their sinews this week for the fight. The showdown with Prime Minister Pierre Trudeau and the federal government is scheduled for early September. It promises to be nasty.

Senate passes bill banning surprise newsroom search

Washington—The U.S. Senate on a voice vote has passed a bill to prohibit federal, state and local law enforcement officials from surprise searches of newsrooms.

The bill would make it illegal to search for "work product materials" unless the person believed to have evidence is suspected of being involved in the crime or immediate seizure of the material sought is necessary to prevent death or serious injury.

Passage of the bill came three weeks after a newsroom search of a Boise, Idaho television station brought renewed pressure on Congress to enact legislation reversing the U.S. Supreme Court's 1978 ruling in the Stanford Daily case.

A broader measure pending in the House would extend protection against surprise searches to all citizens not suspected of criminal involvement, not just those involved in communications who are covered by the Senate bill. The House version, however, goes only to federal law enforcement officials.

The intent of both measures is to require law enforcement officials seeking evidence to obtain a subpoena for information they seek.

Democrats call for antisearch action

New York—The platform approved by the 1980 Democratic Convention here in mid-August includes a call for legislation to "overturn the Supreme Court Stanford Daily decision" approving surprise police searches of news rooms under authority of search warrants.

It is part of the platform's section on civil liberties, which also endorses grand jury reform, charters for the FBI and intelligence agencies that "recognize vital civil liberty concerns" and a federal criminal code that "meets the very real concerns about protecting civil liberties" and "does not interfere with existing workers' rights."

Business office vote set for Pottstown

Pottstown, Pa.—The National Labor Relations Board has scheduled for Sept. 10 a vote among the Pottstown Mercury's five business-office employees on whether they want the Philadelphia Guild to bargain for them.

The local now represents the paper's advertising, circulation, editorial and maintenance employees.

As Kirkland put it

Labor's no gadfly

The following is taken from remarks by AFL-CIO President Lane Kirkland at the recent dedication of new headquarters for the Bakery, Confectionary & Tobacco Workers.

The labor movement functions as a social conscience today because we have established ourselves in the fabric of society and we are there to stay.

We operate an established, strong constituency for progress, not as a gadfly that inflicts a tiny sting and is blown away by the winds of the next "crusade."

Our ability to be in the mainstream without being swept aside —and to change its course without obstructing its progress—is a skill many of our critics find confusing, and quite a few find infuriating.

Those who forecast the decline and fall of the trade union movement frequently select a particular set of circumstances as examples. They predict that our demise is imminent because we do not have the ability to change to meet those circumstances.

Yet we see those same circumstances as the basis for the labor movement's continued growth and vitality.

For example, the nose counters point to the fact that numerically there are fewer unions in existance today—that because of that unions must somehow be losing influence. The fact is, because our movement is both practical and supple, it has changed as the needs of workers have changed. A major reason for the smaller number of unions in existance is the number of significant and well-organized mergers which have served to consolidate the strength of those unions and the movement as a whole. While the number of organizations on the tally sheet decreased, the actual strength of labor increased.

A spate of recent papers and articles have proposed that organized labor faces a no-growth period because large numbers of traditionally unorganized workers are now entering the workforce. Women, blacks, Hispanics and younger workers are cited as the typical examples.

But what the pundits fail to observe is that the labor movement is one of the few institutions which is welcoming and encouraging this trend, not just with lip service, but with action.

You will find infinitely more programs started by unions or central labor councils to assist these workers into job-upgrading programs, nontraditional employment and apprenticeship training, for example, than you will find launched from any of the corporate boardrooms which excluded those people from decent employment in the first place.

Because women and minorities are at last making breakthroughs does not mean that exploitation has magically disappeared or that all bosses have sworn off ever again trying to get the most work out of employees for the least possible amount of money.

The fact is, previously unorganized workers are recognizing in growing numbers that organization and collective bargaining are the surest means of realizing their expectations, protecting their rights and making sure that they are full participants in our economic wealth.

The Guild Reporter

CALM ACPS

LABOR PRESS AFL-CIO CLC

JAMES M. CESNIK
Editor

Published by The Newspaper Guild (AFL-CIO, CLC) twice monthly (generally second and fourth Fridays, occasionally two other Fridays after published advance notice), except monthly in February and December. $10.00 per year. Single copies, 50 cents.

Guild Reporter deadlines at 1125 15th St. N.W., Washington, D.C. 20005: News, Monday before publication; features and letters, Friday before publication. Letters limited to 200 words by TNG convention action.

POSTMASTER!—'Notice to Publisher Form 3579' should be sent to The Guild Reporter, 1125 15th St. N.W., #8 Washington, D.C. 20005. Publication #2315

ISSN: 0017-5404

Vol. XLVII, No. 15 August 22,

The Newspaper Guild

1125 Fifteenth St. N.W., Washington, D.C. 200
Area Code 202—296-2990

INTERNATIONAL CHAIRPERSON: HARRY S. CULVEI
PRESIDENT: CHARLES A. PERLIK, JR.
SECRETARY-TREASURER: CHARLES DALE

AT-LARGE VICE PRESIDENTS: Elwood B. Bigelow, 28 Brentwo Cape Elizabeth, Maine 04107; William T. Davis, 4950 Cherry Ave. San Jose, Calif. 95118; Robert C. Holt, Jr., 433 Dickens Ave., St. Lo 63122; David M. Mulcahy, c/o Standard & Poor's Corp., 25 Bi New York, N.Y. 10004; Floyd Tucker, 570 El Dorado Ave., Oaklan 94611; Joyce Walker-Tyson, 19736 Littlefield, Detroit, Mich. 48235.

REGIONAL VICE PRESIDENTS: Region 1—Patrick Rushton, 74 I St., Wilkes-Barre, Pa. 18702; Region 2—Carlos J. Sutton, 8528 Acor Vienna, Va. 22180; Region 3—John B. Mitchell, 1115 N. St. Jos Gary, Ind. 46403; Region 4—Carla W. Beck, 520 46th St. S., Gre Mont. 59405; Region 5—Betsy Wade, 96 Park Terrace W., New Yo 10034; Canadian Region: East—John M. Lowe, 144 Broadview Ave., Ont. M4J 2G2; West—Roger L. Stonebanks, 407-1571 Mortimer St., B.C. V8P 3A7.

DIRECTOR OF FIELD OPERATIONS: J. William Blatz.
DIRECTOR OF ADMINISTRATIVE OPERATIONS: Ellis T. Baker.
EXECUTIVE SECRETARY, CONTRACTS COMMITTEE: Richard J. Ramsey.
CANADIAN DIRECTOR: William H. McLeman.
DIRECTOR OF RESEARCH & INFORMATION: David J. Eisen.
HUMAN RIGHTS CO-ORDINATOR: Hannah Jo Rayl.
INTERNATIONAL REPRESENTATIVES: William M. Brown, Leo J. Ducharme, Willard Hatch, Fred W.S. Jones, Harry L. McCormick, Luis Montanez, Jr., James H. Orcutt, G. Richard Pattison, Marshall W. Schiewe.

XEROX UNIV MICROFILMS 300 N ZEEB ROAD ANN ARBOR MI 48106