

Extra year nets \$58 at Plain Dealer

Cleveland — The Cleveland Guild and Newhouse's Plain Dealer have opened their contract 11 months early and agreed to raise minimums by as much as \$87.26 over the next 15 months — with as much as \$71.23 coming before the contract was to have expired next July 31.

The top minimum for reporters, photographers and copy readers is raised by \$81.66, to \$520.20 a week, under the new agreement that runs through July 31, 1982.

The increase comes in three steps, with \$51.66 retroactive to Sept. 2 and increases of \$15 each on June 1 and Dec. 1, 1981. Part of the June increase may be diverted to fringe benefits.

Under the contract that was to expire next July 31, top minimum increases ranging from \$6.50 to \$9.50 were due this Nov. 1 and a cost-of-living adjustment next February could have produced additional increases ranging from \$6.70 to \$14.34 in top minimums.

The top minimum for reporters, photographers and copy readers is raised by \$81.66, to \$520.20 a week, under the new agreement that runs through July 31, 1982.

The early opening and 12-month extension produce \$58.72 more at the key top minimum than could have been produced by the combination of the negotiated increase and the cost-of-living increase.

Other increases and resulting top minimums include:

Editors and editorial writers—Up \$87.26, to \$555.86 a week, in increments of \$55.20 on Sept. 2 and \$16.03 each on June 1 and Dec. 1, 1981. The total increase is \$63.42 more than could have been produced in the remaining

term of the old contract. **Stenographers**—Up \$45.89, to \$292.30 a week, in increments of \$29.03 on Sept. 2 and \$8.43 each on June 1 and Dec. 1, 1981. The total increase is \$30.77 more than could have been produced in the remaining term of the old contract.

Transcribing typists — Up \$44.27, to \$282.01 a week, in increments of \$28.01 on Sept. 2 and \$8.13 on June 1 and Dec. 1, 1981. The total increase is \$29.41 more than could have been produced in the remaining 11-months

term of the old contract. **Copy aides**—Up \$40.20, to \$256.05 a week, in increments of \$25.43 on Sept. 2, \$7.38 on June 1 and \$7.39 on Dec. 1, 1981. The total increase is \$26 more than could have been produced in the remaining term of the old contract.

The company agreed to renegotiate wages in response to a Guild request seeking a re-opening. A unit membership meeting had instructed Guild negotiators to seek increased wages because members were losing ground to inflation.



MINNEAPOLIS' ROBERTA WALBURN 'FLASHES' T-SHIRT
Cartoonist Richard Guindon's shopping-bag-lady character makes the shirts best seller at \$7 to the public.

Kent Robertson/Twin Cities Guild

THE GUILD REPORTER



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

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1,650 out in Minneapolis as Guild, Mailers strike

Minneapolis—A strike by the Twin Cities Guild, the Mailers' and Machinists' unions against Cowles' Minneapolis Star and Tribune ended its second week Sept. 26.

The 400-member Guild unit struck Sept. 13, a few hours after the Mailers walked out at 7 a.m. Both memberships voted overwhelmingly to reject the company's most recent offers and demands immediately before striking. The Machinists joined the strike two days later. All other unions were supporting the strikers' picket lines.

Issues in the strike include the size of wage increases as well as the application of the Guild's reuse and republication clause to an "electronic newspaper" and staffing and jurisdiction in the mailroom.

The company's last offer before the strike was for increases of

1,200 more face bargaining crises

More than 1,200 Guild members in three units of two locals face bargaining crises and have voted to authorize their bargainers to call strikes if necessary to reach satisfactory contract settlements.

The Seattle Post-Intelligencer and Times units of the Pacific Northwest Guild, with more than 300 and 600 members respectively, are bargaining with those managements for contracts to replace ones that expired July 21, and the Los Angeles Guild's Long Beach unit, with more than 300 members, is seeking renewal of its agreement with the Ridder chain's Independent and Press-Telegram that expired Feb. 28.

\$1.10 an hour in each of two years for a total of \$2.20. The \$1.10s applied to Guild minimums would have produced two \$50 increases in the reporter top minimum, putting it at \$587 next August.

Two days before the Sept. 13 strike deadline, the publisher presented Guild negotiators with a three-page demand seeking to exempt Guild-covered work sold to an electronic newspaper from a contract provision calling for payments to employees whose work is sold for reuse or republication.

Members of the Guild and Mailers' locals voted nearly unanimously Sept. 23 to reject revised company proposals that included increases of \$1.30 an hour the first year and 90 cents the second year, still a total of \$2.20 but with 20 cents moved forward.

The company had also revised its proposal on the Guild's reuse and republication clause to demand that it be eliminated entirely.

The revised wage proposal

would have produced increases at the reporter top minimum of \$58 the first year and \$42 the second.

Teamsters received an increase of \$1.29 an hour in July under a cost-of-living adjustment formula.

About the same time the Pressmen agreed to a two-year contract increasing wages by \$1.10 an hour in each year while leaving staffing provisions intact.

The company is demanding that the Mailers give up claims to inserting work that an arbitrator last January ordered returned to them. The arbitrator also ordered the parties to bargain on damages due Mailers deprived of the work while it was done outside the plant by others. The Mailers estimate the work is worth some \$500,000.

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Perlik, Dale endorse Carter

Washington — TNG President Charles A. Perlik, Jr., and Secretary Treasurer Charles Dale have announced that they personally support and will work for the reelection of President Carter and urged Guild members across the United States to do likewise "in the interests of their union and their country."

Calling the contrasting positions of the major party candidates on labor legislation and women's and minority rights

this election would be of "profound concern" to the Guild and the labor movement has mounted to an extent paralleled in few presidential elections, Perlik and Dale said:

"We would not be fulfilling our responsibility as Guild officers if we did not, at least as individuals, boldface the danger and draw the necessary conclusion.

"That conclusion is that the election of Ronald Reagan would

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N.Y. Times bias-case pact unprecedented

New York — The New York Times has agreed to an out-of-court settlement of a seven-year-old charge of employment discrimination against nonwhites that is of a scope unprecedented within the newspaper industry.

The agreement was submitted for approval to a federal district court here Sept. 17.

Don Barker, chairperson of the New York Guild Times Unit and one of four named plaintiffs in the case since it was moved to

Also spelled out are both interim and five-year goals for employment of minority group persons within 22 "job groups" encompassing 612 job titles within departments covered by the Guild-Times contract, including those exempt from the contract all the way up to publisher.

A permanent voluntary master will decide any disputes that may arise over the settlement's implementation, with the federal court retaining jurisdiction through

1985. There are also requirements for periodic reports on implementation.

The agreement specifies that by entering into the settlement "there is no admission by the Times, express or implied," that it has been guilty of job discrimination and that there likewise is no such finding by the court.

A like disclaimer was part of a settlement by the Times of sex discrimination charges two years

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Perlik, Dale endorse Carter, urge U.S. members' support

(Continued from Page 1)
be an unmixd disaster for the labor movement and for the Guild as a part of it.

"The argument does not really need to be made. The candidates themselves have already made it, as the AFL-CIO General Board pointed out in its endorsement of President Carter," Perlik and Dale said. [Partial text below.] Perlik and Dale cited Carter's

support of—and Reagan's opposition to—labor law reform, repeal of so-called "right-to-work" laws, effective safety and health and minimum wage laws, and key equal rights measures.

Instead of labor-law reform, Reagan has proposed subjecting unions to antitrust laws, Perlik and Dale noted, and Reagan opposes the Equal Rights Amendment (which Carter supports), as he opposed the Civil Rights Act of 1964.

The press also has much at stake in this fall's election, both in the composition of the administration and of the Supreme Court the administration will help shape, Perlik and Dale emphasized.

They noted that only last week Vice President Mondale emphasized the Carter administration's opposition to closed trials, subpoenaing of reporters and newsroom raids [see story, page 5] and that the Democratic platform

calls for legislation to overturn the Supreme Court decision permitting such raids.

But, the TNG officers pointed out, with four prospective vacancies on the Supreme Court, a court already weighted with Nixon appointees would become an "institutional pillar of reaction" for years to come if the new justices must pass the test of Reagan's social beliefs.

TNG's two full-time officers also endorsed Carter and Mondale in 1976.

While this year's convention was not asked to and did not authorize an organizational endorsement, it stated in its Political Action Report, that "clearly, our best interests as working people—and informed union members—lie in helping to assure that men and women who share our trade union philosophies are those who shape the laws and policies that determine both our social and economic lives."

House votes search ban

Washington—The U.S. House on a voice vote Sept. 22 passed a bill to ban surprise police searches of newsrooms after amending the bill reported by the Judiciary Committee to narrow its coverage to make it closer in scope to one passed by the Senate in August.

The House bill would protect reporters, photographers, freelance writers, film-makers and academics who are not suspected of a crime from surprise, warrant-backed searches and seizure of "documentary material."

The bill that came from the House committee had extended protection to all citizens not suspected of criminal involvement.

Differences in the two measures are being worked out by a House-Senate conference committee. A representative for the House Judiciary Committee said a single bill should be passed by the two houses and sent to the president before Congress recesses early in October.

The bills would reverse the U.S. Supreme Court's Stanford Daily ruling.

The way AFL-CIO Board sees it

Following is the portion of the AFL-CIO General Board statement endorsing President Jimmy Carter for re-election that compares the positions and record of Carter and Reagan on what the board called "key labor issues."

One of the clearest differences between the candidates is on the role each perceives a free trade union movement should have in a democratic society.

President Carter and his administration have recognized and accepted the labor movement's role as the voice of organized workers. The president has repeatedly demonstrated his accessibility to the representatives of workers, his concern and sympathy for the problems of workers and his receptiveness to the ideas and suggestions of their representatives. President Carter initiated the historic National Accord which commits his administration to achieving goals shared by the labor movement—full employment, balanced economic growth and priority concern for resolving the problems of the unemployed, the poor and the disadvantaged.

Ronald Reagan, on the other hand, seeks to weaken the role of America's free trade union movement in society, and to undermine the ability of unions to represent their members. Ronald Reagan is a long-time supporter of so-called "right-to-work" laws, which seek to lower wages and weaken unions. He has been deeply involved with those who promote a "union-free" environment. It is axiomatic that a candidate who would weaken unions would also endanger the contract protections so essential to American workers—seniority, wages, pensions, grievance procedure, health insurance, safety, etc.

On specific labor issues, the difference between the candidates is also dramatic:

✓ President Carter proposed and fought for the labor law reform bill which would have

curbed the most blatant and illegal tactics used by employers to deny workers their democratic right to join a union and to bargain for contract protections.

Ronald Reagan opposed labor law reform. ✓ President Carter signed legislation achieving the highest increase in the minimum wage in history. He and his administration strongly opposed efforts to enact a sub-minimum wage that would discriminate against younger workers and result in the firing of older low-wage workers.

Ronald Reagan, on the other hand, opposed increasing the minimum wage and continues to support sub-minimum wage for teenagers.

✓ President Carter's administration has been the first to effectively administer the Occupational Safety and Health Act (OSHA). He has consistently and firmly opposed attempts to weaken the protection of workers or exclude them from coverage under the law.

Ronald Reagan is hostile to the aims and goals of OSHA and ridicules this vital protection of the lives and limbs of workers. He would deny job safety and health protection to millions of workers in some of the nation's most hazardous industries. As governor of California, he vetoed job safety legislation for the construction industry and cut back on the numbers of inspectors.

The record Ronald Reagan compiled as governor of California demonstrates his hostility to the goals and aspirations of workers. He opposed collective bargaining for teachers and farm workers, cut back workers' right to hearings in some workers compensation cases, cut back on programs to help disabled workers and vetoed disability benefits for women workers suffering complications from pregnancy.

President Carter has earned the votes of working people on his record on labor issues alone. Ronald Reagan has not.

Perlik, Dale message: Carter only hope

This is the text of the statement by TNG President Charles A. Perlik, Jr., and Secretary-Treasurer Charles Dale announcing their support of Jimmy Carter for U.S. president.

This year's Newspaper Guild convention did not make an endorsement in the 1980 presidential elections, nor, indeed, was such an endorsement sought by us or by the International Executive Board as a whole. But no one who heard the tenor of the political remarks made at that convention could believe that the absence of such a recommendation reflected indifference to the election's outcome.

It was apparent then that the contest taking shape would be of profound concern to the Guild and the labor movement. Since that time, evidence to deepen that concern has piled up to an extent paralleled in few presidential elections. We would not be fulfilling our responsibility as Guild officers if we did not, at least as individuals, boldface the danger and draw the necessary conclusion.

That conclusion is that the election of Ronald Reagan would

be an unmixd disaster for the labor movement and for the Guild as a part of it. The only hope for the preservation of the gains we have made, not to mention the achievement of new ones, lies in the re-election of President Carter.

The argument does not really need to be made. The candidates themselves have already made it, as the AFL-CIO General Board pointed out in its endorsement of President Carter.

President Carter supported, and continues to support, labor-law reform. Reagan opposes it and has called, instead, for bringing unions under the antitrust laws.

President Carter opposes compulsory open-shop laws and promises to sign any bill repealing authorization for states to enact them. Reagan has indicated he would support a compulsory open-shop law if it were proposed in his state.

President Carter supports a strong Occupational Safety & Health Act, has appointed an effective OSHA director and opposes efforts to curtail OSHA's powers. Reagan has said he "seriously questions" the need for OSHA.

President Carter supports the minimum wage law, with regular, adequate increases in its level. Reagan has called for its repeal.

Just as the protection and advancement of labor's rights lie in the re-election of President Carter, so do the protection and advancement of the rights of women and minorities.

President Carter supports the Equal Rights Amendment and has worked strongly in its behalf. Reagan is against it, just as he has opposed the Civil Rights Act of 1964.

But these differences, as profoundly important as they are, represent only the tip of the iceberg. What they do not show us is the extent of the disaster that would lie just beneath the surface of a Reagan election victory.

The president elected this year is likely to appoint at least four Supreme Court justices—enough to color the court's social, economic and political philosophy for the next two decades. A court already heavily weighted with Nixon appointees would be an institutional pillar of reaction for years to come if the next four justices appointed must pass the test of Reagan's social views.

The press itself has much at stake, both in the composition of the court and of the administration itself. Last week Vice President Mondale emphasized the Carter administration's opposition to closed trials, "chilling and menacing" subpoenas and newsroom raids. The Democratic platform itself calls for legislative overturn of the Supreme Court decision allowing such raids. The Republican platform, significantly, is silent; it does not even have a section on civil liberties.

Our votes, then, will be cast for President Carter and our efforts between now and Election Day will be exerted energetically in his behalf. We urge Guild members across the United States to do likewise, in the interests of their union and their country.

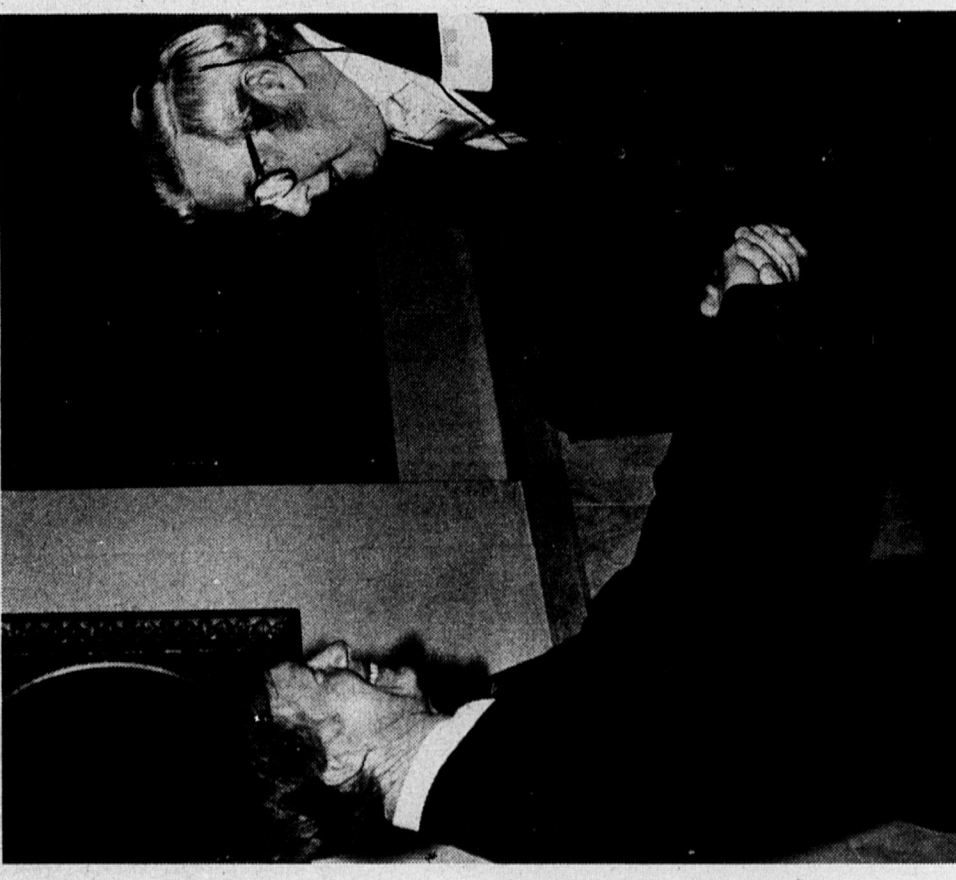
McDermott: '80s demand politics

Ottawa—The economic and political realities of the '80s require that the collective actions of union members and unions be political as well as economical, Dennis McDermott, president of the Canadian Labour Congress said in his Labor Day message.

Pointing out that the CLC participated openly on behalf of its affiliates in Canada's 1979 and 1980 elections, he said that "starting from scratch . . . we helped the New Democratic Party achieve its greatest presence in the Commons" despite contrary predictions by pundits across the country.

The CLC continues to promote the NDP because it is the only party that "has consistently stood up for the rights of the working people," McDermott said.

PRESIDENT CARTER, TNG PRESIDENT PERLIK SAY 'HELLO'
Occasion was National Urban Coalition White House visit.



OSHA urged to lower radiation standard

Park City, Utah—A Guild-sponsored resolution calling on the Occupational Safety and Health Administration (OSHA) to lower the permissible dosage for microwave and radiofrequency radiation well below the level now being contemplated was adopted at the close of a union radiation seminar here Sept. 10.

The resolution calls on OSHA to adopt a standard that would "give U.S. workers protection at least equal to that enjoyed by those of any other country." It also calls on OSHA to "vigorously enforce" all its radiation standards.

The resolution was adopted unanimously by representatives of unions attending a seminar on radiofrequency, microwave and laser radiation, sponsored by the newly established Workers Institute for Safety and Health.

They acted after hearing Paul Brodeur, an author-authority on microwaves, and Sheldon Samuels, the AFL-CIO Industrial Union Department's health and safety director, decry as inadequate a proposed new radiation limit of one milliwatt per centimeter squared.

The present OSHA standard for microwave and radiofrequency radiation is 10 milliwatts over a six-minute period. The American National Standards Institute (ANSI), a management standard-setting organization, and the National Institute for Occupational Safety and Health (NIOSH), have floated recommendations that it be lowered to one milliwatt.

But, declaring that "U.S. industries have demonstrated a callous disregard of the hazards posed to their employees by the rapidly spreading use of equipment producing microwave and radiofrequency radiation," the resolution said the proposed standard as well as the existing one are inadequate.

It noted that the guideline in a number of other countries, including Russia, ranges from 10 to 200 microwatts, "far below even the recommended U.S. standard." (A microwatt is one one-thousandth of a milliwatt. A milliwatt is one one-thousandth of a watt.) The resolution was drafted by U.S. Guild representatives and introduced by TNG Research and Information Director David J. Eisen.

In a keynote address to the seminar, Dr. John Frouines, director of NIOSH, told the group that "we need to adopt standards to protect against low-level microwave and radiofrequency radiation... because there are effects on the nervous system."

Testing of VDTs during the past year has produced several cases of radiofrequency radiation above one milliwatt—and even 10 milliwatts. But NIOSH officials have contested the validity of the readings, and tests by the Bureau of Radiological Health (BRH) have indicated that the frequencies involved—from 18 to 125 kilohertz—were far below the 10 megahertz level at which the safety standards take effect. The new standards being proposed by ANSI would reduce that level to 500 kilohertz, however.

A new BRH videotape was shown at the seminar in which Wordie Parr, chief of NIOSH's Physical Agents Effects Branch, reported that his agency's field tests of VDTs have not detected any form of radiation above federal safety standards, and in which William Herman, acting deputy director of BRH's Division of Electronic Products, said laboratory tests of 125 VDTs by BRH have produced similar results.

But Herman disclosed that in eight cases, when VDTs were deliberately maladjusted to get "worst-case" emissions, BRH recorded radiation exceeding the 0.5 milliroentgen-per-hour standard for television receivers, the highest, at two milliroentgens, approaching the occupational safety standard of 2.5. He said all eight models had either been corrected by the manufacturers or withdrawn from the market.

Parr said NIOSH doesn't "feel there is a radiation problem" and doesn't plan to continue testing VDTs other than intermittently. But Herman, while expressing similar assurances, said BRH will continue to monitor new VDTs.

Despite these assurances, Brodeur at a VDT workshop noted that Dr. Milton M. Zaret, an authority on radiant-energy cataracts, contends that radiation is responsible for cataracts among several of his patients and that air-traffic controllers, working on screens similar to those of VDTs, have contracted cataracts.

The Guild delegation of six

The U.S. price elevator

The table below records the ascent of the Consumer Price Index in the United States over a 24-month period following a 1.6-point rise in the index in August, to 249.6, up 28.1 points from August, 1979, and 51.9 points from August 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 August 1978. The Urban Wage-Earners' and Clerical Workers' Index is the source.

	Percentage over	
	Same month prior year	August 1978†
September, 1979	12.4	13.2
October	12.4	14.1
November	12.8	15.1
December	13.4	16.3
January, 1980	14.0	18.0
February	14.2	19.6
March	14.6	21.3
April	14.5	22.7
May	14.4	24.0
June	14.3	25.3
July	13.0	25.4
August	12.7	26.3
*1967 = 100		†Index = 197.7

was the fourth largest at the seminar, which produced an intensive review of the hazards involved in the spreading use of equipment producing nonionizing radiation. Largest delegations came from the Communications Workers, the Carpenters and the Operating Engineers, with 110 attending in all.

At the VDT workshop, Helen Palter of the San Francisco-Oakland Guild volunteered to have the Bay Area VDT Coalition, consisting of the Guild and other unions that initiated the NIOSH study of VDTs in the Bay Area early this year, serve as an information clearinghouse on VDTs for all unions represented at the workshop.

Guild locals that have had recent problems related to possible VDT radiation were invited to send representatives to the seminar. San Francisco-Oakland sent

VDT slide show can travel

Washington—TNG has available for loan to locals a copy of a seven-minute slide show on VDT health and safety problems produced by the New York Committee for Occupational Safety and Health (NYCOSH).

The slide and sound show, produced with financial support of several unions including TNG and the New York Guild, was shown at TNG's 1980 Convention forum on VDTs.

"It is a thoroughly professional job," TNG Director of Research and Information David J. Eisen said in a letter to locals announcing the availability of the show.

It consists of a slide carousel and cassette tape and can be used either with an automatic projector that correlates slides and tape or with a manual projector and separate tape player, Eisen said.

Doug Cuthbertson and Palter, Southern Ontario sent John Bryant and Linda Torney, and Vancouver-New Westminster sent Linda Hossie.

The seminar was set up as a pilot program, with representa-

tives of OSHA and medical radiation experts among those participating. At least one additional seminar patterned on it will be held, in Columbus, Ohio, at a date not yet announced, Eisen said.



RADIATION SEMINAR PARTICIPANTS DISCUSS RADIATION BUREAU VIDEOTAPE
Guild participants pictured include Linda Torney, Southern Ontario, far left, TNG's David J. Eisen and San Francisco-Oakland's Helen Palter, on sofa, and SFONG's Doug Cuthbertson, standing behind sofa.

ARGUMENTS CALLED 'FRIVOLOUS'

NLRB rejects 'professional' claims

Sacramento—The National Labor Relations Board has rejected a claim by Sacramento Suburban Newspapers that several of its editorial employees are professionals under federal labor law and has included them in a unit of 43 employees that will vote Oct. 3 on whether they will be represented by the Central California Guild.

During two days of hearings on the Guild's petition to represent all the employees of the chain of six weekly papers, the company argued that four employees called "news editor" are professionals as defined by the National Labor Relations Act, even though the board has historically held that journalists do not meet the law's four-part definition of a professional.

One of the law's criterion is a "knowledge of an advanced type in a field of science or learning customarily acquired by a prolonged course of specialized intellectual instruction... as distinguished from a general academic education."

The Guild pointed to the education of the employees in question: one has spent a year in college majoring in English; one is a junior college dropout; one has an associate's degree from junior college.

Another who earned a master's degree in government-journalism while working at the papers testi-

fied that she did so despite management's discouragement. She needed the degree for her part-time teaching job.

When the Guild cited the use of a person just graduated from high school as a vacation replacement for one of the news editors as an example of the education required to perform the job, the company responded by pointing out that the substitute graduated number one in her high school class.

In arguing its "professional" case the company also pointed to the logo box of the papers where the names of the news editors appear after a list of the papers' executives and it claimed that as editors the employees exercised unchallengeable judgment.

Employees whose status was being challenged countered by citing instances when they were ordered to reverse decisions about their work.

The Central California Guild's administrative officer, George Randol said that the professional claims raised by the company were "so obviously frivolous" that it could only be concluded the company was "trying to buy time to erode support for the Guild."

The weekly newspaper group is owned by John P. McGoff and Richard Mellon Scaife who also own the Sacramento Union where the Guild has a contract.

The NLRB directed an elec-

Guild wins office in Pottstown

Pottstown, Pa.—Business office employees of the Pottstown Mercury voted for representation by the Philadelphia Guild in a National Labor Relations Board election here Sept. 10.

The vote among five employees eligible to cast ballots was four for the Guild and one against.

The local also represents some 50 employees in the paper's advertising, circulation, editorial and maintenance departments.

N.Y. Times bias-case pact is unprecedented

(Continued from Page 1)
ago. That settlement set up an affirmative action program and provided for payments of \$350,000 to affected persons.

The race-case settlement was worked out between the Times and the Minority Caucus of Times employees, which had special counsel provided by the New York Guild.

The case began in October 1973 when the Guild local in a complaint to the Equal Employment Opportunity Commission charged the Times with discriminating against nonwhites in its employment practices and policies.

A year later, the case was moved to federal district court with Barker and three other Guild members — Benilda Rosario, Wanda Jones and Morgan Jin—as named plaintiffs. Filed as a class action, and certified as such after another year, the suit sought both affirmative action and compensatory damages for minority employees and unsuccessful job applicants.

Barker and Jones are Blacks, Rosario is Hispanic and Jin is Asian which, along with "Pacific Islanders," are the minority groups covered in the agreement. Since 1978, extensive depositions on their experiences with Times employment policies and practices were made by the four named plaintiffs and 71 other persons from throughout Guild jurisdiction as part of the preparation for possible trial of the suit.

Payments totalling \$285,000 will be made over the next three years to the 75 persons named as witnesses in the settlement. While the formula for distribution among the 75 has yet to be completed, a representative estimated that the most any one would receive would be \$8,500. The average of the total available is \$3,800.

The Times also has agreed that additional payments totalling \$400,000 will be made over the next six years to the Times Minority Caucus Affirmative Action Grant Fund. A plaintiffs' representative said that will be distributed among 300-plus other minority-group employees cov-

ered by the class action suit plus any covered unsuccessful job applicants who establish their entitlement. The company will publish notices of the settlement in the Times, in the Amsterdam News and in El Diario in an effort to assure that all affected persons learn of the agreement's provisions.

Barker estimated the cost of implementing the affirmative action agreements at an additional \$600,000 and attorneys fees at as much as \$250,000.

The affirmative action plan spelled out in the agreement involves "certain minor changes" in the program the Times instituted in 1973 and updated in 1978, the newspaper said in a statement reported in the Times.

The final minority employment goals for the 22 "job groups" listed in the affirmative action program in the agreement are as low as 7 percent for a group that includes a variety of editors — from executive editor through foreign, regional, national and picture editors—and in another group that includes desk heads, deputy editors and art director.

The final goals at the high end are 30 percent—for one group that includes business section heads, another that includes typists, a variety of clerks and messengers, and a third group that includes several indexers, news assistants and travel coordinator.

The settlement specifies that the goals are neither quotas nor maximums and that failure to meet any particular goal will not "by itself" constitute a violation of the agreement.

The affirmative action plan states that the Times is not committed to creating any vacancies or openings, "nor to demote, reclassify, terminate, replace or otherwise displace any nonminority employees to meet or satisfy any such goals."

The agreement also specifies that the Times will continue to give first consideration to incumbent employees before hiring from outside its present workforce.

The affirmative action plan's other provisions include pledges that all minority reporters on the

metropolitan staff will be given an opportunity to serve at least one year on such beats as transportation, city hall, state politics, labor, education and investigative reporting.

The Times remains committed to scheduling holiday, weekend and late shifts on a nondiscriminatory basis.

At least two senior editors will be designated to "direct and coordinate" efforts of minority news clerical personnel to develop their writing or photographic skills, with the trainees compensated for any work published "in accordance with present practice."

The clerical persons are, on request, to be given the opportunity to "spend time with a staff reporter, photographer or editor" as observers, on their own time.

The Times will establish full tuition journalism scholarships for four minority persons per year at Columbia University, Medill at Northwestern University, at Howard University and at the University of California at Berkeley. Times employees are to have preference for the scholarships and are to be granted leaves from the Times and given consideration for "professional newsroom positions" upon graduation.

In advertising, the Times is to provide the Minority Caucus a "written definition of the typical

lines of progression . . . in terms of advancement to the position of display advertising Representatives."

The Times also is to discuss problems with assignments of telephone solicitors and implement procedures to insure nondiscrimination in those assignments.

Guidelines for interviewing job applicants that prohibit questions not related to the jobs at question are to be established, as is a "transfer/promotion request filing system," with requests maintained for at least three years. Unsuccessful applicants are to be notified of the specific reasons for that result and advised, "where relevant," of training needed and available.

In recruiting new employees, the Times "agrees and reaffirms" that it will use agencies with demonstrated ability to locate "well qualified minority candidates," that if it advertises openings it will do so in publications with "substantial minority readership or distribution" and that it will recruit at schools and colleges with "a substantial minority student body."

If the Times institutes any tests for job applicants beyond those of typing and stenographic skills, it agrees to validate them with the EEOC and not to use any test that cannot be validated.

The plan also provides that

each employee shall have access to his or her personnel file and have the right to insert therein a correction or clarification of any information the file contains.

The plan also spells out in some detail procedures to be followed in minority training programs provided under the Guild-Times contract, including the designation of at least one person to be responsible for directing participants' training and "a clear and specific listing of the minimum requirements for entry" into the training program.

The plan also increases by \$500, to \$1,500, the maximum allowances under the Times' tuition refund policy and makes the reimbursements available for courses related to other positions at the papers as well as to the individual's current employment at the Times.

Attorneys provided for the plaintiffs and the Times Minority Caucus by the New York Guild in the case were Mary K. O'Melveny, Jonathan W. Lubell and Nan C. Bases, of the firm of Cohn, Glickstein, Lurie, Ostrin & Lubell.

A Times representative said the newspaper made the settlement "because it believes it would not be in the best interests of the company and its employees to engage in protracted litigation on this sensitive matter," the Times reported.

Joint operation gets partial ok

Washington — U.S. Attorney General Benjamin R. Civiletti has given qualified approval to the Chattanooga Times and News-Free Press' request for Justice Dept. sanction of a joint publishing operation.

Civiletti on Sept. 2 agreed with the publishers' contention that the Times "is a failing newspaper" and ruled that antitrust exemption for a joint operation "can be granted for those elements which have not yet been put into operation."

The News-Free Press took over printing the Times last May without approval of the Justice Dept. The papers had applied in March for approval of a joint operation

under which all non-editorial functions—including those of the advertising, business and circulation departments, as well as mechanical departments—would be performed by the News-Free Press.

The Guild represents editorial department employees at the Times. The Times fired its craft-union employees in May when the News-Free Press began to produce both papers. All the remaining employees at the Times and all the employees of the News-Free Press are unorganized.

Under the Newspaper Preservation Act the attorney general can grant an antitrust exemption to newspapers seeking to enter a joint operating agreement if one of the papers is in "probable danger of financial failure," but it requires the papers to seek approval before implementing joint operation.

Civiletti ordered the Justice Dept.'s antitrust division to determine which areas of the joint arrangement the papers sought had yet to be implemented and to report to him by Sept. 23.

Allentown top up \$91, to \$462

Allentown, Pa.—The top minimum for reporters is raised by \$91.50 a week, to \$462.38, under a three-year agreement between the Lehigh Valley Guild and the Allentown Call and Chronicle.

Other increases and resulting top minimums include:

Desktopers — Up \$93, to \$469.96 a week (three \$31 increases).

News assistants and librarians — Up \$56.25, to \$284.25 a week (three \$18.75 increases).

Copy persons — Up \$37.50, to \$189.50 a week (three \$12.50 increases).

Provision for dental insurance is added to the contract and the mileage rate is increased by three and one-half cents, to 18½ cents



'Journalism and unions'

TNG's Human Rights Co-ordinator, Hannah Joy Rayl, right, discusses "things you need to know about journalism and unions" with journalism students at the University of the District of Columbia during career orientation seminars as the college opens its fall term. Students from the left are: Greg Bagley, manager of campus radio station WDUC; Herman Darden and Juanita Jeter. All are seniors. Jeter was moderator of the journalism effort.

Model dues schedule top is extended

Washington—Guild members making \$700 a week and more and who belong to locals with dues structures conforming to TNG's constitutional Minimum Dues Schedule will pay higher monthly dues starting with October.

Secretary-Treasurer Charles Dale has reminded all locals that the "ceiling" on the local dues schedule is automatically raised and extended effective Oct. 1 to a top bracket of "\$745 and over" as follows:

Regular weekly compensation	Monthly higher dues	Monthly reduced dues
\$695 to \$699.99	\$36.00	\$36.00
700 to 704.99	36.25	36.25
705 to 709.99	36.50	36.50
710 to 714.99	36.75	36.75
715 to 719.99	37.00	37.00
720 to 724.99	37.25	37.25
725 to 729.99	37.50	37.50
730 to 734.99	37.75	37.75
735 to 739.99	38.00	38.00
740 to 744.99	38.25	38.25
745 and over	38.50	38.50

Higher dues are in effect when, as now, TNG's Defense Fund contains less than \$3.5 million and they stay in effect until the fund reaches \$4 million.

Photographer gets \$3,250 for 'string'

Washington—The Washington Star has been ordered to pay a photographer \$3,250 as compensation for retaining he lost over a 13-month period after the company forbid his working for a free-circulation monthly magazine on grounds that it was a competitor.

Arbitrator Samuel H. Jaffee upheld the Washington-Baltimore Guild's contention that the Washington Calendar Magazine, a publication mailed unsolicited to some 150,000 "occupants" each month, is not in competition with the Star and that under the Guild's contract with the Star the employee was free to work for the magazine on his own time.

At the same time, however, Jaffee also ruled that the New York Times is in competition with the Star and rejected the local's claim that another employee had been improperly prohibited from stringing for the Times.

The company argued that Calendar Magazine competes with the Star for advertisers and that the Star acted properly when it instructed the photographer to terminate his arrangement with the magazine.

The Guild's contract with the Star prohibits editorial employees from engaging in activities for print or broadcast competitors.

Jaffee disagreed with company arguments saying that finding a publication to be in competition because of "mere potential" damage goes entirely too far, for there would then appear to be hardly any limit on what is proscribed.

Noting that the magazine was published only monthly and "its

content aside from advertising . . . quite limited," the arbitrator held that "its competition with the Star is . . . not significant enough to justify barring" editorial employees from contributing to it.

He ordered the Star to reimburse the photographer for the \$250 monthly retainer he would have received from the magazine for each of the 13 months from the date the employee was told to terminate the arrangement until the July award.

The employee had been instructed to cease working for the magazine when he returned to full-time status at the Star in July 1979, following nearly a year as a part-timer, preceded by more than two years on the Star's rehire list.

Jaffee noted that he was making no monetary award for the period following his award because re-establishment of the employee's arrangement with the magazine could involve unforeseen circumstances.

The Washington Calendar Magazine subsequently suspended publication with its September issue, citing "economic problems related to the current recession."

In holding that the New York Times is in competition with the Star, Jaffee said that the Times with a daily circulation in the Washington area of about 20,000 and a Washington bureau employing about 100 persons "surely competes with the Star on national news and, to a lesser extent, on local news (though the distinction between national and local news can at times be some-

UPI pays \$10,000 penalty in schedule posting case

New York—United Press International has paid a Wire Service Guild-covered employee nearly \$10,000 in penalty pay because a bureau manager failed to post his work schedule for more than a year.

The Guild's contract with UPI requires the company to post work schedules and calls for pay at time and one-half for work outside the scheduled hours.

Kansas City, Mo.—Vice President Mondale helped observe the Kansas City Star's centennial here Sept. 18 by emphasizing the Carter Administration's opposition to closed trials, subpoenaing of reporters, warrant-backed newsroom searches and the use of reporters by the Central Intelligence Agency.

"Subpoenas that pry into the records of reporters . . . that

compel reporters to testify against sources, have what everyone knows to be a chilling and menacing effect no matter who makes the request or which court you're hauled into," Mondale told about 500 persons at a luncheon.

President Carter looks forward to signing a bill in Congress that would again make reporters "free of fear, free of searches" by banning surprise raids on news-

Distributors revive own association

Buffalo—City wholesale distributors at the Buffalo Evening News have voted 20 to 1 to sever themselves from the Buffalo Guild and revive an unaffiliated union as their bargaining representative.

In July 1978, with their jobs threatened by automation, the 30 distributors then represented by the Wholesale Newspaper Distributors Assn. voted to affiliate with the Guild. The Guild's initial

Mondale outlines free press aims

rooms under authority of search warrants, Mondale said.

"Few recent events were more threatening" than the Supreme Court in 1978 upholding such searches in its Stanford Daily ruling, Mondale added.

Criticizing closings of trials to reporters on grounds such as concern about possibly harmful publicity, Mondale declared that the administration feels that "in all but extreme cases trials must be open" to press coverage.

Pointing to revelations in years past of the CIA's recruiting reporters to provide it information from overseas, Mondale declared that "not once during this administration has the CIA used an American reporter."

He also said he feels that a balance between the needs of a free press and the protection of intelligence agents' identities can be worked out in pending legislation seeking to protect agents' identities.



Visiting Egyptian unionists

A delegation of Egyptian trade union leaders listen as Yetta Riesel, TNG Research and Information Associate, explains the Guild structure, policies and procedures. TNG headquarters was one stop on the group's two-week visit to the United States arranged by the AFL-CIO and the U.S. Labor Dept. From left are: Mohamed Ali Elfiky, president of the Press, Printing and Information Workers Union, Galeal El Nahal the group's interpreter, Mos-

tafa Mongei, president of the Union of Military Factory Workers and Abdel Monem Farag, president of the Union of Air Transport Workers. A few weeks earlier, TNG hosted a group of Swedish journalists, including leaders of the Swedish Union of Journalists, touring U.S. papers to study the use of video display terminals in newsrooms. TNG arranged visits for the group at the Washington Post and Star and the Baltimore Sun.

what blurred in this national capital.)"

[Times Washington Bureau employees are covered by the New York Guild's contract with the paper.]

Pointing to the arrangement between the Star and the Times where stories written by Star employees are sent to the Times in exchange for the Star receiving the Times' News Service without cost, Jaffee said the arrangement "does not necessarily" lead to the conclusion that the papers are not competitors and further noted that there was some basis for the Star's argument that permitting employees to contribute to the Times outside that arrangement "could destroy" the basis for the exchange.

Jaffee concluded that the Star had not acted improperly when it prohibited a reporter from producing an article for the Times about a Washington-area utility and denied the Guild's demand that the employee be awarded the \$150 the Times would have paid her.

Locals' contributions for Poles total \$700

Washington — Contributions totalled \$700 from the first four Guild locals to respond to TNG's call for participation in the AFL-CIO's Polish Workers' Aid Fund.

Through Sept. 24, contributions had been received from the Erie (\$50), St. Louis (\$500), San Jose (\$50) and Puerto Rico (\$100) Guilds.

TNG President Charles A. Perlik, Jr., has urged all U.S. locals to make treasury contributions and conduct collections among their members for the AFL-CIO fund and to transmit the contributions through TNG.

Meanwhile, U.S. newspaper correspondents reported from Poland that Warsaw newspapers carried reports that the governing boards of the journalists' and dockworkers' unions plan to submit to the unions' conventions later this year proposals that would move the unions out of the official, state-controlled Central Council of Trade Unions and into the nation's new, independent union movement.

As the unions' boards were acting, however, Stanislaw Kania, the country's new Communist Party chief, was appealing for unity in the union movement and the government newspaper Zycie Warszawy published an attack on the AFL-CIO for "meddling" in Poland's internal affairs by its announced support of the new Polish unions.

U.S. correspondents were also reporting a relaxation of censorship of Poland's newspapers, though on an uneven and sporadic basis.

"Much that previously was unpublished now gets into print every day, including the formerly unmentionable word 'strike,'" Michael Dobbs reported in the Sept. 21 Washington Post.

Other East European nations, however, were not welcoming the development, Dobbs reported, pointing out that "copies of official Polish newspapers containing details of the Gdansk agreement have been confiscated by Czechoslovak and East German customs officials."

Paraguay frees del Valle

Asuncion, Paraguay — Alcibades Gonzalez del Valle, prominent journalist and secretary general of the Paraguay Journalists Assn. was released from jail here Sept. 2 after being imprisoned for 10 weeks for writing an article critical of the government.

At the time of his release the Paraguayan press carried reports that the state's attorney in the case said the government lacked evidence that del Valle's writings had been "a formal inducement to disobey the law," as it had charged.

Del Valle is reported to have said he "intends to press his own trial in order to demonstrate his innocence."

He had also been jailed for over a month in late 1979, without charges being filed.

Both of his imprisonments touched off protests from journalists and concerned organizations, including the Guild and Amnesty International.

TNG's 1980 Convention expressed outrage and condemned the Paraguayan government for the repeated jailing of del Valle. It called the "repeated imprisonment of a journalist for what he writes . . . the mark of despotism."

Del Valle, a columnist for ABC Color, visited TNG President Charles A. Perlik, Jr., last spring during a trip to the United States. He was arrested on his return to Paraguay June 25, reportedly because of an article he wrote criticizing the government's press to act in a case involving the murder of a teenage boy.

Guild, Mailers strike Minneapolis papers

(Continued from Page 1)

The papers are also demanding that the Mailers surrender jurisdiction over a mailroom computer, agree to reduced staffing on the line between the press and delivery trucks now and agree to the number of employees who would operate an automated mailing system the company is considering installing in the future.

Another company proposal to the Guild would more than double the amount employees who use company-owned cars would have to pay the company for personal use of the vehicles. The company's proposal would increase that weekly payment to as much as \$24.

Abbreviated editions of the papers were being published on an alternating basis, with the Tribune coming out one day and the Star the next. The papers were sold from inside the plant, with customers required to cross the picket lines to buy them.

Company claims that 20,000 copies of the Sunday paper were sold the second Sunday of the strike were considered by strikers to be greatly exaggerated. Normal Sunday circulation is 600,000.

The struck papers are carrying no retail advertising and the classified ads that have appeared are reported to be free.

There were reports that the

Stern brothers of Stern Publications of Detroit were in Minneapolis exploring the possibility of publishing an interim daily. The brothers have published interim dailies during other strikes, including the one in 1978 in St. Louis.

The unions, meanwhile, were making contingency plans to launch a strike newspaper.

The strikers include some 400 Guild members from the papers' editorial, outside circulation and promotion departments, 180 Mailers and 18 Machinists. The Guild's contract expired July 31, 1980 and the Mailers' agreement expired June 30.

Another estimated 1,050 employees represented by five other unions—the Teamsters', Typographical, Pressmen's, Engravers' and Service Employees' unions—were honoring the picket lines.

Three of the unions established a hardship fund to aid employees honoring the picket lines but who were receiving no strike benefits from their unions. TNG, the International Typographical Union and the local Mailers' union each contributed \$5,000 to the fund and the Twin Cities Guild contributed \$2,000. Another \$1,000 was raised from the sale of T-shirts bearing a cartoon done for the strike by Tribune cartoonist Richard Guindon.

The local said it had sold several thousand T-shirts at strike headquarters, on the picket line, in front of a grocery store and outside the Guthrie Theater. The cartoon shows one of Guindon's characters, a shopping-bag lady, carrying a picket sign.

Strikers who are receiving benefits are being asked to sign a check-off authorizing a voluntary contribution to the hardship fund. Guild strikers are being asked to check-off \$5 a week and some 150 of them signed and returned check-off forms immediately after they were distributed Sept. 23.

It was announced earlier this year that the Star and Tribune will be among the first 12 papers that will participate in an experimental electronic newspaper network established by the Associated Press and Compuserve, a nationwide computer service based in Columbus, Ohio.

It has been reported that the Star and Tribune will be added to the system next July. The Columbus Dispatch is the only paper now on the system.

The judge refused to act immediately but said it appeared from the evidence that the union had violated an earlier court order prohibiting such work stoppages.

The stoppage occurred when a driver was suspended for refusing to manually load trucks when automated loading equipment at the paper's Carlstadt, N.J. plant broke down. The job action spread to the Times Manhattan plant as well. It was the third stoppage by the Deliverers at the Times in two weeks.

Victoria Guild okays changes to end 'boycott' of new shifts

Victoria, B.C. — Most Guild members at the Times-Colonist are working new shifts following a 13-hour meeting Sept. 16 between their union and management on shift changes the company tried to impose unilaterally Sept. 1 when the Thomson chain merged the Daily Colonist and Victoria Times.

Guild members had continued working their old shifts on grounds they had not received the 90-day notice required under the Guild contract [Guild Reporter, Sept. 12].

Several of the shift changes agreed to in the Sept. 16 meeting involve adjustments in those the

Pressmen protest cartoon, delay edition of N.Y. News

New York — The new afternoon edition of the New York News was delayed for more than an hour Sept. 16 when pressroom employees refused to run the presses unless a cartoon they considered anti-union was removed.

After the News said it would publish a letter to the editor expressing the pressmen's objections to the cartoon, the pressmen returned to work and the cartoon appeared in afternoon editions of the paper.

The cartoon, originally published by the Miami News, depicted a worker being asked by his wife if the new Polish unions

model themselves after unions in the United States would it "mean more coffee breaks, shorter work weeks, featherbedding, lethargy, pension fund scandals, corruption, organized crime, products of inferior quality and an inability to compete in world markets."

The same cartoon had appeared in the New York Times two days before.

A letter to the editor from the Allied Printing Trades Council complaining about the cartoon

also appeared in two afternoon editions of the Sept. 16 News. In recent years there have been several other work stoppages by New York newspaper craft unions in protest over editorial or advertising content scheduled to appear in one of the papers.

Meanwhile, a federal judge set a hearing for Sept. 26 on a motion by the New York Times that the court find the Newspaper and Mail Deliverers Union in contempt and fine it for a work stoppage Sept. 17 that affected delivery of the paper.

The judge refused to act immediately but said it appeared from the evidence that the union had violated an earlier court order prohibiting such work stoppages.

The stoppage occurred when a driver was suspended for refusing to manually load trucks when automated loading equipment at the paper's Carlstadt, N.J. plant broke down. The job action spread to the Times Manhattan plant as well. It was the third stoppage by the Deliverers at the Times in two weeks.



TWIN CITIES GUILD, MAILER PICKETS MARCH ON PORTLAND AVENUE
Scene is front of Minneapolis Star and Tribune on strike's third morning.

Cleveland ITU accepts concessions at Press

Cleveland—International Typographical Union printers have voted to accept a package of contract concessions after negotiating with Joseph E. Cole, the prospective buyer of Scripps Howard's Cleveland Press, who has maintained that he must have concessions from all the unions as a condition for purchase. [Guild Reporter Aug. 8 and Sept. 12.]

The printers are the first union to reach agreement with Cole. Others, including the Guild, are continuing to meet with his representative.

Meanwhile, an audit of the Press' books conducted by TNG's auditor for the unions showed that the paper had losses of \$2.8 million in 1979 and projected additional losses of \$5 million in 1980.

The Cleveland Plain Dealer

reported that the printers agreed to a year's wage freeze in 1981, five percent increases in 1982 and 1983, with the possibility of negotiating additional three percent increases in 1982 and 1983 depending on the progress of the paper.

It also reported that the printers agreed to 10 job buyouts in addition to 10 already called for by their contract with the Press. Scripps-Howard has said it intends to close the Press unless it is sold "within a reasonable period of time."

Full-time women

Washington—Seven out of ten women were working full-time—at least 35 hours a week—in 1978, the U.S. Bureau of Labor Statistics reports.

IT SEEMS TO US

Guild pioneer reflects on 45 years in Manchester

BELMONT, N.H.

Editor:

As I recently retired from the Union Leader at Manchester, I am asking you to take my name off of the [Guild Reporter] mailing list.

Normally, I would enjoy still reading it—were I so entitled—but I lost most of my vision shortly before expected retirement and had to accelerate the action.

I was a charter member of the Manchester Guild [Jan. 10, 1942]—in fact I attended a meeting a few years earlier, called to organize, but the actual formation did not materialize at that time.

I have seen many changes in the newspaper industry since I first joined the Manchester Union Leader family back in mid-1936. My then boss, one of the nation's top managing editors—recommended my reading the N.Y. Herald Tribune for style and good reporting. Walter Lipp-

man was then one of its great columnists. I did read the Tribune and it was a fine inspiration to a newsman with little formal education.

The best things that I remember from 4½ decades in the news reporting field are the people that I've met; and to me I've often learned more, in sound common sense and philosophy, from a laborer than [from] a learned person.

EARL O. ANDERSON
Retired,
Manchester Guild

Elizabeth member's death from cancer is reported

NEWARK, N.J.

Editor:

While you have told me that you don't ordinarily use the obits of TNG members, I'd like to tell you about one of the Elizabeth Unit's members.

He was Edward Daniels, Jr., who died Aug. 19 when he lost his battle against cancer. Eddie was a 33 year veteran of the

By TNG convention action, letters shall be limited to 200 words and shall avoid libelous subjects detrimental to the Guild. Members shall be permitted to personally attack the same issue, but publication of either attack or reply shall not be delayed longer than one issue. Deadline, Friday before publication.

Daily Journal, Elizabeth, working as a display advertising man. He discovered he had cancer late in 1978 and was hospitalized for some time, returning to work just before the strike began on April 14. All through the strike he hid his share on the picket line and sold display ads for the Community Paper. When urged by some of us to go back and sit in the office, his response always was: "If I expect to get the benefits, I must do my share!" And he did.

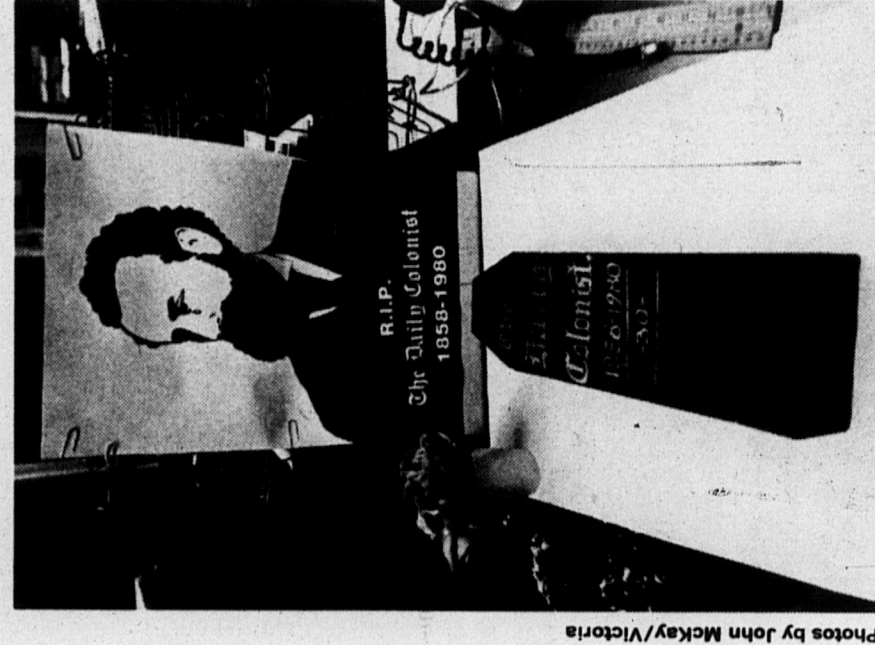
When the strike was ended for us and none of us got our jobs back, Eddie went back to the hospital to die.

JEAN-RAE TURNER
Elizabeth Unit
New York Guild

Victoria bids farewell...



AT COLONIST FOUNDER'S GRAVE: JOHN HOGBIN (GUILD), SPEAKS AS HUBERT BEYER (GUILD) DISPLAYS MEMORIAL POSTER AND GUNNER SHAW (STEREOTYPERS), ASSUMES PRAYERFUL POSTURE WHILE



Photos by John McKay/Victoria

DESK TOP IN COLONIST NEWSROOM AUG. 30

.... to jobs, separate papers

Victoria, B.C.—About 50 newspaper union members from Victoria Press paid an early morning tribute to Amor de Cosmos at his grave in Ross Bay Cemetery here Aug. 31 after putting out the last edition of the Daily Colonist.

De Cosmos was the founder and first publisher (in 1858) of what was then the British Colonist.

A gravesite oration was given by Guild member John Hogbin:

"The Daily Colonist died this morning. It's like saying farewell to an old friend. He has never harmed or betrayed, yet he has to be eliminated. An obituary is shunned by superiors. There is no funeral—only an undignified, hasty burial."

Saying that de Cosmos was a man who loved and cared, Hogbin continued: "What has become of his bequest? Grasping hands, uncaring hearts determined that it should end."

The "Last Post" was played by Charles Odell of the Guild and Tony Weiss of the Typographical Union.

The last edition of the Daily Colonist was burned beside the grave and the ashes scattered. A final toast to the 122-year-old paper was drunk.

Black arm bands, with the words "R.I.P. Daily Colonist 1858-1980," were worn by Colonist staffers as they worked during the final days of the paper's publication. A memorial display—featuring a por-

trait of de Cosmos with a single tear starting down his left cheek—was atop a newsroom desk the night of Aug. 30 as staffers worked to put out the morning paper's final edition.

A feature outlining the Colonist's history had been banned by Victoria Times publisher Colin McCullough, now publisher of the new, all-day Times-Colonist.

At 1 p.m. Sept. 2, 60 members of all unions whose members had put out the Colonist and the Times as separate papers joined in a funeral procession in front of what is now the Times-Colonist building.

A coffin, draped with the front pages of the final issues of both papers, was carried by pallbearers Hogbin, Alan Fox of the Typographical Union, Bob Philco of the Mailers and Jim Watson of the Pressmen.

Guild member Hubert Beyer, standing on the steps of the building, said someone was getting rich from closing papers. He called for stronger anti-combines legislation in Canada and noted that two chains, Southam and Thomson, plus a handful of independent companies control the nation's press.

After the funeral, the coffin was taken to the offices of the Victoria Joint Council of Newspaper Unions to lie in state.

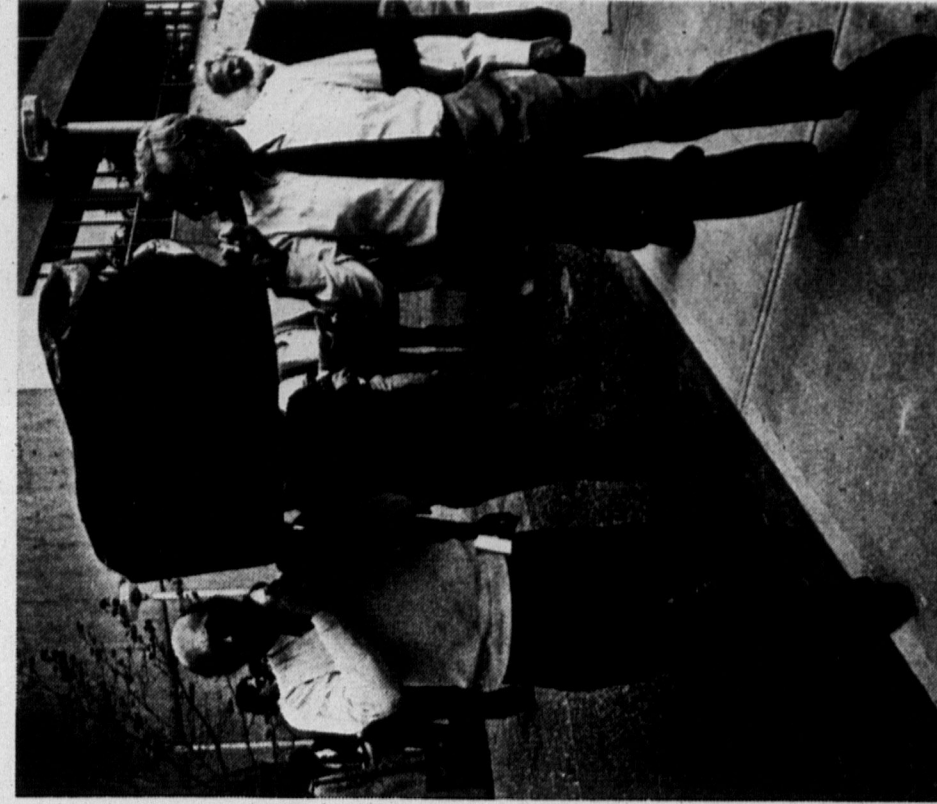
The merging of the Colonist and the Times followed a takeover of FP Newspapers by the Thomson Organisation.



COLONIST'S LAST EDITION IS BURNED: LOOKING ON ARE BILL KENNEDY (TYPOGRAPHICAL UNION), CHUCK O'DELL (GUILD) AND JOHN MOORE (TYPOGRAPHICAL UNION).



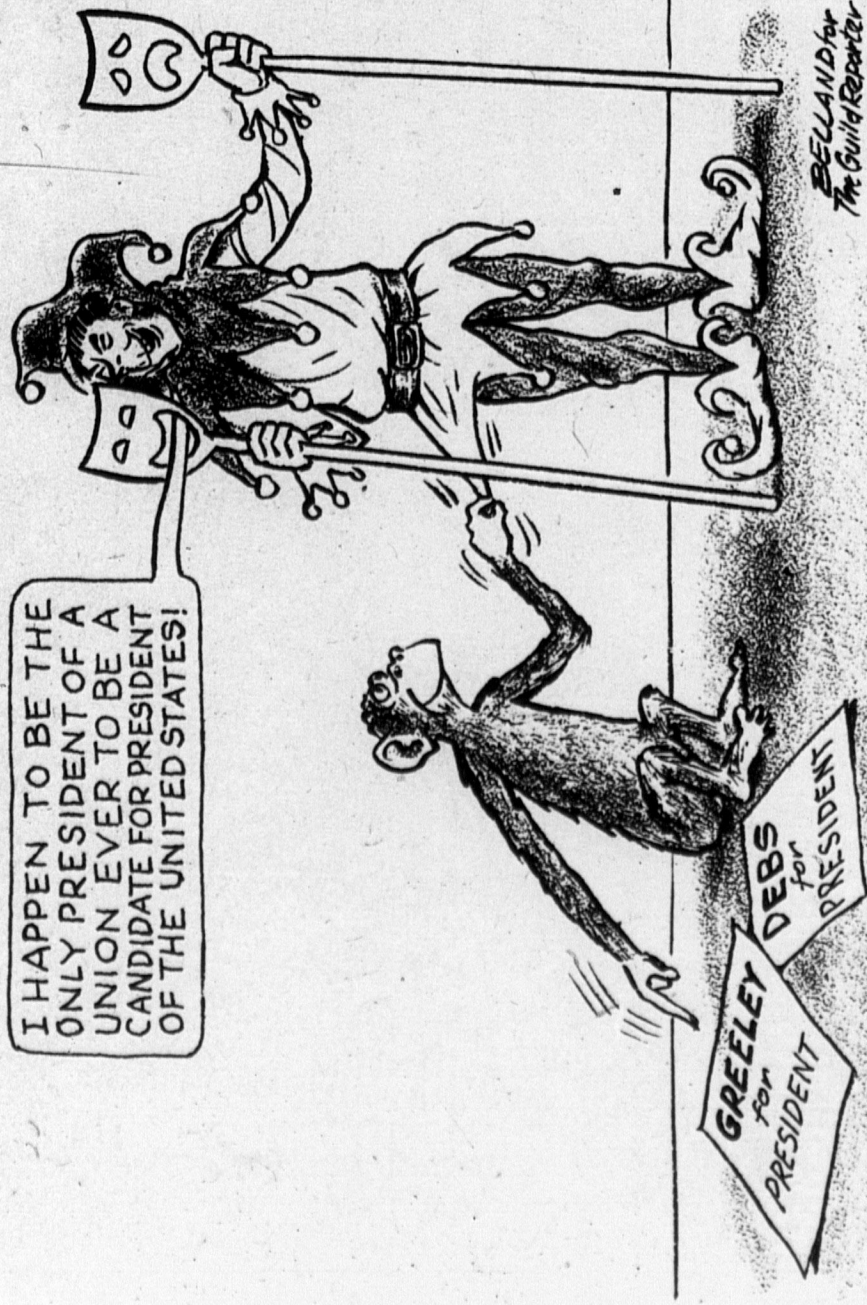
AT NEWLY NAMED TIMES-COLONIST BUILDING: HUBERT BEYER (GUILD) SPEAKS OVER MOCK COFFIN REPRESENTING FORMERLY SEPARATE VICTORIA TIMES AND DAILY COLONIST AND THEN



PROCESSION REMOVES 'COFFIN': PALLBEARERS ARE JOHN HOGBIN (GUILD) AND AL FOX (TYPOGRAPHICAL UNION). 'COFFIN' LAY IN STATE AT OFFICES OF NEWSPAPER UNIONS' JOINT COUNCIL

'Psst! ... Hey boss ... I'

I HAPPEN TO BE THE ONLY PRESIDENT OF A UNION EVER TO BE A CANDIDATE FOR PRESIDENT OF THE UNITED STATES!



CASEY RUNS HIS CAMPAIGN

Reagan's Capital Cities connection

BY PAUL GOLIAS
Wilkes-Barre Guild

WELL, NOW, look who's running the presidential campaign of Ronald Reagan. It's none other than Bill Casey.

Who? William J. Casey, that's who. William J. Casey, member of the board of directors of Capital Cities Communications, Inc., the New York outfit that brought Wilkes-Barre a newspaper strike. William J. Casey, member of the New York law firm of Rogers and Wells (that's Rogers, as in former Secretary of State William Rogers). In fact, Casey is being touted as Reagan's secretary of state, if the Californian wins the White House.

Imagine that! Capital Cities, which already has a former executive (James Quello) on the Federal Communications Commission, would have a former board member (assuming Casey would resign) as Secretary of State at Reagan's right hand.

In fact, it also can be assumed Casey and Reagan have shared their views on treatment of the working man and woman. And that means more trouble for the working stiffs of the nation if Reagan is elected. Capital Cities is one of a number of companies that has embraced a union-busting philosophy. The media conglomerate, which uses a Nashville, Tenn., law firm to carry out its "creative tension" thinking, makes a comfortable off-to-the-right partner for Reagan.

Capital Cities has weakened unions representing its workers in several cities, and it has broken two unions in Pontiac, Mich.

This is taken from a column by Golias in the Sept. 9 Citizens' Voice, the daily published by the four Wilkes-Barre newspaper unions since they struck the Capital Cities chain's Wilkes-Barre Times-Leader Oct. 6, 1978. The Times-Leader continues to publish with strikebreakers. Golias is night city editor of the Citizens' Voice.

Casey has been a director of Capital Cities from 1954 through 1971 and from 1976 through the present. He was off the chain's board of directors while serving as chairman of the Securities and Exchange Commission, undersecretary of state for economic affairs and chairman of the Export-Import Bank in the Nixon and Ford administrations. As of Feb. 29, Casey held 69,040 shares of Capital Cities stock and other members of his family held another 4,000.

Casey is on leave from the law firm of Rogers & Wells while directing Ronald Reagan's campaign. In 1979, Capital Cities paid the firm \$50,000 and paid Casey, as a director, \$10,000 plus \$500 for each of the four directors meetings he attended.

The conglomerate and its lawyers use all tactics, as strikers in Wilkes-Barre can testify.

Sweet-talk, the arm-around-the-shoulder approach preceded the strike; then came the fence and Wackenhuts and now the courts and the National Labor Relations Board are key battlefronts.

In short, Reagan's ideas would effectively do on a national level what Capital Cities strives to do on the local level.

Now, what does all this mean to working men and women, whether in unions or not?

It could mean a definite lowering of the American standard of life. Only the naive won't admit that trade unions often have set the pace in improving wages, education, job safety and other aspects of Americans' working lives.

Sure, those who think anti-union can conjure up tales of "corrupt labor bosses," etc. etc., but for every one the AFL-CIO also can produce a story of "corrupt company bosses." That type of mudslinging does nothing to help anyone.

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, Heywood Brown Room, New York Guild, 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, Rivermont-Holiday Inn Hotel, Memphis, June 29-July 3, 1981.

AMERICAN WORKERS—blue collar, white collar or no collar—should recognize the threats of the Ronald Reagans and William Caseys.

The nation's problems, most pressing to the unemployed and low-income, call for moderation, not radicalization.

If the nation drifts too far to the right, the tilt may be too much for working people, and they'll be the first to drown in the sea of policies advocated by the right wingers.

Oops !

Ronald Reagan is fond of saying that he is the only president of a union ever to be a candidate for president of the United States.

The trouble is, that's simply not true.

It's not true whether he is speaking of presidents of national or international unions or presidents of local unions—or both.

You might have thought that the former president of a union like Reagan at least would have gotten things straight in his Labor Day speech. The one in Liberty State Park in Jersey City with the Statue of Liberty in the background. The one that was rerun as a campaign commercial for the next few days.

But, right there in the middle of his telling us how he'd be the workers' champion as president, Reagan said it:

"I happen to be the only president of a union ever to be a candidate for president of the United States," he said, referring to his being president of the Screen Actors Guild 30 years ago.

We thought we'd not heard right when we listened to him say it on a news broadcast that night. When we heard it again on the commercial we thought we must have missed a few words, so we got the text.

Sure enough, right there near the top of Page 6. His very words. No qualifiers. No modifiers.

It would seem that a candidate trying to capitalize on having once been involved in the labor movement in a national leadership position ought to have heard of Eugene V. Debs, a figure of considerable stature in the foundation of the U.S. labor movement whose home in Terre Haute, Ind., is a national historical landmark.

After being an officer of the Brotherhood of Locomotive Firemen, Debs in 1893 became national president of the American Railway Union and led it in the historic Pullman strike of 1894.

Debs ran for U.S. President on the Social Democratic or Socialist ticket five times—in 1900, 1904, 1908, 1912 and 1920—though the best he did was pull 918,000 votes his last time out.

And if not Debs, how about Horace Greeley, a former president of the New York Typographical Union and a "Republican" to boot. Greeley was president of his union in 1850 and in 1872 was the only candidate to run against Ulysses S. Grant for the U.S. presidency. Greeley ran on a Liberal-Republican ticket and carried six states. He netted 2,834,000 total votes (against Grant's 3,597,000) and would have had 66 electoral votes had he not died before they were counted.

A short add-all

As everyone knows, the union that Ronald Reagan used to head, the Screen Actors' Guild, has been striking the motion picture and television industries since July. We wondered what kind of support the strikers might have received from Reagan. A SAG representative told us they haven't heard from him. A major issue in the strike is more adequate payment for reruns.

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