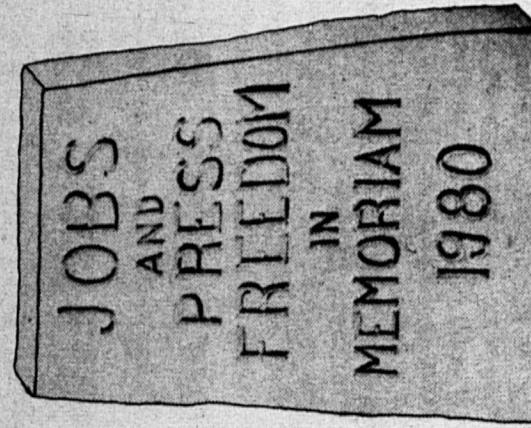




Labor Day in Toronto—Page 4

ITU convention renews merger talks mandate

Kansas City, Mo. — Like TNG's convention two months previously, the International Typographical Union's 1980 Convention at the end of August renewed the mandate for the continuation of merger talks between the ITU and TNG.

And, much as the Guild's 47th convention, delegates to the ITU's 122nd convention called upon the unions' merger committees to work toward completing a merger proposal that could be approved and put into effect by the end of 1981.

Unlike the Guild's convention, however, ITU delegates turned aside all moves to instruct their union's merger committee on the acceptability of specific provisions of any tentative merger agreement.

ITNG's convention at the end of June directed the Guild's merger committee to reopen one tentative agreement and advised the committee to keep specified Guild policies and practices firmly in mind in future talks—Guild Reporter, July 11.]

The ITU convention, which met here Aug. 25-29, took its

actions on merger after hearing the presidents of the two unions restate their determination to continue efforts to complete a merger agreement that has been in the making for nearly three years.

Delegates also heard Kenneth J. Brown, president of the Graphic Arts International Union, itself the result of two mergers, outline the improved benefits that have accrued to the members of the three unions that joined to form the GAIU.

And, Brown said, within a merged union any question about one group of industry employees supporting another's picket line "is academic." Nor, he said, is there any longer any question about whether they receive financial support from the defense fund when they do.

The report of the convention's Committee on Graphic Arts Unions Merger, adopted without recorded dissent on the convention's final day, pointed to "deep concern, frustration and a keen disappointment" over a full ITU-TNG merger proposal not having been adopted. (Continued on Page 2)

San Francisco-Oakland's Fletcher retiring

San Francisco — Fred D. Fletcher, executive secretary of the San Francisco-Oakland Guild and a former TNG vice president, has announced that he will retire from that office when his current term ends Dec. 31.

Fletcher, the local's chief executive officer for the past 18 years and before that the assistant executive secretary for nearly four years, said his decision not to

seek re-election came "after long thought and, as we say, is not negotiable."

(From Washington, TNG President Charles A. Perlik, Jr., and Secretary-Treasurer Charles Dale noted in a statement issued upon hearing of Fletcher's intention that their personal relationship has been "warm and enduring."

"Few have left such a meaningful impression on the people

he's served, and Fred Fletcher rates applause and cheers from all corners of this union," they said.

("Wherever Fred sets sail for, he has earned many times over, a well deserved rest and the opportunity to take it," they said.)

"I am only 60 years old and I haven't run down," Fletcher said in a letter announcing his decision. (Continued on Page 2)

Ottawa—Canada's federal government has established a royal commission to examine corporate concentration in the newspaper industry and has begun a probe of the nation's two largest newspaper chains for possible violations of federal anti-combines law.

The moves came in the wake of expressions of outrage and calls for sterner steps from local and international Guild and other newspaper-union leaders, plus several local and provincial public figures, after the Thomson and Southam chains without warning on Aug. 27:

✓ Closed Thomson's Ottawa Journal and Southam's Winnipeg Tribune, leaving Thomson with the only daily in Winnipeg, the Free Press, and Southam with the only English-language daily in the nation's capital, the Citizen.

About 745 persons were employed by the two papers—370 at the Winnipeg Tribune, including about 110 represented by the Guild in advertising and news, and 375 at the Ottawa Journal, including more than 40 represented by the Guild in circulation.

✓ Eliminated the last vestiges of daily newspaper competition in Vancouver when Thomson sold to Southam its half-interest in Pacific Press, Ltd., which pub-

Also see: Let's make a deal . . . Page 8; Thomson, Southam profits up . . . Page 4; Victoria members hold to old work schedules . . . Page 5.

lishes the Vancouver Sun and Province.

✓ Foreclosed the possibility of revival of a second English-language daily in Montreal when Thomson sold Southam its one-third interest in the Gazette, and with it Thomson's option to run the news room if Southam were to decide to revive the Montreal Star, closed since Sept. 25, 1979, or start a new English-language afternoon paper in that city.

At the same time, Thomson closed the FP News Service, set up to provide national news for FP papers shortly before Thomson bought the FP chain early this year. Thomson said there no longer were enough former FP papers to justify the cost of running the news service. Its news staff was down to six, from 10 early this year. Thomson did not make the service available to its non-FP papers.

Thomson had acquired the interest in the Gazette and the option for the Star when it bought the eight-paper FP chain in January. In that same deal, Thomson also obtained the Winnipeg Free

Press, the Ottawa Journal, the Sun-half of Pacific Press and five other dailies, including the Toronto Globe and Mail.

Just in June, Thomson had sold the ex-FP Calgary Albertan to the Toronto Sun, getting out of a head-to-head competitive situation with Southam's Calgary Herald.

And on Sept. 1, Thomson put into effect a combination of the Victoria Times and the Daily Colonist into an all-day Times-Colonist, a move the chain had announced a month earlier and which cost 61 employees of the formerly separate papers their jobs, including 29 represented by the Guild. The Times and Colonist also were formerly part of the FP chain.

By Sept. 1, the former FP chain was down to four dailies, half its pre-Thomson size, and only one of the four, the Globe and Mail, was in competition with another daily produced in the same city. When Thomson bought the FP papers, half of them were published in competitive situations, though all of Thomson's other dailies were the only ones in their cities.

The presidents of the four international newspaper unions that represent industry employees in the United States and Canada (Continued on Page 4)

Carter lists pro-worker goals, AFL-CIO votes endorsement

Washington—President Carter has been endorsed for re-election by the AFL-CIO General Board and has pledged himself and his administration, to support pro-worker legislation and to work for recognition of labor's rights.

"This country needs, and I will support, labor law reform," the President told the General Board at its meeting here Sept. 4. "And I will stand with you until we get it passed."

The President came to the board meeting to thank the leaders of the AFL-CIO unions for their renewed support, not just at election time but in responding to the nation's economic and social needs.

The General Board, composed of top officers of all 104 AFL-CIO unions, declared without dis-

Call issues for funds to aid workers in Poland . . . Page 3.

sent that re-election of President Carter is "essential if this nation is to continue its efforts to achieve equality and social and economic justice" and called for "maximum" support from union members for the Carter-Mondale ticket.

Charles Dale, TNG Secretary-

Treasurer, voted for the endorsement. TNG President Charles A. Perlik, Jr., who was on vacation, said he would have done the same had he been present. No union officer voted against the endorsement, but there were two recorded abstentions, from the Fire Fighters and the Government Employees.

"Once and for all," President (Continued on Page 6)

Don't forget Congress, TNG warns U.S. locals

the seats of power in the House and the Senate."

In the upcoming elections many contests "may be decided by the extent to which labor weighs into the battle. And in that battle, I don't think the Guild can afford to sit on the sidelines," Perlik told the convention.

Support to pro-labor Congressional candidates from the AFL-CIO's Committee on Political Education (COPE) is "one of the principal obstacles" to drives to elect antilabor candidates by "right-wing forces," fueled by piles of corporate money, TNG (Continued on Page 6)

Washington—TNG has kicked off its effort to involve U.S. locals and members in this fall's nationwide elections with a warning that in this campaign control not only of the White House but also of the House and the Senate is at stake.

Recalling TNG President Charles A. Perlik, Jr.'s, words to the 1980 Guild Convention, a letter to U.S. local presidents and political action chairpersons on Sept. 4 warned that "if we don't want to spend the next four, and perhaps eight, years combating the government as well as the publishers, we had better look to who sits in the White House and

ITU delegates renew unity

(Continued from Page 1)
ing been completed in the past year.

The report pointed out that "after intense study and lengthy debate" all items in a report by the ITU's merger committee—on areas of tentative agreement as well as those where accord is yet to be reached—were approved by the convention committee.

The report pointed to publishing industry employers "relentlessly engaging in expansions, acquisitions and mergers within and beyond traditional boundaries" and to "orchestrated attacks" by industry employers "who wish to separate, weaken and ultimately emasculate our unions."

Both the Guild and the ITU have continuously worked, often side by side, for "the protection and enhancement of the economic and social welfare of our members" and to "establish a practicing democracy in the workplace," the report noted.

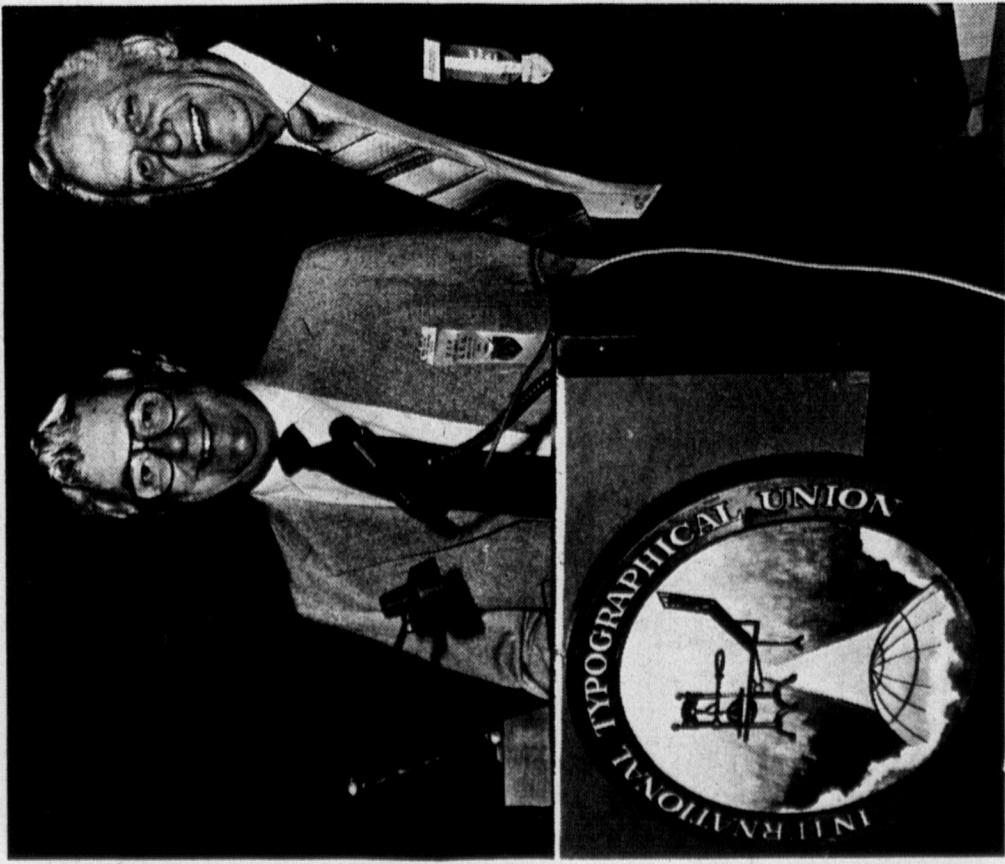
"The most obvious reasons for merger" are to strengthen organizing, improve bargaining, help meet rising operating costs "and

to deal with the growing corporate concentration of power," the report said.

"We can replace rivalry with co-operation and convert inter-union conflict into united action. . . . We must conclude a merger agreement with the object in mind of effecting a full organic merger not later than the end of 1981," the report declared, adding: "If we fail in our efforts to merge, we will relinquish all our dreams and reward our adversaries who have opposed our existence and our way of life from the very beginning."

The report also renewed previous calls upon the ITU's officers to "establish closer relations, liaison and co-operation with the GAIU, the International Printing & Graphic Communications Union (pressmen) and other unions in our industry" in order to "hasten the goal of one big union" in the industry.

ITU President Joe Bingel, in his opening address to the convention, noted that while there was not yet a completed merger proposal "God knows it has not been for a lack of trying," and pledged that he is "still firmly



ON THE ITU CONVENTION PODIUM
TNG President Charles A. Perlík, Jr., left, and ITU President Joe Bingel during ITU's 1980 convention.

since the 1950s, serving on and chairing a variety of committees. He is currently a member of TNG's merger committee. Among the merger subcommittees he worked on were those charged with developing a proposed per capita formula and officer structure for the new union.

In his announcement, Fletcher said the past 22 years "have been like several lifetimes of the most strenuous and absorbing work" as the local's representative "in collective bargaining, organizing, grievances and arbitrations, and as officer, delegate and administrator. . . . Much as I love the Guild and the work, I must say I have had quite enough lost weekends, canceled vacations, long days and sleepless nights for now."

Fletcher said he will be available to complete unfinished work for the first month or two of 1981, if needed.

As a Guild leader for nearly 30 years, Fletcher has been a delegate to most conventions

San Francisco-Oakland's Fletcher retiring

(Continued from Page 1)

tion, "but I don't want to grow old or weary in this job. And I want to do some other things while I have enough good years left."

He was first elected the local's executive secretary in July 1962 to succeed the late Sam B. Eubanks who had left the office the month before to take a U.S. Labor Dept. job.

Fletcher came from the local's Santa Rosa Press-Democrat unit to become assistant executive secretary in November 1958. He was a reporter for the paper.

He served one term on the International Executive Board from 1955 to 1957, as vice president from Region 4 (the U.S. West). He declined renomination at the 1957 Convention.

As a Guild leader for nearly 30 years, Fletcher has been a delegate to most conventions



FRED D. FLETCHER
Retiring after 22 years

ITU delegates renew unity talks mandate

Dates set for renewed merger talks

Washington—Merger talks between TNG and the International Typographical Union will resume here in October and November under arrangements made by the unions' presidents.

Five-day meetings of the unions' "summit committees" will begin Oct. 29 and of their full merger committees on Nov. 17. The Guild's "summit committee" is made up of TNG President Charles A. Perlík, Jr., Secretary-Treasurer Charles Dale and J. William Blatz, director of field operations.

Members of the counterpart ITU committee are President Joe Bingel, 2nd Vice President Robert L. Wardinger and 3rd Vice President Allan J. Heritage.

cept of merger with the ITU, had directed the Guild merger committee to reopen one area of tentative agreement. He urged ITU delegates to resist the temptation to do the same thing.

"We would be the last, of course, to be in a position to blame you—but we would be the first to have to point out what a handicap . . . that will provide for merger negotiations when they do resume," he said.

Several ITU delegates had introduced resolutions of instruction to the union's merger negotiation

ITU endorses Carter-Mondale

Kansas City, Mo.—The International Typographical Union for the first time in its 128-year history has directly endorsed candidates for U.S. President and Vice President: Democrats Jimmy Carter and Walter F. Mondale.

Simultaneous with unanimously voting the endorsement, delegates to the ITU's 122nd Convention here also called upon the union's membership to "become politically active" in the campaigns for all labor-endorsed candidates for Congress as well.

"The Republican party platform is tilted against America's workers and their unions" and "the Republican nominee for President . . . supports right-to-work-for-less laws, supports applying antitrust laws to unions and opposes Davis-Bacon and OSHA," the convention pointed out.

"President Jimmy Carter must be re-elected. . . . We must put our differences aside and cast our votes with the individual that will represent the workers of America, not the candidate that has a proven record of representing the interests of big business," the convention declared.

Four years ago, the 1976 ITU Convention called upon members and locals to support Carter's first bid for the Presidency, but had stopped short of formally endorsing him.

This year's convention acted after hearing calls for new, greater levels of political involvement from ITU President Joe Bingel, Kenneth Young, executive assistant to AFL-CIO President Lane Kirkland and more than a dozen delegates representing locals from throughout the nation.

"If any of you have been guilty in the past of 'sitting out' an election . . . because 'it doesn't make any difference who is in office,' this is one time you should get angry enough — or scared enough — not only to get out and vote but to work for the election of those you are reasonably sure will protect the human rights we in the labor movement were so instrumental in placing on the law books," Bingel said in his address opening the convention.

Carter and Mondale and the Democratic platform are "outspoken in their commitment to the principles of democracy, equality and human rights," basic to the labor movement and the ITU, while the Republican nominees and platform are "silent on the need for social jus-

ITU Strike Fund tops \$6.25 million

Kansas City, Mo.—The ITU Strike (Defense) Fund contained \$6,256,594.26 as of July 31, ITU Secretary-Treasurer Thomas W. Kopeck reported to the union's convention here in August.

A one-half percent dues assessment to rebuild the fund from a \$1.4-million deficit at the end of 1978 accordingly has been removed. The fund passed its \$5-million ceiling in June, delegates learned.

Expenditures from the fund during calendar 1979 totalled \$2.8 million while income totalled \$7.2 million.

tiators. Some would have directed retention of the ITU Printers' Home and Mortuary Fund, one would have mandated elimination of the tentative agreement to establish an International Governing Board (analogous to the Guild's International Executive Board), another would have directed that talks be ended if no complete agreement is reached in the next 12 months.

All either were withdrawn or voted down upon recommendation of the convention's committee on mergers.

tice, intent on crippling and muzzling" labor and "lacking in realistic solution to problems" facing the nation and the world, Young said.

In other actions, the ITU convention also:

- ✓ Called for strengthening of the Occupational Safety & Health Act and defeat of crippling amendments proposed in the "misnamed" Occupational Safety & Health Improvements bill backed by the U.S. Chamber of Commerce and National Assn. of Manufacturers.

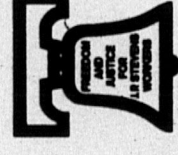
- ✓ Reaffirmed its support for ratification of the Equal Rights Amendment and called upon locals to aid campaigns by the Coalition of Labor Union Women and the National Organization for Women for the measure.

- ✓ Urged reinstatement of the domestic manufacturing clause in the federal copyright law in order to enable continuation of protections against the unrestricted importation of printed matter.

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:



SHEETS & PILLOWCASES

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

CARPETS

Contender
Gullistan
Merryweather
Tastemaker

HOSIERY

Finesse
Hip-Lets
Spirit

TABLE LINEN

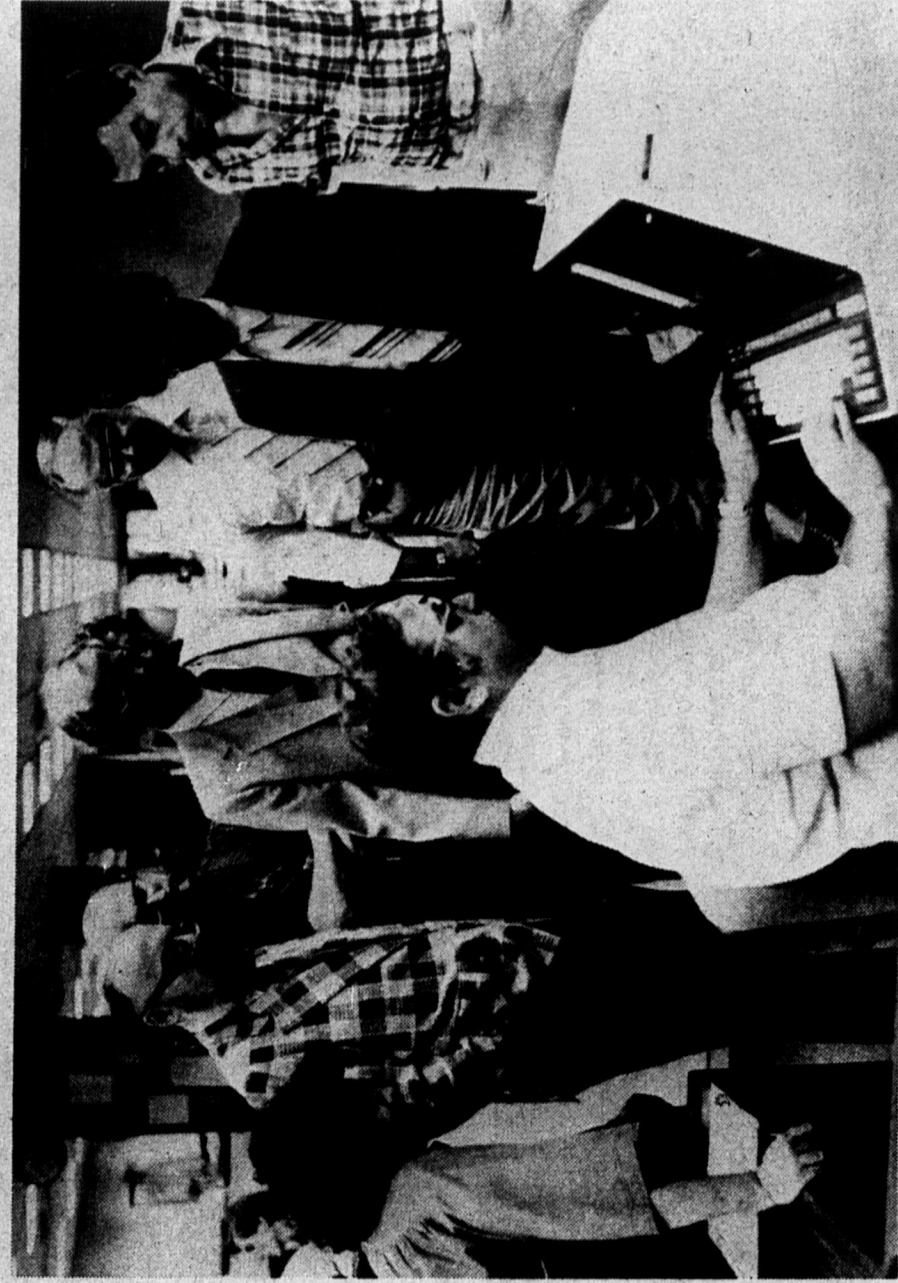
Simtex

BLANKETS

Forstmann
Utica

TOWELS

Fine Arts
Utica
Tastemaker



Bob Glass/New York

Walk-through at the Times

Dr. Steven L. Sauter, occupational health scientist from the University of Wisconsin, accompanied by Guild and management representatives, pauses on a walk-through at the New York Times as Mark Spevack, co-chairperson of Times Guild Unit safety committee, demonstrates operation of video display terminal. Walk-through is preliminary step in study by University of Wisconsin scientists of stresses

experienced by employees working on the terminals. Pictured above are, from left, New York Guild President Betsy Wade, TNG Director of Research & Information David J. Eisen, New York Times Technology Editor Howard F. Angione, Sauter, New York Times Safety Director Harvey Siegel, Guild Times Unit Chairperson Don Barker and Guild Local Representative Bill Montes.

CO₁ tests bring ventilation call

Toronto—A medical physicist with the York-Toronto Lung Assn. has "strongly suggested" that improvements be made in the "design and/or maintenance" of the ventilation of the Globe and Mail's loading area in order to reduce carbon monoxide levels to which employees there are exposed.

Ray Kosan, of the association's environmental health service, made the recommendations on the basis of tests of the blood carbon monoxide (CO₁) levels of 34 loaders and drivers working in the dock area during an evening in mid-June during the period of heaviest loading.

The tests, made at the request of the Southern Ontario Guild with the Thomson-chain paper's co-operation, showed CO₁ levels ranging from 13.5 parts per million (ppm) to 26 ppm, with an average of 20 ppm, for the ten nonsmokers tested, Kosan reported.

CO₁ levels of the 24 smokers tested ranged from 32 ppm to 85 ppm, with an average of 55.4 ppm.

Kosan suggested that the Guild and company "as a reference basis consider that nonsmokers in the city of Toronto will generally register a reading of less than 7 ppm."

He also pointed to World Health Organization (WHO) data showing that "immediate adverse effects of CO₁ on the human body begin at 7 ppm, with alterations in blood flow to insure that the heart and brain receive an adequate supply of blood and oxygen."

The WHO's data also shows that at 12 ppm, "fitness or exercise performance and endurance begin to be depressed," that at 20 ppm, "visual acuity (especially night vision) is decreased, hearing acuity is depressed, psychomotor reflexes (as in driving a vehicle) are slower," and that at 100 ppm "some people begin to experience fatigue [and] drowsiness," Kosan noted.

In addition, he said that after "repeated overexposures over a

number of years" CO₁ "also causes diseases of the blood vessels and heart."

The tests were made by having the employees exhale into a device that determines the amount of CO₁ in the blood from the amount in exhaled air. It has been checked "against the much more cumbersome technique of analyzing actual blood samples and has been found to be an accurate and creditable test," Kosan said.

The test results "provide objective support" for the Guild's concern of "over-exposure to CO₁" in the dock area he said.

The Globe and Mail's dock area is roofed and has large doors that are used to protect the area from snow and cold in the winter, a Guild representative said. The area is posted with signs ordering drivers to shut off trucks' engines while being loaded and Guild people do so, though others often do not, said Linda Torney, a Guild representative. The June tests were the second

conducted at the docks, she reported. Three years ago tests—"in midafternoon, I believe"—by the Industrial Accident Prevention Assn., produced readings of CO₁ in the air that were low.

Guild members continued to complain, however, causing the Guild to seek the tests by the lung association.

The Ontario standard for CO₁ exposure is 35 ppm in the air during eight hours' continuous exposure. There is no standard for levels of CO₁ in the blood.

Gary Cwitco, of the Humber College Center for Labor Studies, said that the lung association's readings of blood levels can be converted to levels of the gas in the air, however.

The average of 20 ppm in the blood of nonsmokers is the equivalent of about 30 ppm in the air, he said, below the Ontario standard.

Loading dock employees are most likely to be adversely affected by the CO₁ levels at the Globe and Mail, he said.

Randol wins Leuchter scholarship

Washington — George C. Randol, administrative officer of the Central California Guild, has been selected the winner of the 1980-81 Irving Leuchter Memorial Scholarship to the Harvard University Trade Union Program.

The program is a 12-week residential course in union administration and related subjects. The scholarship is \$3,500, plus travel expenses to and from Harvard. It is named after TNG's general counsel for the 24 years before his death in 1971.

Randol will attend the program's spring session, beginning Feb. 11.

The scholarship is financed by annual contributions from Harvard, TNG and Guild locals. Selection of the winner is made by Harvard.

Top local officers and staff and international officers and staff are eligible for the scholarship. Other

considerations being equal, preference is given to full-time officers and staff.

Randol has been Central California's administrative officer since 1976. He was a TNG international representative from 1974 to 1976.

Prior to that he was a wire editor at the Fresno Bee, where he helped organize the Guild unit. He was first chairperson of the Fresno Bee unit in 1973-74.

Randol also was chairperson of the San Francisco Chronicle Guild unit in 1959. He worked on the Chronicle copy desk for 10 years.

In his application to Harvard, Randol said he believes the program would help him "perform a creative, imaginative role in leading the local in the difficult round of bargaining coming up in 1982." He said his experience has "increased dramatically" in the four years since he became

TNG calls for aid to Polish workers

Washington—U.S. Guild locals and members have been urged to make contributions to the Polish Workers Aid Fund established by the AFL-CIO's General Board Sept. 4.

In a letter to presidents of U.S. locals, with copies to Canadian local presidents, TNG President Charles A. Perlik, Jr., asked locals to make contributions from their treasuries and conduct collections in their shops and at meetings.

The Polish workers have apparently won their "courageous fight . . . for basic trade-union rights . . . but they need help in establishing free trade unions after decades without any," Perlik wrote.

He said he will recommend to TNG's International Executive Board that it make a \$2,500 contribution to the fund.

"These are somewhat extraordinary fund-raising efforts for the Guild," Perlik said, "but the Polish workers' struggle under conditions of the utmost difficulty is far more extraordinary."

"With full knowledge that they risked a terrible retaliation, they stood up and fought for their rights. The most we can do, in comparison, is little enough," Perlik declared.

Since the fund to aid Polish workers was initiated by the AFL-CIO, Perlik said he was "limiting my direct appeal," to U.S. locals, but sending copies of the appeal to locals in Canada, as well, "in the hope that they, too, will be moved to assist Poland's free trade-unionists."

The AFL-CIO's General Board launched the fund with a \$25,000 contribution and called on all affiliated unions to make donations to help the Polish free trade-union movement "off to a good start."

A statement adopted by the General Board cited the "magnificent courage of the Polish workers" as symbolic of the "legitimate desire of all workers for free unions."

And, the board said, the AFL-CIO fund affords U.S. workers the "opportunity to join with free labor movements in Europe and elsewhere to heed the appeals of the Polish workers and to rally moral and material support in the spirit of international workers' solidarity."

Perlik said Guild locals should send contributions to TNG headquarters where they will be forwarded to the Polish Workers Aid Fund.

No AFL-CIO coaching of Poles, Kirkland says

Washington—AFL-CIO President Lane Kirkland made it clear in urging the federation's general board to approve establishment of a Polish Workers' Aid Fund that neither the AFL-CIO nor any other element of the free union movement was involved in starting the Polish workers' strike.

"It was not provoked, instigated or inspired by any action outside of the state of Poland. It came entirely from the depths of the courage, the brains and the experience of the Polish workers themselves," Kirkland said in remarks "to clear up any misunderstandings or misapprehensions."

"We are not interested in attacking, undermining or calling into question the economic system that prevails in any other country in the world, including

Poland," Kirkland explained, continuing:

"Free trade unionism is a means of humanizing any system—whether it be capitalist, communist, socialist or whatever. And our quarrel, insofar as the AFL-CIO is concerned, with the countries behind the Iron Curtain does not relate in any way to such matters as who owns the tools in means of production. To us that is really irrelevant. The question is, are workers allowed the right to have their own organization under their own control rather than under the control of the state, serving as instruments for repression of the aspirations of workers."

Kirkland also pointed out that the leader of the Polish workers, Lech Walesa, had appealed publicly for "economic and moral assistance" from free world workers.

"We must, in all good conscience, respond to the best of our ability," Kirkland said, adding that he knows of "no place and no case" where free unions have been organized and developed "under the blanket of quiet diplomacy."

Correction

The Vancouver Sun and Province have informed the Vancouver-New Westminster Guild that any pregnant employee who might be concerned about the possibility of ill effects from working on VDTs will be given a "sympathetic hearing" by her supervisors.

The Guild Reporter erroneously reported Aug. 8 that the papers had agreed to the same sort of arrangement as the Toronto Globe and Mail, which said it would not require pregnant employees to use the machines, at least until after they are tested for radiation.



GEORGE C. RANDOL
1980-81
Leuchter scholar

the local's administrative officer and he feels he is "ready to grow substantially in the kind of program Harvard offers."

Canada sets inquiries into newspapers

(Continued from Page 1)
have forced the Winnipeg and Ottawa papers to be reopened so it would not be too late if a "media massacre" and charged that the two "have entered a compact to destroy the last vestiges of newspaper competition in Canada."

They called for the governments of both the U.S. and Canada to halt—through new existing laws—the heretofore "unbroken march to domination by newspaper chains in both countries."

The call was issued jointly Aug. 29 by TNG President Charles A. Perlik Jr., Joe Bingle of the International Typographical Union, Kenneth J. Brown of the Graphic Arts International Union and Sol Fishko of the International Printing & Graphic Communications Union.

The day before, the Guild's Canadian Region called upon Canada's attorney general to seek an injunction under the Combines Investigation Act against the entire Thomson-Southam package and so did the ITU's convention, then in session in Kansas City.

The four union presidents said that the Thomson-Southam actions—"all in broad daylight in the arrogant belief that no law can hinder them"—were carried out "without regard for the interests of either the employees whose jobs, or the readers whose newspapers, they have dispatched."

The Guild's Canadian Region sought an injunction that would Southam, Thomson report rising profits

Toronto, Thomson report rising profits

Toronto — After-tax profits of both Thomson Newspapers and Southam, Inc., in the first six months of 1980 were appreciably greater than their earnings during the same period last year, both companies have reported to their shareholders.

Thomson, in a report made at the same time it announced the closing of the Ottawa Journal and sale to Southam of its interests in Pacific Press and the Montreal Gazette, reported after-tax profits of \$34 million for the period this year. That is 16.3 percent more than last year.

Thomson's revenues for the period were \$242.9 million, up 48.4 percent, but its profit as percent of revenue—at 14 percent—was off from its 1979 six-months margin of 17.9 percent.

Southam's after-tax profits for the six months were \$19.5 million, up 19.8 percent, while its operating revenues were \$289.2 million, up 20.2 percent. Its profit-to-revenue margin was the same for both six-months periods: 6.8 percent.

For all of 1979, Southam's after-tax profits were \$39.7 million, up 19 percent from the year before, and its profits-to-sales margin was 7.9 percent.

Last year's after-tax profits for Thomson were \$65 million, up 15 percent from 1978, while its profit-to-sales margin was 19.4 percent.

Thomson's 1979 rate of return on invested capital was 37 percent, 10th among Canada's top 200 companies. Southam's return on capital last year was 31 percent, 21st among the 200.

expected to complete its work by July 1.

Fleming said the commission will attempt to determine if the consolidation of ownership in the industry has resulted in poorer service to the public.

Following the Winnipeg and Ottawa closings, only four cities now have direct competition between English-language dailies: Toronto, Calgary, Edmonton and St. John's, Nfld.

Kent said the commission's first action would be to go to Winnipeg, Ottawa and Vancouver to take testimony on the effect of the Thomson-Southam moves there. It will go to other cities to try to compare news quality in one-newspaper and competitive cities, as well, Kent said.

Kenneth Thomson, chairman of Thomson newspapers, told Globe and Mail reporters he thinks the commission "is going to have a heck of a time" trying to measure any change in news quality after a closing or merger.

Thomson said he thinks "the worst examples of journalism in the world are where there's a lot of competition . . . forcing the newspapers to have a sexy, sensational type of journalism."

Gordon Fisher, Southam's president, said he thinks the increased income for the surviving dailies in Ottawa and Winnipeg will improve their news performance, blaming losses by the closed papers in Winnipeg and Ottawa on their "open competition" with their surviving rivals.

Earlier, both Thomson and St. Clair Balfour, Southam's chairman, denied any collusion between the two chains.

Balfour said that the fact that the chains' Aug. 27 actions were worked out at a series of meetings in Toronto over several months did not mean that they were "in bed" with each other.

"We got out of bed. We were in bed with them in the Gazette. We were in bed with them in Vancouver," Balfour told Editor & Publisher magazine.

Thomson, too, denied any "sweetheart deal," saying that "each was an independent decision. The only thing we agreed on was timing. Better to get the agony over all at the same time."

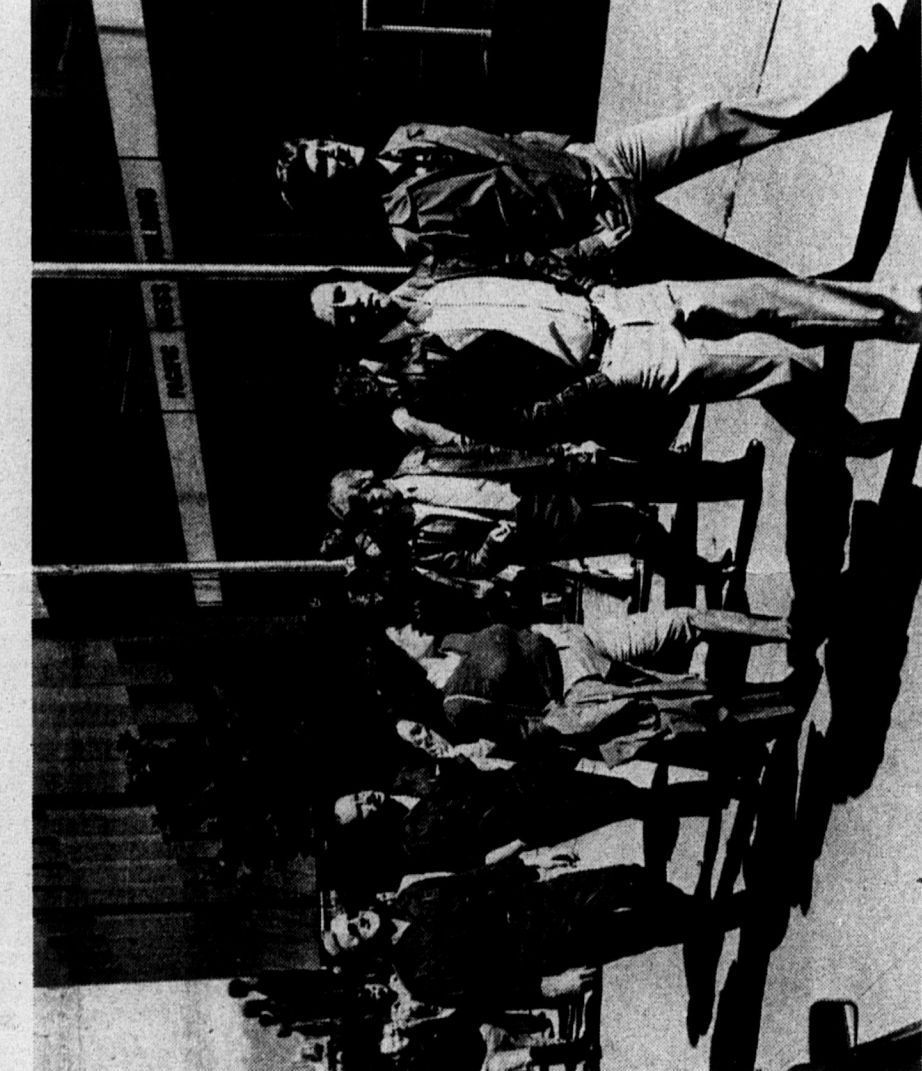
Said Southam's Fisher: "Some times tradeoffs are necessary. A handful of employees for the well-being of hundreds of others and thousands of shareholders."

When the companies announced the Winnipeg and Ottawa closings they pointed to the papers' financial losses. The Tribune reportedly lost \$13 million from



In Vancouver, — a vigil on Sept. 3

Vancouver Sun and Province employees, their unions and leaders of the city and provincial labor federations gather for a noon time vigil Sept. 3 marking the decline of newspaper employment and of newspaper competition in Canada that resulted from the consolidations announced by Sun and Province, now both Southam's.



Toronto—Labor Day

Members of the Southern Ontario and Ottawa Guilds join to mark the closings and consolidations announced by the Southern Ontario and Ottawa Guilds. The parade, the annual Labor Day parade, the van (left) that formed part of the Guild entry was followed by members bearing mock coffins (above). Carrying the Win-



Photos by Katie FitzRandolph, Tom Morris, Mike Phillips/Southern Ontario Guild

Thomson-Southam—January through August

Sept. 25, 1979—Publication of the Montreal Star is ended, leaving Southam's Gazette as the only English-language daily in the city. In return for the right to buy the Star's plant and equipment, Southam gives FP Publications, Ltd., an option to buy one-third of the Gazette.

Jan. 30, 1980—Thomson Newspapers buys control of FP Publications for about \$130 million. The purchase includes the option to buy into Southam's Gazette.

April—Thomson buys the rest of FP for about \$34 million and sells its interest in Ronalds-Federated, Ltd., of Montreal for \$19.3 million.

June—Thomson sells its Montreal Star plant to Southam for \$16 million and buys into Southam's Gazette for \$13 million.

July 31—Toronto Sun Publishing Corp. completes purchase from Thomson of the Calgary Albertan, a former FP paper. Thomson keeps ownership of the plant and site.

Aug. 1—Thomson announces merger of the Victoria Times and Colonist, former FP papers, to become the all-day Times-Colonist, effective Aug. 31.

Aug. 26—Thomson, without warning, closes the Ottawa Journal, a former FP paper, leaving Southam's Ottawa Citizen as the only English-language paper in the nation's capital.

Aug. 27—Southam, without notice, closes the Winnipeg Tribune, leaving Thomson's Free Press, a former FP paper, the only daily in Winnipeg. Thomson buys the Tribune's plant and equipment for \$2.25 million.

Aug. 27—Southam buys Thomson's 50 percent interest in Pacific Press, Ltd., making Southam sole owner of the Vancouver Sun and Province.

Aug. 27—Southam buys Thomson's one-third interest in the Montreal Gazette, paying a total of \$57.25 million for Thomson's Vancouver and Montreal interests.

Victoria members hold to their old hours

Victoria, B.C.—Victoria Guild weekly pay by 6½ percent through loss of night differential, he said.

The Guild asked the company three times to meet on the shift changes but to no avail, Bradford said. Finally, the membership voted unanimously to remain on the old schedules until the dispute is resolved or 90 days pass.

The Guild also is grieving over the company's hiring partners from outside the rehiring list, Bradford said.

The Times-Colonist published neither its morning nor its afternoon editions for Sept. 3 after a black armband proclaiming

number of discharged composing room employees joined retained printers in the composing room the night before, Bradford said.

The groups discussed a grievance the Typographical Union has filed protesting the discharges under technological change provisions of its contract. When the former Colonist city editor—has sued Victoria Press for a year's severance pay.

Drew said she held the position for eight weeks and was offered only six weeks' severance. In her suit she alleges she was dismissed without sufficient notice.

U.S. dailies' ad income up 9 percent

New York—Advertisers spent \$7.2 billion for space in U.S. daily newspapers in 1980's first six months, 9.5 percent more than during the same period last year, according to estimates by the Newspaper Advertising Bureau.

The NAB's estimates are drawn from several kinds of data, including measurements in 64 index cities by Media Records. Six months' spending for retail ads in newspapers was up by 10.8 percent, to \$3.8 billion, national paper ads in June, 42.7 percent, more than in the same month in 1979. Advertising Age reported. Other "flash report" categories up by 19.4 percent, and food stores, with gains of 15 percent or more.

Advertisers' newspaper spending in June alone was up by 11.4 percent, to \$1.1 billion, and hardware (up 32.4 percent), real estate (up 30.2 percent) and building contractors (up 17.7 percent).

Among the advertisers who spend the most for newspaper ads, June spending by department stores was up by 4.2 percent, to \$44.3 million; furniture and furnishings establishments, up by 6.6 percent, to \$23.0 million; general merchandise stores, up by 14.7 percent, to \$3.0 million; amusements, up by 11.7 percent, to \$18.9 million, and food stores, up by 19.4 percent, to \$17.2 million.

Scripps-Howard okays audit of Press' books

E. Cole, has been seeking concessions from the unions as a condition for purchase (Guild Reporter, Aug. 8).

The unions have hired TNG's auditor to examine the financial records of the paper and meet with Scripps-Howard's accountants.

Edward W. Eslow, president of Scripps-Howard Newspapers, in a letter to the unions said the paper has been "losing substantial sums of money."

He said the Press chain intends to close the Press unless it is sold "within a reasonable period of time."

Among the concessions Cole is seeking from the unions are contract extensions, a year's wage freeze and some layoffs.

The Cleveland Plain Dealer, a Newhouse paper, reported that the Press' 1979 losses were \$6 million and were running at about \$1 million a month this year.

AFL-CIO board votes to support Carter

(Continued from Page 1)

Carter told the board, "We must recognize the legitimate rights of labor. It is time for our country to accept labor as an equal partner in our economic life."

"I am still with you for passage of common situs [picketing] legislation."

"I will veto any attempt to repeal Davis-Bacon [the prevailing wage act]."

"I will resist any effort to weaken minimum wage or occupational safety and health protection."

"I stand ready with you to help enact national health insurance."

The President, in speaking of the Polish strikers, emphasized that human rights and labor rights are "indistinguishable."

"And let me add," he said, "that we must expand human rights at home also, by ratifying the Equal Rights Amendment."

In conclusion, after recapitulating plans for creating jobs, controlling inflation and meeting other economic and social challenges of the '80s, the President told the union officers:

"More remains for us to do, and we must fight for it. But we are fighting for it shoulder-to-shoulder, and together we will win."

In its statement of endorsement, the General Board, acting on the recommendation of the AFL-CIO Executive Council, said that the 1980 election is "the most important for workers and their families in many years."

"The contrast between the platforms of the two parties is stark," it said. "The difference in the record of the candidates and their positions on the issues is real and deep. And the choice is clear."

As a result, AFL-CIO President Lane Kirkland said in support of the board statement, "what we decide today—and what each of us does for the next two months, and how well—we will go to a large degree determine the course of the nation for the next four years and, possibly, for the next generation."

Noting that a President can not only set policy and influence legislation but also, through administrative and judicial appointments, undermine existing policy and legislation, Kirkland said that now, with the unprecedented National Accord between labor and the Carter Administration, "our voice is heard."

But, he asked, who will be listening in the White House if Ronald Reagan is elected?

"Hence," Kirkland said, "the real question that the board must decide is whether the labor movement will seek to advance its interests during the next four years

with the support, where possible, of the Carter Administration—or whether we will circle the wagons to defend what we have gained thus far from attacks by a hostile Reagan Administration."

"Ronald Reagan is no friend of working people. A man who has consistently and repeatedly belittled the aims and hopes and aspirations of workers and their unions suddenly is trying to change his spots and claim to be their friend."

"Well, I don't think it's going to work, and it is our job here to do everything in our power to make certain it doesn't work," Kirkland said.

On key labor issues, the General Board statement said, the differences between Carter and Reagan are dramatic.

Carter, it said, accepts the labor movement's role in representing workers, whereas Reagan seeks to undermine it, through "right-to-work" laws, as well as

Carter? Three explain why

equality we are talking about equality for all — men and women alike.

"And a Ronald Reagan who speaks about equality but does not stand for the ERA is talking about inequality for women."

A BLACK: "I've come here to endorse Jimmy Carter and Walter Mondale without hesitation or equivocation and with a deep commitment to their victory on November 4," Steelworkers' Vice President Leon Lynch told the board.

"As a Steelworkers' international officer, a black trade-unionist and a believer in eco-

nomic justice and human rights, how can I do otherwise?"

"Republican trickle-down economics will never meet the needs of the Black and Hispanic communities, or respond to the expectations of the millions of other Americans who are suffering economic deprivation."

"A ticket that provides a vehicle for the enemies of the rights of women and minorities can only weaken and divide this country."

A CONVERT: "I'm the first speaker here who was involved in the support of another candidate during the primaries, and I rise to rescind all of the negative statements I made during that campaign," Teachers' President Albert Shanker told the board, referring to his union's earlier endorsement of Senator Kennedy.

"I think that was a good fight, and I'm not one bit sorry for it."

"But now that we are in this one, I know the difference between a candidate who wants to go to the same place I want to go—but with whom from time to time I've got a difference as to how fast he's going or by what road—and a candidate who doesn't want to go to the same place I want to go to at all. So we've got to be in this all the way, and I give full support to the statement before us."

Congress at stake, locals told

(Continued from Page 1)

Research and Information Director David J. Eisen wrote to the locals.

Locals were reminded that the 1980 TNG Convention emphasized that in this election it is "particularly important for U.S. locals to expand their political action activities... if conservative, antilabor candidates are not to emerge victorious," and called upon locals to "conduct energetic \$2 drives for COPE, in addition to mobilizing for registration and get-out-the-vote campaigns."

The \$2 COPE drive is of "critical importance" in this year's "rapidly escalating political campaign," Eisen said.

TNG's International Executive Board has contributed \$5,000 to COPE this year. Those funds can be used only for voter edu-

need to improve the public school system and concentrates instead on tax credits for those who send their children to private schools," the board declared. "His consumer program is a throwback to the principle of 'Let the buyer beware'."

The Democratic platform, the board said, "offers a vision and a hope of what America should be. The Republican platform offers a retreat into America's past."

The Republican platform, it said, "is an elitist document" that is "anti-worker, anti-union, anti-government and anti-poor," and specifically endorses efforts to weaken unions and laws that protect workers.

In summary, the board said: "President Carter has developed a record over his four years in office that is worthy of the support of union members. His personal qualities of integrity, compassion and sincerity are augmented by the practical experience a person can only gain as a President."

The board said that Vice President Mondale also is a "proven friend" of workers, with 109 "right" votes and only nine "wrong" votes as a senator as contrasted to George Bush's 21 "wrong" votes and one "right" vote.

The General Board emphasized that the labor movement has "no higher priority" than electing its friends to office, including its friends in the Congress and the state legislatures.

Noting that ultra-conservative and anti-labor forces are attempting to "buy control" of Congress through so-called "independent" political action committees, the board said that only an all-out effort on labor's part will prevent a "radical shift to the right."

To avert this, and to ensure the re-election of President Carter, the board called on all AFL-CIO unions to undertake "the most complete and exhaustive campaign in the history of the labor movement," including a massive voter registration drive, intensified efforts to inform members of campaign issues and expanded services to help get out the vote.

"Total support of COPE is the best, most effective vehicle to achieve these goals," the General Board said. "We urge every union to meet and surpass its financial commitment to COPE so that our efforts will not fall short because of a lack of funds."

cation and registration, while individual COPE contributions can be used to aid individual candidates, Eisen explained.

The political efforts of U.S. Guild members "should only start, not stop, at their wallets," Eisen said, noting that most local labor federations need assistance in registration and get-out-the-vote campaigns.

Locals were also reminded that members' individual contributions to COPE can be claimed as federal income tax deductions, within specified limits. Locals and district councils were reminded that contributions can be made from local and district council treasuries, but only to COPE's Voter Education and Registration Fund.

Along with the letter locals were sent COPE contribution receipt books and samples of COPE literature.



Women's Labor Day

The Coalition of Labor Union Women co-sponsors Labor Day rally in park across from the White House to publicize issues of concern to working women and encourage candidates for office to address them. Women carpenters nailed 15 planks bearing labels naming the issues to frame, at left of picture, as speakers addressed them. Planks citing benefits, homemaking and organizing are in the foreground. The event was held to challenge the traditional stereotype of workers as males on Labor Day, CLUW said.

Arbiter to set raises for VDT-altered jobs

Vancouver — Arbitrator John Kagel has been asked to determine the size of increases for several jobs under the Vancouver-New Westminster Guild's contract with the Sun and Province that he has found were substantially changed by the introduction of video display terminals.

He will also decide which employees hold jobs he identified as having been changed substantially by the use of VDTs in a May 30 award.

In that award Kagel ruled that wire editors who sort copy on VDTs, several slot persons and head editorial dispatchers were eligible for upgradings and he ordered the Guild and the papers to negotiate new minimums. He said if no agreement was reached by Sept. 10 he would resolve the disputes.

At the same time, however, Kagel rejected Guild claims that reporters and copy editors also should receive extra compensation for working on the terminals.

Kagel was acting under a Guild contract provision requiring that a new minimum be negotiated if the duties or functions of a job are substantially changed.

He found that the job of the Province's wire editor had been made significantly more difficult with the advent of VDTs because of the "inherent awkwardness" of sorting wire copy electronically. This conclusion was underscored, he said, by the fact that the Sun chooses to sort hard wire copy, working a story on the VDT only after it is selected.

The use of VDTs also caused substantial changes in the jobs of news slotpersons at both papers and of the sports slotperson at the Province, Kagel ruled.

He noted that the Province sports slotperson was working under advanced deadlines and was

required to meet three in one hour and that the news slotperson at the Province has the added responsibility of monitoring terminals and seeing that those not operating are fixed or replaced.

While the news slotperson at the Sun is not required to monitor the operation of terminals—this is handled by editorial dispatchers at that paper—it is in the slot that the "overall impact" of the VDT system falls, Kagel said.

The slotperson "bears the brunt of the cumulative effect" of response time and inabilities of the system. "Any down time for anyone must be handled and co-ordinated by the slot so the paper comes out on time," Kagel said.

He ordered the parties to determine if other slot positions had incurred similar changes and that question will be before him when hearings resume Oct. 1.

Head editorial dispatchers are performing work of a "higher degree of responsibility and skill," Kagel ruled, noting that they are "significantly involved in troubleshooting" problems with the system and giving assistance in how to use the system. Kagel rejected management arguments that the employees had volunteered these services, saying that evidence showed the duties were performed "on more than a casual basis."

Kagel found that although the use of VDTs had created some changes in the work of reporters and copy editors the changes had not been "substantial" and held, therefore, there was no contractual requirement to negotiate new minimums for these jobs.

He said VDT keyboarding emulated reporters' work with hardcopy and cited complaints about the lack of access to copy as "incidental" and "irksome."

Kagel also cited "greater flexibility" for copy editors through

Women getting a shower room

Minneapolis — Construction has begun on \$11,000 shower facilities for women employees at the Minneapolis Star and Tribune Co.'s main plant here.

Twin Cities Guild members on the Guild-Tribune worker participation committee had pointed out last December and repeatedly since that the only showers on the premises were in the pressroom workers' locker room.

Several women employees jog during lunch breaks and at other times, the Guild reported.

automatic line count and head fit elements of the system as offsetting disadvantages, and said that "in overall balance, the VDT systems' impact" on copy editors did not amount to a substantial change.

The Guild has appealed to the British Columbia Labor Relations Board to overturn Kagel's decision on the latter.

VDT duty gets clerks upgraded in Cleveland

Cleveland — The Cleveland Guild and the Plain Dealer have created a new, higher-paid classification for editorial clerks who are required to work on video display terminals.

The new job—editorial composition clerk—has a top minimum of \$252 a week, \$15.86 higher than the top for editorial clerk. On Nov. 1 the top minimum for the new job goes up \$18, to \$270, while that for editorial clerk is increased \$7.50, to \$236.14.

Agreement on the higher job settles a Guild grievance filed nearly two years ago when four editorial clerks were assigned to work on VDTs.

PICKETS 'INVADE' U.S.

Talks with Optimist reported resuming

Delta, B.C.—Bargaining for an initial Guild contract for the employees of the struck weekly Optimist resumed here Sept. 9 amidst rumors that a new weekly—to be printed at a union shop—was about to make its debut.

At the same time, striking Guild members were preparing to take their picket signs to a third, nonunion printing plant where the Optimist was expected to try to publish its Sept. 10 edition.

Guild members, on strike at the Optimist since July 3, had followed the Optimist to a pair of printing plants in the state of Washington the two previous weeks and put up picket lines at each at the times the firms were scheduled to run the Optimist.

The Guild's picket line outside the Linden Tribune on Aug. 26 produced a written promise from

that paper's management that it would not print the Optimist again, reported a representative of the Vancouver-New Westminster Guild.

Telephone company repair workers refused to cross the line to fix telephones at the paper, the representative said.

The next week, when Guild pickets stationed themselves outside the AdPro printing plant in suburban Seattle—at 4 a.m.—a representative of the firm told them that the Optimist had failed to arrive as scheduled. The Pacific Northwest Guild had promised assistance to the Delta strikers, if needed.

The strikers also sent letters to firms advertising in the Optimist informing them that the paper was being printed in the United States and reminding them of the Canadian law forbidding tax deductions for advertising in publications printed outside Canada.

The Vancouver-New Westminster Guild also has sent appeals to other locals for contributions for additional aid to the nine Optimist strikers.

Optimist employees in all departments voted for Guild representation last Nov. 29. In the spring the provincial labor board found the paper guilty of unfair practices and ordered a series of precedent setting remedial steps to restore Guild support among the paper's employees.

Bargaining had been broken off early in August after the Optimist retrogressed from previous offers in a contract proposal to the Guild.

Covert agent bill approved in House unit

Washington—The House Judiciary Committee has approved a bill that would make it a crime for private citizens, including journalists, to identify covert intelligence agents, even if information about their identity were obtained from unclassified sources.

By a vote of 18 to 9 the House committee on Sept. 3 defeated a recommendation that would have limited the provisions of the bill to persons who have had access to classified information and sent the measure on to be taken up on the House floor.

TNG and other news industry groups have urged that the bill's strictures be limited only to persons with access to classified information.

A similar measure is before the Senate Judiciary Committee, having been approved by the Intelligence Committee.

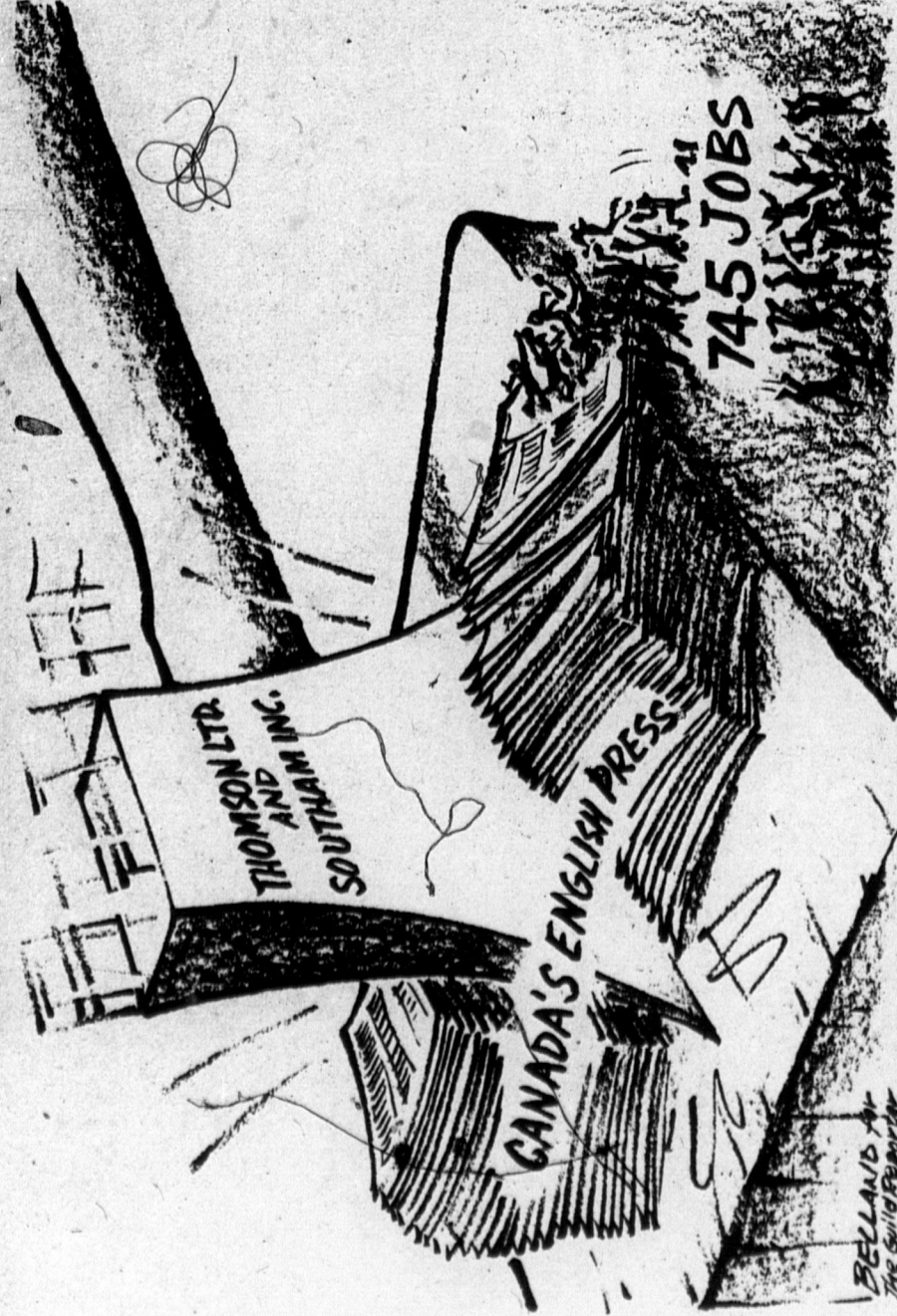
In a letter to the House and Senate Judiciary Committees, TNG President Charles A. Perlik, Jr., said that while TNG has "no quarrel with the bill's intent to give the government adequate means of halting the purposeful disclosure of its agents' identities by those entrusted with that information," the bills in both houses are "far too broadly drawn, infringing seriously on First Amendment guarantees of press freedom in the process."

Bread & Roses LABOR DAY STREET FAIR
DISTRICT 1199—NATIONAL HOSPITAL UNION — RWDSU/AFL-CIO

Walter Van Ness/New York

New York Guild member Roslyn Epstein, who works in the classified advertising department at the New York Times, stops by booth with information on VDT health hazards co-sponsored by New York Guild at Labor Day Street Fair staged by District 1199 of the National Union of Hospital and Health Care Employees. Seated behind booth are Gwen Wells of the Office and Professional Employees Union and Mike Clancy of the Communications Workers of America. The fair featured labor exhibits, a health fair, song fest, street and stage skits and roller skating.

Thomson: 'Each has to find his own way ...'



LABOR DAY NEEDED — TO REST

U.S. vacation policies called insane

By CHARLES McLAUGHLIN

IT'S BEEN YEARS since anybody invited me to a Labor Day party to celebrate the working man and woman—which is to say, most of us. The working people I know are too tired for partying. To them, and to me, the first Monday in September is just an extra day of rest we badly need. And no wonder. We don't get enough paid vacation, and there isn't much we can do about the situation—unless you want to emigrate.

The Labor Dept. has just issued a survey of employee benefits in American industry. It details among other statistics, the paid vacation of the worker. The typical plan calls for the length of paid vacation being determined by length of service to the employer: 5 days of vacation for those with less than one year of service; 10 days after one year; 15 days after 10 years; 20 days after 15 years.

As it works out, more than 80 percent of American workers make do with about two weeks of paid holiday annually. This is probably because a lot of people have to change jobs before 10 years are up, and then they start

This is reprinted with permission from the Op-ed page of the Sept. 1 New York Times. McLaughlin is a senior editor of GEO magazine. When the Guild Reporter called him to discuss the piece he was out—on vacation.

the vacation sweepstakes again. It is also true that two weeks off a year is all most Americans expect.

I have another document, sent by the British Information Service. In it the annual paid holidays for workers in the nine European Economic Community countries are laid out. A glance is enough to tell you that in every country on the list, the worker does better in vacation than the American worker does. (The year surveyed is 1973, the latest available. You can safely assume that the figures are on the low side.)

IN THE UNITED KINGDOM, the stingiest, the average worker gets 15 to 18 days off with pay a year. In Italy, the average is 14 to 20 days. The rest do better: Belgium, 20 to 22; West Germany, 18 to 24; France, 24; Luxembourg, 18 to 24; the Netherlands, 17 to 20; Ireland, 18; Denmark, 24.

In none of them is paid vacation linked to length of service; it's a workingman's right. In every country but one, the United Kingdom, the government sets

legal minimums for paid vacation for workers. Nowhere is the legal minimum as little as two weeks a year.

In the United States, there are no legal minimums. The government leaves the issue to the states, and the states keep hands off. The traditional attitude here seems to be that how much paid vacation you get is a matter of negotiation between you and your employer. Can you imagine trying to get a job and telling the personnel lady that you will need more than the usual two weeks off a year, and right away?

In the American system, it is perfectly possible for a hard-working person who changes jobs every few years, presumably to better himself or herself, to work 50 weeks a year for decades. I'm sure there are people who do just that and think nothing of it. Heaven help them! In the long run, I'll bet they are cheating not only themselves and their families, but their employers, too, because nobody who works too much works well. The Europeans understand this, employer and worker alike.

In Sweden, workers have the right to as much as six weeks off with pay a year. (The Swedish information officer I spoke to told me she thinks "the Americans are crazy when it comes to vacation policies.")

IN WEST GERMANY, workers are customarily paid extra when they are off on their four- or five- or six-week vacations. Why not, since they will have unusual expenses, such as air fares and hotel bills and meals in restaurants?

Those restless workers in Poland start at 14 days' paid annual vacation and after a few years get a full month off.

Only Japan is crazier than we about vacations. It's not that the Japanese employer is stingier than the American. In fact, he is much more generous. A Japanese worker is eligible for three to four weeks off a year with pay. But loyalty to the company is a tradition in Japan, so most workers use only part of their annual leave and show up in the office for the rest to demonstrate their devotion to the boss. I hope this idea doesn't catch on with American management. They might just sell it to the gullible American worker.

DAY BOOK

- New England District Council, fall meeting, Oct. 4-5, Sheraton Wayfarer, Bedford, N.H.
- International Executive Board, fall meeting, Oct. 20-23, TNG headquarters, Washington.
- Midwest District Council, fall meeting, Oct. 25-26, Sweden House Lodge, Rockford.
- Western District Council, fall meeting, Oct. 25-26, Sacramento (tentative).
- TNG and ITU Merger Summit Committee, joint meeting, Oct. 29-Nov. 2, Washington.
- Southern District Council, fall meeting, Nov. 1-2, Morgantown.
- Middle-Atlantic District Council, fall meeting, Nov. 1-2, New York.
- Great Lakes District Council, fall meeting, Nov. 8-9, Terrace Hilton, Cincinnati.
- TNG Special Merger Committee and ITU Merger Negotiating Committee, joint meeting, Nov. 17-21, Washington.
- 48th Annual TNG Convention, Memphis, June 29-July 3, 1981.

NEW ADDRESS?

Please use this form so the Guild Reporter will move with you.

Type or print name, new address, and name of your Guild local in space provided below.

Mail to: Guild Reporter, circulation, 1125 15th St. N.W., #835, Washington, D.C. 20005.

Name

New Address

City

State/Province

Zip/Postal Code

Guild Local

ATTACH OLD MAILING LABEL HERE

If you are receiving duplicate copies, please attach both labels.

As they put it

Let's make a deal ...

The following is from a Guild bulletin by Murray Campbell, chairperson of the Southern Ontario Guild Unit of the Toronto Globe and Mail, a Thomson paper since January.

What's the opposite of a strike by employees?

It's not a lockout—that's merely a reaction by employers threatened with a strike.

The equivalent of a labor strike is a capital strike, a withdrawal of capital such as we have seen by Thomson Newspapers Ltd. and Southam Inc.

Employees wanting to withdraw their labor as a group are forced by legislation to go through an elaborate procedure, but employers can withdraw their commitments on a day's notice.

In doing so, they can ignore all but the severance pay provisions of any collective agreement.

Thomson and Southam this week have shattered the lives of about 745 people and their families for the sake of balancing one column of figures with another.

(Asked what he thought of doing these people out of their jobs, Mr. Thomson, the inheritor of a vast business empire, said: "Each one has to find his own way in this world.")

In Thomson's case there can be little argument that the need to do this balancing was urgent. For the first six months of this year, Thomson's profit was up nearly \$5 million—to \$34 million—from a year earlier.

By surrendering its interest in Vancouver's Pacific Press Ltd. and the Montreal Gazette to Southam, Thomson will get \$57.25 million; in addition it will lose the drain on finances the Ottawa Journal represented (it lost about \$3 million in the first eight months of this year).

The argument used to be that chains were useful because the profitable newspapers could be used to support those papers in temporary difficulty. Indeed, many Globe employees understand that it was the resources of FP Publications Ltd. that saw the Globe through a rough patch in the mid-1970s.

Why were the papers closed? Declining readership? Newspaper readership has risen by a half-million in the past five years. The oft-stated trend to one-newspaper cities? Yes, perhaps, but this is a self-fulfilling prophecy when it is part of the chain's corporate policy.

In the long run, the severe reduction in mobility, which has resulted from the disappearance of four mastheads in the past year, will affect the entire industry. Employees will stay where they are and risk becoming stale.

Why was there no notice (as with the Telegram in 1971) so that other interests—community groups or the employees themselves—could attempt to forestall the closings?

Perhaps the time has come to admit that Canadian capitalists—in the newspaper industry at least—are timid creatures afraid of competition and that income tax regulations prohibiting foreign ownership of news media ought to be changed. It is arguable whether things would be much worse with U.S. chains like Gannett or Newhouse running newspapers in Canadian cities.

The Guild Reporter



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., Washington, D.C. 20005. Publication #23181

ISSN: 0017-5404

Vol. XLVII, No. 16

September 12,

The Newspaper Guild

1125 Fifteenth St. N.W., Washington, D.C. 20005
Area Code 202-296-2990

INTERNATIONAL CHAIRPERSON: HARRY S. CULVER
PRESIDENT: CHARLES A. PERLIK, JR.

SECRETARY-TREASURER: CHARLES DALE

AT-LARGE VICE PRESIDENTS: Elwood B. Bigelow, 28 Brentwood Cape Elizabeth, Maine 04107; William T. Davis, 4950 Cherry Ave., San Jose, Calif. 95118; Robert C. Holt, Jr., 433 Dickens Ave., St. Louis 63122; David M. Mulcahy, c/o Standard & Poor's Corp., 25 Broad New York, N.Y. 10004; Floyd Tucker, 570 El Dorado Ave., Oakland, 94611; Joyce Walker-Tyson, 13736 Littlefield, Detroit, Mich. 48235.
REGIONAL VICE PRESIDENTS: Region 1—Patrick Rushton, 74 Pro Sk., Wilkes-Barre, Pa. 18702; Region 2—Carlos J. Sutton, 8528 Acorn C Vienna, Va. 22180; Region 3—John B. Mitchell, 1115 N. St. Joseph Gary, Ind. 46403; Region 4—Carla W. Beck, 520 46th St. S., Great Mont. 59405; Region 5—Betsy Wade, 95 Park Terrace W., New York, 10034; Canadian Region: East—John M. Lowe, 144 Broadway Ave., Ont. M4N 2G2; West—Roger L. Stonebanks, 407-1571 Mortimer St., Vt. 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. McLeaman.

DIRECTOR OF RESEARCH & INFORMATION: David J. Eisen.

HUMAN RIGHTS CO-ORDINATOR: Hannah Jo Rayl.

INTERNATIONAL REPRESENTATIVES: William M. Brown, Leo J. Du-
charme, Willard Hatch, Fred W.S. Jones, Harry L. McCormick, Luis Mon-
tanez, Jr., James H. Orcutt, G. Richard Pattison, Marshall W. Schiewe.